2017 Annual Report
InterPride Inc. – International Association of Pride Organizers

Founded in 1982, InterPride is the world’s largest organization for organizers of Pride events. InterPride is incorporated in the State of Texas in the USA and is a 501(c)3 tax-exempt organization under US law. It is funded by membership dues, sponsorship, merchandise sales and donations from individuals and organizations.

OUR VISION
A world where there is full cultural, social and legal equality for all.

OUR MISSION
Empowering Pride Organizations Worldwide.

OUR WORK
We promote Lesbian, Gay, Bisexual and Transgender Pride on an international level, to increase networking and communication among Pride Organizations and to encourage diverse communities to hold and attend Pride events and to act as a source of education.

InterPride accomplishes its mission with Regional Conferences and an Annual General Meeting and World Conference. At the annual conference, InterPride members network and collaborate on an international scale and take care of the business of the organization.

InterPride is a voice for the LGBTI community around the world. We stand up for inequality and fight injustice everywhere. Our member organizations share the latest news so that can react internationally and make a difference.

Regional Director 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 email info@interpride.org or via our website.

www.interpride.org

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Information in this Annual Report is known to be correct at the time of production October 2, 2017. This Annual Report is designed by Brett Hayhoe. Special thanks to Mark Monk who, again this year, volunteered his editing skills.
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**Corporate Governance**

InterPride is managed by nine Executive Committee members and a board of Regional Directors representing twenty regions of the world. Listed here is the 2015 Board, along with their city and country of residence.

### Executive Committee:

Sue Doster  
Co-President  
New York, NY, USA

Brett Hayhoe  
Co-President  
Melbourne, VIC, Australia

Ron deHarte  
Secretary  
Palm Springs, CA, USA

Linda DeMarco  
Treasurer  
Boston, MA, USA

Sheri Rase  
Vice President Member Services  
Edison, NJ, USA

J. Andrew Baker  
Vice President Operations  
Geneva, Switzerland

Frank van Dalen  
Vice President Operations  
Amsterdam, the Netherlands

Chrissy Taylor  
Vice President Operations  
Vancouver, BC, Canada

Marsha H. Levine  
Vice President Operations  
San Francisco, CA, USA

Dallas Barnes  
Vice President Operations  
Calgary, AB, Canada

### Regional Directors:

**REGION 1 DIRECTOR**  
Jorge Solorio, Las Vegas, NV, USA  
region01directors@interpride.org

**REGION 2 DIRECTOR**  
Michael Goodnow, Bremerton, WA, USA  
region02directors@interpride.org

**REGION 3 DIRECTORS**  
Richard Brethour-Bell, Santa Fe, NM, USA  
Miranda Sedillo, Albuquerque, NM, USA  
Alternate: Jaron Turnbow, Austin, TX, USA  
region03directors@interpride.org

**REGION 4 DIRECTORS**  
Chris Morehead, Indianapolis, IN, USA  
Dave Wait, Whitmore Lake, MI, USA  
region04directors@interpride.org

**REGION 5 DIRECTORS**  
James Hermansen-Parker, Norfolk, VA, USA  
Kevin Calhoun, Atlanta, GA, USA  
Alternate: Jason Gilmore, Roanoke, VA, USA  
region05directors@interpride.org

**REGION 6 DIRECTORS**  
Sylvain Bruni, Boston, MA, USA  
Tyler Evertsen, Brooklyn, NY, USA  
Alternate: Marcy Carr, Staten Island, NY, USA  
region06directors@interpride.org

**REGION 7 DIRECTORS**  
Mark Monk, Halifax, Nova Scotia, Canada  
Brandon Amyot, Ottawa, Ontario, Canada  
region07directors@interpride.org

**REGION 8 DIRECTOR**  
Luis Conti Rivera, San Juan, PR, USA  
region08directors@interpride.org

**REGION 10 DIRECTOR**  
Andy Train, Kingston upon Hull, England, UK  
region10directors@interpride.org

Regions 8, 10, 11, 15, 16, 17, 18, 19 and 20 are currently not represented by a Regional Director but monitored by the Executive Committee.
REGION 11 DIRECTOR
Lars Henriksen, Copenhagen, Denmark
region11directors@interpride.org

REGION 12 DIRECTORS
Stefan Baier, Konstanz, Germany
Uwe Hörner, Ludwigshafen, Germany
Alternate: David Staeglich, Berlin, Germany
region12directors@interpride.org

REGION 13 DIRECTOR
Vincent Boileau-Autin, Montpellier, France
region13directors@interpride.org

REGION 14 DIRECTOR
Juan Carlos Alonso Reguero, Madrid, Spain
region14directors@interpride.org

REGION 15 DIRECTOR
Anthanasios Vlachogiannis, Thessaloniki, Greece
region15directors@interpride.org

REGION 16 DIRECTOR
Carlos Idibouo, Toronto, Ontario, Canada
region16directors@interpride.org

REGION 17 DIRECTOR
Emmanuel Temores, Guadalajara, Jalisco, Mexico
region17directors@interpride.org

REGION 20 DIRECTOR
Paul Savage, Sydney, New South Wales, Australia
region20directors@interpride.org

EXECUTIVE COMMITTEE and the REGIONAL DIRECTORS representing 20 world regions form the BOARD OF DIRECTORS.

MEMBER PRIDE ORGANIZATIONS in 20 world regions nominate and elect Regional Directors and Alternate Regional Directors for their region.

The members nominate and elect the Executive Committee members.
We are pleased to present the 2017 InterPride Annual Report. Our Executive, our many Committees and our Regional Directors, who are vital to the organization’s continued success, drive the work of InterPride. We invite you to read this report to learn more about their work.

Although there have been many achievements over the past twelve months, we would like to highlight just a couple:

- WorldPride 2017 Madrid, Spain. An estimated 3 million people converged on the Spanish city for 10 days of fun and frivolity along with a highly successful Human Rights Conference and a hugely attended parade. Combined with our International Partner, EPOA’s (European Pride Organisers Association) EuroPride, this WorldPride was, by far, the largest held thus far. We are looking forward to NYC continuing this legacy as WorldPride 2019 joins the Stonewall 50 commemorative celebrations.

- Our International Pride Partner, Fierté Canada Pride held their inaugural Canada Pride – hosted by Fierté Montréal. 10 days of a huge Human Rights Conference and nightly entertainment, culminating in a Pride parade second to none, set the stage for this new entry for the Global Pride Movement to go from strength to strength.

InterPride, as the International Association of Pride Organizers, is only as strong as the members we represent and support. We would like to thank Fierté Canada Pride (FCP) and the European Pride Organisers Association (EPOA) for their continued solidarity as our International Pride Partners. As we start the 2018 calendar year, we are also proud to welcome CAPI as our third Pride partner.

2017 has been a year of many ups and downs - politically and emotionally. Our own movement has been witness to a rise in demonstrations from within. Wherever you may live and operate, it is vitally important for us all to listen to our communities and ensure that Pride continues to be the only all-of-community event of its kind in the world. Like all living entities, Pride is based on fluidity and evolution. With the many [often uncontrollable] Governmental changes that affect our community, it is important that Pride provides a solid identity to afford all LGBTQ+ people the safe, welcoming and unified community we all thrive and need.

We have enjoyed, immensely, the opportunity to work together as your Co-Presidents. We look forward to seeing you at the 2017 InterPride AGM and World Conference and thank IndyPride – Indianapolis, Indiana - for their hard work in bringing it all to fruition.

Yours in Pride,

Sue Doster Brett Hayhoe

Co-Presidents' Report
InterPride Regions

Region 1: Mexico, United States (Arizona, California, Hawaii, Nevada, Utah)


Region 3: United States (Colorado, Kansas, New Mexico, Oklahoma, Texas)

Region 4: United States (Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)

Region 5: United States (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia)


Region 7: Canada, St. Pierre et Miquelon

Region 8: Belarus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Russian Federation, Slovakia, Ukraine

Region 9: Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Costa Rica, Cuba, Dominica, Dominican Republic, El Salvador, Grenada, Guadeloupe, Guatemala, Haiti, Honduras, Jamaica, Martinique, Montserrat, Navassa Island, Netherlands Antilles, Nicaragua, Panama, Puerto Rico, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, Virgin Islands (U.K.), Virgin Islands (U.S.)

Region 10: Guernsey, Jersey, Ireland, Isle of Man, United Kingdom of Great Britain and Northern Ireland (including England, Northern Ireland, Scotland and Wales)

Region 11: Aaland, Denmark, Faroe Islands, Finland, Greenland, Iceland, Jan Mayen, Norway, Svalbard, Sweden

Region 12: Austria, Germany, Liechtenstein, Switzerland

Region 13: Belgium, France, Luxembourg, Monaco, The Netherlands

Region 14: Andorra, Gibraltar, Israel, Italy, Malta, Palestine, Portugal, Paraguay, Peru, San Marino, Spain, Vatican City

Region 15: Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Greece, Former Yugoslav Republic of Macedonia, Montenegro, Serbia, Slovenia, Turkey


Region 17: Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Guyana, Paraguay, Peru, South Georgia and the South Sandwich Islands, Surinam, Uruguay, Venezuela

Region 18: Afghanistan, Armenia, Azerbaijan, Bahrain, Georgia, Iran, Iraq, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Syria, Tajikistan, Turkmenistan, United Arab Emirates, Uzbekistan, Yemen

Region 19: Bangladesh, Bhutan, British Indian Ocean Territory, Brunei, Cambodia, Democratic People’s Republic of Korea, Hong Kong, India, Indonesia, Japan, Laos, Macau, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Papua New Guinea, People’s Republic of China, Philippines, Republic of China, Republic of Korea, Seychelles, Singapore, Sri Lanka, Thailand, Timor-Leste, Vietnam

Executive Committee
Reports

VICE PRESIDENTS’ REPORTS

Frank van Dalen
Vice President Operations

The focus in recent year was primarily on:
• Pride Radar
• Restructuring of the organization
• Development of regional Pride platforms
• Human Rights and Communications

On a monthly basis, InterPride has been discussed from an operational/strategic perspective together with the other Vice Presidents of Operations in order to continuously strengthen the organization.

The following conferences have been visited and Pride/Human Rights related workshops have been delivered:
• The Regional Conference of NERP/POSE
• Human Rights Conference of WorldPride Madrid
• Human Rights Conference of Copenhagen Pride
• EPOA Annual General Meeting
• National Pride platforms in Germany, Sweden and the UK.

I collaborated with WorldPride 2017 Madrid in order to support the programming and organization of their Human Rights Conference.

A membership analysis and an analysis about the distribution of InterPride regions have been presented to the board at the InterPride Mid-Year meeting in 2017. Proposed by Linda J. DeMarco, a restructuring committee has been established. Both analysis and the data based on the PrideRadar survey, together with suggestions like a global board distribution analysis are shared with the committee to contribute the restructuring process.

Progress on Goals:

Goal: Building a strong Human Rights Program
Responsibility: Co-Chairing the Human Rights Committee together with Michele Iniria-Berange
Measure: See specific Human Rights annual report.
Status: Ongoing
Update/Notes: Key priorities: PrideRadar, Awareness creation and training, safeguarding basic Human Rights, solidarity. See Human Rights year report for details.

Goal: Professionalization of InterPrides Communications
Responsibility: Co-Chairing Communications Committee together with Mark Monk and later Steve Taylor.
Measure: See specific Communications annual report.
Status: Ongoing
Update/Notes: Key priorities: re-strategize and restructure communications.

Goal: Membership development
Responsibility: together with Regional Directors and EPOA
Measure: number of new members in the next two years;
Status: Ongoing
Update/Notes: As a result of involvement in PrideRadar opportunities arise: Tel Aviv Pride decided to become member of InterPride. This needs follow-up. Parea from Surinam has decided to become member of InterPride. Ongoing conversations are taking place with the Pride movement in Mongolia. They are interested to become member of InterPride, but money issues play a role in the possibilities to do so. We are working on a proposal to set up a twin-city project during which western Prides support the membership of a Pride in an economically less developed or hostile area for a period of three years. This will be brought forward as part of the restructuring committee. Guyana has also decided to become a member because of outreach done.

Goal: Regional and national pride platforms
Responsibility: together with Regional Directors and Vice Presidents of Operations.
Measure: 1) Pride platforms in Asia, Africa and South America; 2) Discussion about national, regional and international Pride platforms
Status: Ongoing
Update/Notes: After the AGM during the first meeting the board decided to appoint Emmanuel Temores as Regional Director of Region 17 – South America as part of the ongoing efforts to connect InterPride with the South American Pride Movement. There is close collaboration with Emmanuel to identify possibilities for a Pride platform in South America and Mexico. Same efforts are made for Asia in collaboration with EunBi Lee, who was at the last AGM on an InterPride scholarship. A regional Pride meeting took place in Tokyo. After several meetings with representatives of Parea from Surinam and contact with other Prides in the Caribbean, it is decided by the local representation to see if a Caribbean Pride platform can be established at the next Pride in Paramaribo

Last years several attempts have been made to identify the need for a Pride platform in Africa. Due to backlashes this is a slow and difficult process. During a meeting at WorldPride with Kasha Jacqueline Nabagesera, some members of the Human Rights Meeting and some board members an action plan was discussed to identify opportunities to establish a Pride platform in Africa. Contacts were established with national Pride platforms. A visit was paid last year to the German Pride Platform, the Swedish Pride Conference and the launch of the UK Pride Platform.
A discussion document about the future of the split of InterPride regions is brought forward to the board and the restructuring committee.
2012 Annual Report

Dallas Barnes
Vice-President of Operations

Committees Served On: WorldPride Committee & Solidarity Committee

Throughout this year, I have worked very hard on each committee I Co-Chair: the Solidarity and WorldPride committees. I had the opportunity to travel to Madrid for the WorldPride celebration. This was a phenomenally planned event, and I believe that InterPride was represented well. Although the Solidarity Committee’s funding this year was nearly half of what it was the year before, we were able to fund 12 organizations with a nearly seamless money transfer.

Unfortunately, I was unable to attend the AGM & World Conference in Montpellier, the FCP AGM in Halifax, or the Mid-Year Meeting in Indianapolis due to financial situations. I was able to attend remotely.

We were excited to elect our first Vice President Operations, Trans Identified this year. The five Vice Presidents of Operations met regularly to develop goals and implement them.

Goal: To develop a specific role, and job description for the VP Operations
Responsibility: Vice Presidents of Operations Team
Measure: Written Description, Approved by the membership
Status: In Process
Update/Notes:

Marsha H. Levine
Vice-President of Operations

Since elected Vice President of Operations (Female-Identified) in October 2015 (Las Vegas InterPride Annual General Meeting/AGM), I’ve been working with the other new Vice Presidents to the role, mainly to set up some more definition and parameters for the position, since little is spelled out in all of our guides and handbooks, and only one of the previous four Vice Presidents of Operations was on hand for any transition.

The position is definitely a place for a self-starter and someone proactive (such as myself), that can look beyond the assist the Co-Presidents and liaison to Regions/Regional Director tasks listed in our documentation.

An active member of the Executive Committee (officers) of the corporation, and taking on roles of leadership within some of the Board committees, my goal has been to work on moving forward the business end of InterPride, maintain our mission, and work together with all involved to ensure our members are supported.

In addition to serving as liaison Vice President of Operations to Regions 1, 6, and 20, I Co-Chair the Governance and the Restructuring InterPride committees. When possible and/or when requested, I also participate in discussions with the other committees, though my focus is on Scholarship and Methods & Standards, as my strengths definitely play more toward structure and growth.

Using my design skills, I aided the Communications Committee, serving as interim coordinator and designer for two Member newsletters, which included the promotion of new world-wide member benefits from Champagne Love & Bubbles and Cloaked in Pride; learning how to do so via YourMembership, our data and email program.

I have reached out to the Regional Directors in the regions I am overlooking that currently have Regional Directors. I have also been in contact with Dublin Pride and I am continuing to work with Pride United to make connections in South East Asia.

I attended the Region 7/FCP conference in Halifax, Nova Scotia in February. It was primarily focused on Racial Solidarity within Prides including panels on QTBIPOC inclusion, Policing in Pride, Islamaphobia and refugee rights. This was a first for FCP / Region 7 and was extremely successful.

In addition, I attended WorldPride in Madrid which was a huge success for AEGL and InterPride, bringing together millions of LGBT people from around the world.

Fierté Canada Pride and Fierté Montréal hosted the first ever Canada Pride, which I attended as a grand marshall and presented several workshop sessions during the National LGBT Human Rights Conference as an executive member of InterPride.

Throughout my time as Vice President of Operations, I have continued to focus on the ways that InterPride can become more accessible for marginalized members of our community who have often been left behind in the pride movement. There is a lot of change that still needs to happen but I am optimistic that we can make changes that ensure no queer person is left behind.

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This year, health issues prevented me from attending regional conferences, though last year I was able to attend CAPI in El Paso. As an independent contractor, sometimes my revenue doesn’t afford me the ability to travel as much as I would like, however, I made it a priority to be present for many ancillary meetings, including the various webinars; and attended the mid-year meetings via phone/Go To Meeting for both Montpellier and Indianapolis. Accessibility to my peers is a responsibility that I take seriously, and I have often made myself available for anyone in InterPride that asks for a bit of my time.

If re-elected, I can see that the coming year or two (possibly more) is going to be filled with refocusing the organization, (re)defining the Vice President of Operations roles, succession planning, and making sure InterPride is ready for the next generation.

**Progress on Goals:**

**Goal: Candidate Vetting Process**
Responsibility: Governance and others interested in participating
Status: Approved and working
Update/Notes: Worked with Sylvain Bruni and others to conceive a vetting process for Board candidates (appointed and elected), as well as identifying skill sets of those currently on the Board/deficient on the Board. Utilized for 2017 Board of Director appointments and 2017 elections. Members will now have advance information about self-nominating candidates prior to the AGM, providing more transparency and familiarity. Previously, delegates only had between 24 and 48 hours to get to know those running for office.

**Goal: Further Define VP Ops Role**
Responsibility: All Vice Presidents of Operations, with input/inclusion of Vice President Member Services
Status: In Process
Update/Notes: Immediate as well as long-term options discussed during our meetings, defining ways in which we can better assist the Co-Presidents, such as sharing the burden of their responsibilities, redistributing some duties. The restructure might impact both the position and the duties.

**Goal: Attendance Accountability**
Responsibility: Paul D. Sanders and myself (Governance Co-Chairs)
Status: 2017 Completed
Update/Notes: Tracked meeting attendance for the past year, notified Board members at risk of their possible impending removal. Attendance report to be published.

**Goal: Governance – Onboarding Board Members**
Responsibility: Paul D. Sanders and myself (Governance Co-Chairs)
Status: 2017 Completed
Update/Notes: As part of onboarding transition, taking this over from the Co-Presidents, we sent out and received back the signed Board Agreements. Not having printed copies at the joint Board meeting at the end of the AGM made this process run a bit lengthy, with the need for repeated reminders to some. This year, we will have them printed and ready for signing by all Board Members. Any new appointees or those elected outside of the AGM also received their copies of the Board Handbook and updated Methods & Standards guide.

**Goal: Restructuring InterPride**
Responsibility: Committee, others interested in participating
Status: Ongoing
Update/Notes: Committee has met a few times, including plans for an in-person think session scheduled during the AGM in Indianapolis. We’ve also had one presentation of a possible model for restructure (from Jason Hinson-Nolen), and a “Reviewing and Renewing InterPride” webinar by Caryl Dolinka. I’ve collected similar proposals written by Mark Monk and Mark Frederick Chapman for distribution.

**Goal: Paid Staff Planning**
Responsibility: Board of Directors, Governance Committee
Status: Ongoing
Update/Notes: Participated in consultant interview, reviewed job description, waiting on next steps once we determine funding.

**Planning: March for Pride and Equality**
Update/Notes: Participated in all InterPride-based meetings.

**Liaison: Regional Support – Regions: 1, 6, and 20**
Updates/Notes: Outreached to Regional Directors (and occasionally) all members in the above regions; offering support, urgent information, and forwarded important reminders. Regions 1 and 6 are pretty well established and/or have excellent Regional Directors who included me on their emailed reports and conversations. Region 20 now has 3 full members and elected Paul Savage as their Regional Director.

**J. Andrew Baker**  
**Vice-President of Operations**

I was elected into the role of Vice President of Operations (Male-Identified) in October 2016 at the AGM held in Montpellier. Since that time I have worked with the executive committee and numerous other committees to move forward the mission of InterPride.

I have continued my role as Co-Chair of Methods & Standards and taken on the new role of Co-Chair Fund Development.

My focus over the past year has been to understand my new role as Vice President of Operations, to support the regions I have been assigned, and to create educational and revenue opportunities for the organizations.

During the months of February and March, I transitioned to a new professional role with ILGA World as their Senior Development Officer. This new role required a relocation from Waukaushanding, Ontario, Canada to Geneva, Switzerland. While this transition has taken much of my time, I have been able to fulfill the duties of my role.

Additionally, I have been re-elected as Vice President of Governance at Fierté Canada Pride in February 2017 for a two-year term at their AGM in Halifax, Nova Scotia. In March, I stepped down as President & Chair of the Board of Fierté Simcoe Pride, but accepted a voting board role as Past President with the organization.
Over the next year, I intend to complete a variety of tasks focused on Methods & Standards, Fund Development, Human Rights (focusing on education) and to support other key tasks in the organization. This includes increasing partnership opportunities with other international and LGBTI organizations, completing a membership fees study and participating on the restructuring committee.

Progress on Goals:

**Strategic Plan**

**Goal: Secure Paid Staff**

Status: In-Progress
Update/Notes:
1. Reviewed Job Description
2. Suggested project style funding of position(s) for key target areas of the role
3. Completed proposal for Canadian specific funding opportunities.
4. Investigated funding sources from foundations that support this form of work.

**Goal: Evaluate and Transform AGM**

Responsibility: Co-Chairs
Status: In process
Update/Notes:
1. Shared successful model from FCP AGM and National Conference

**Goal: Expand Global Inclusiveness**

Status: In Process
Update/Notes:
1. Investigated funding sources for translation and outreach
2. Communicated with regions under my portfolio
3. Supported Carlos to request appointment as a regional director via membership registration and support during FCP AGM
4. Attended NERP-POSE Conference
5. Joined Membership Committee
6. Investigated registration with ECOSOC at the United Nations in Geneva (February 2017)
7. Active membership in the Human Rights and Solidarity Committees
8. French Translation supports for the Solidarity grant program
9. Coordinating an educational webinar about the status of Pride and LGBT Human Rights in the Caribbean with Maurice Tomlinson
10. Investigated opportunities to increase membership within developing nations and address current member concerns.

**Goal: Evaluate and Transform the Board**

Status: In Progress
Update/Notes:
1. Provided education, outreach and governance development towards bylaw amendments to the board structure within Region 7
2. Joined the restructuring committee that was formed at the Mid-Year meeting. Developed a membership fee proposal. Designed a structure under the current bylaws that would promote increased workflow and effectiveness of the board and committee structures.

**Goal: Improve and Increase Programs**

Status: In Progress
Update/Notes:
1. Secured and finalized two member benefit contracts as co-chair of Fund Development.
2. Investigated partnership funders for human rights, scholarship and Solidarity programs.
3. Worked with Co-President (female-identified) on establishing an educational program for InterPride including curriculum development activities, technology supports (Vimeo and other services) and program planning.
4. Co-Chair Fund Development Committee
5. Completed an analysis of the current barriers the organization faces in obtain funding for programming.
6. Designed a plan to address barriers to funding

**Goal: Evaluate, Increase and Expand (Member) Resource Library**

Status: In Progress
Update/Notes:
1. Edited 5 recorded workshops and seminars from the InterPride AGM in Montpellier and the FCP AGM in Halifax for addition to the new educational program.
2. Developing webinar on InterPride through role as Co-Chair Methods & Standards
3. Supported Membership Committee Co-Chairs in development work.

**Fund Development Committee**

Role: Co-Chair
Update/Notes:
1. Working on current application to Lush Charity Pot
2. Discussing with Canadian Grant source for Employment Funding
3. Investigated 10 LGBT-specific or targeted funders to support InterPride programming

**Methods & Standards Committee**

Role: Co-Chair
Update/Notes:
1. Confirmed AGM votes
2. Completed review of bylaws and standing rules
3. Investigated UN ECOSOC registration and benefits
4. Finalized a strategy for methods & standards within the restructuring and growth of InterPride

**Membership Committee**

Role: member
Update/Notes:
1. Supported co-chairs in communications with Fund Development
2. Supported the creation of an InterPride Members Webinar

**Human Rights Committee**

Role: member
Update/Notes:
1. Outreach to potential webinar presenters
2. Promotion of educational benefits to member organizations
3. Communications support
FINANCE REPORT

Report by Linda DeMarco, Treasurer & Finance Committee Chair

The anticipated Income and Expenses of the last 4 months of this year is projected as indicated in the approved budget for 2017. There have been continued ongoing discussions throughout the year with the Executive Committee and the Fund Development Committee to find other means of income. Worth noting, our sponsorship with Showclix made marked improvement this year by doubling the projected income. In addition, it was a good year for our investment portfolio. See attached Budget vs. Actual (year to date 8/31/17)

There was one line item change made to the budget by the board in May 2017. This was to reallocate funds to cover a public relations consultant to work with us during the Equality March in June 2017. It is anticipated that each Committee will stay within its budget for the remainder of the year.

InterPride has two checking accounts (Bank of America and First Commonwealth Bank). InterPride also has two Investment accounts, a money Market Account with First Commonwealth Bank and an Investment Account with Infinex Investments. As the Balance Sheet indicates, (Infinex Investments) has a balance of $181,121.96. (See attached balance sheet year to date 8/31/17)

The tax returns and filing for 2016 was submitted and filed by InterPride’s CPA, Julie Siska.

A Finance Committee meeting was held May 21. At the meeting, discussions were concentrated on how best to present our P&L when securing grants as we have a large investment portfolio. The Fund Development Committee is working on grants for the upcoming year. One of the recommendations was to earmark the money to restrict the funds thus justifying a need for a grant. These discussions will continue between the Finance Committee and the Fund Development Committee.

The proposed budget for 2018 will be worked on at the last Finance Meeting of the year at the AGM. This proposed budget will be presented to the membership at the schedule Plenary for approval. A call for budget items has been sent to committee chairs for discussion at this Finance meeting. It is anticipated that the proposed budget for 2018 will not deviate much from the past 2017 budget

Committees Served On: Finance, Governance Equality March Committee, Restructure Committee, and Scholarship Committee.

I have tried my best to participate on monthly calls and help when I can if the Chairs have asked.

Regional Conferences Attended

Fierté Canada – Halifax Nova Scotia, Canada
NERP/POSE – Washington DC, USA
# RESTRICTED FUNDS 2017

## SCHOLARSHIP

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<th>Fund Source</th>
<th>Amount</th>
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<td>Current fund (2016 end)</td>
<td>$4,710.19</td>
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<tr>
<td>InterPride pledge match</td>
<td>$2,500.00</td>
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<tr>
<td>2016 Pledge Actual</td>
<td>$9,252.00</td>
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<tr>
<td><strong>Total 2017 start fund</strong></td>
<td><strong>$16,462.19</strong></td>
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- *Budgeted 3% admin fee*
  - $493.87

- *Actual Admin Fees*
  - $15,968.32

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<th>Disbursement</th>
<th>Amount</th>
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</thead>
<tbody>
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<td>2016 Carryover Disbursement</td>
<td>$1,508.70</td>
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<tr>
<td>Expected. 2017 disbursment</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total expected 2017 end fund</strong></td>
<td><strong>$15,968.32</strong></td>
</tr>
</tbody>
</table>

## SOLIDARITY

<table>
<thead>
<tr>
<th>Fund Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current fund (2016 end)</td>
<td>$3,350.00</td>
</tr>
<tr>
<td>InterPride pledge match</td>
<td>$2,500.00</td>
</tr>
<tr>
<td>2016 Pledge Actual</td>
<td>$5,500.00</td>
</tr>
<tr>
<td><strong>Total 2017 start fund</strong></td>
<td><strong>$11,350.00</strong></td>
</tr>
</tbody>
</table>

- *Budgeted 3% admin fee*
  - $340.50

- *Actual Admin Fees*
  - $10,975.00

<table>
<thead>
<tr>
<th>Disbursement</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expected. 2017 disbursment</td>
<td>$10,835.22</td>
</tr>
<tr>
<td><strong>Total expected 2017 end fund</strong></td>
<td><strong>$139.78</strong></td>
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</tbody>
</table>

## PRIDE RADAR

<table>
<thead>
<tr>
<th>Fund Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current fund (2016 end)</td>
<td>$3,500.00</td>
</tr>
<tr>
<td><strong>Total 2017 start fund</strong></td>
<td><strong>$3,500.00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disbursement</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exp. 2017 disbursment</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total 2017 end fund</strong></td>
<td><strong>$3,500.00</strong></td>
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</table>
# INTERPRIDE 2017

<table>
<thead>
<tr>
<th></th>
<th>2017 PROPOSED BUDGET</th>
<th>ACTUALS THRU AUG 31</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Member Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership</td>
<td>$ 25,000.00</td>
<td>$ 24,243.54</td>
</tr>
<tr>
<td>Affiliates</td>
<td>$ 500.00</td>
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<tr>
<td>Showclix revenue</td>
<td>$ 2,000.00</td>
<td>$ 4,284.50</td>
</tr>
<tr>
<td>App revenue</td>
<td>$ -</td>
<td>$ 45.94</td>
</tr>
<tr>
<td>Other revenue</td>
<td>$ -</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 27,500.00</td>
<td>$ 28,573.98</td>
</tr>
<tr>
<td><strong>Methods &amp; Standards</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td><strong>CSIC / Conference</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td><strong>Communications</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td><strong>Finance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest income</td>
<td>$ 50.00</td>
<td>$ 3.11</td>
</tr>
<tr>
<td>Investment income</td>
<td>$ 2,000.00</td>
<td>$ 15,328.83</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 2,050.00</td>
<td>$ 15,331.94</td>
</tr>
<tr>
<td><strong>WorldPride</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>License fee /Commission</td>
<td>$ 5,000.00</td>
<td>$ 5,485.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 5,000.00</td>
<td>$ 5,485.00</td>
</tr>
<tr>
<td><strong>Fund Development</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>Sponsorship</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>Merchandise</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>IP magazine fee</td>
<td>$ 17,300.00</td>
<td>$ 8,650.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 17,300.00</td>
<td>$ 8,650.00</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td>$ 51,850.00</td>
<td>$ 58,040.92</td>
</tr>
</tbody>
</table>
## EXPENSE

### Operations
- Board reimbursement: $8,000.00
- Regional Conferences: $4,500.00
- RD outreach: $1,500.00
- Board Development: $2,500.00
- PR/Equality March: $3,500.00
- Insurance: $925.00
- Office Supplies: $100.00
- Postage / ship.: $250.00

**Total:** $21,275.00

### Member Services
- Misc.: $450.00
- Membership Kit: $500.00
- Member Mangmt Servs.: $9,000.00

**Total:** $9,950.00

### Methods & Standards
- 

**Total:** 

### CSIC / Conference
- Registration: $500.00
- Alumni: $750.00
- Conf. misc. exp: $10,000.00

**Total:** $11,250.00

### Communications
- Newsletter/Social Media: $500.00
- Brochures: $500.00
- Conference calls: $500.00

**Total:** $1,500.00

### Finances
- Bank fees: $500.00
- CC fees: $900.00
- Accounting CPA: $1,250.00

**Total:** $2,650.00

### Human Rights/Solidarity
- Programming: 
- Pledge match: $2,500.00

**Total:** $2,500.00

### WorldPride
- WP Participation: 

**Total:** $1,634.10

### Fund Development
- Misc.: 

**Total:** 

### Scholarship
- Pledge match: $2,500.00

**Total:** $2,500.00

### TOTAL EXPENSES
- **Total Expenses:** $51,625.00

### NET INCOME
- **Net Income:** $225.00
### INTERPRIDE BALANCE SHEET AS OF 08/31/2017

#### ASSETS

**Current Assets**
- Checking/Savings
  - 1000 • Cash & Bank Accounts
    - 1020 • ComWth Investments 4863: $1,753.24
    - 1040 • ComWth Checking 2872: $14,263.91
    - 1030 • Operating Bank: $49,101.16
- Total Checking/Savings: $65,118.31

**Other Current Assets**
- 1260 • INFINEX Investments: $181,121.96

**Total Current Assets**: $246,240.27

**Other Assets**
- 1900 • Intangibles
  - 1910 • Internet Domain Property: $3,900.00

**Total Other Assets**: $3,900.00

**TOTAL ASSETS**: $250,140.27

#### LIABILITIES & EQUITY

**Equity**
- 32000 • Net Assets: $209,553.18
- Net Income: $40,587.09

**Total Equity**: $250,140.27

**TOTAL LIABILITIES & EQUITY**: $250,140.27
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.

Now in my final term as Secretary, I’ve had nearly perfect attendance at all board meetings missing one meeting this year, while volunteering at another Pride event, and leaving one other meeting early due to family obligations. 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 & World Conference 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 archived in the InterPride 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 Member Services maintains the organization’s membership database.

My appreciation to Co-President Hayhoe for assisting with correspondence and assisting with meeting notes in my absence.

Attendance at Pride Events

In addition to participating in the Annual General Meeting (AGM) in Montpellier, France, October 4-8, 2016, I attended the combined Region 1, 2 & 3 (CAPI) conference February 9-12, in Las Vegas, Nevada, and I attended the Mid-Year board meeting April 20-22 in Indianapolis, Indiana.

I volunteered at Phoenix Pride, March 30 - April 1, in Phoenix, Arizona and attended several Pride events including San Diego, Tijuana Pride, and a new Pride event in East Coachella Valley, CA. I’m also actively involved with my home Pride Organization Palm Springs Pride and Cathedral City Pride.

It’s with great satisfaction that I can contribute to the Pride movement through service in my second term as the Secretary of InterPride.

Recognition

It was an honor to be the grand marshal of the 2017 Marcha de Orgullo GLBT Tijuana, in Tijuana, Baja California Mexico. Organized by Fondo de Asistencia Para el Sida, A.C., the 22nd annual Pride parade and premier equal rights demonstration in Tijuana occurred on Saturday, June 17, traveling along the main streets of downtown before coming to an end at Plaza Santa Cecilia.

I’ve worked in Mexico and Central America and have seen the homophobia many in our community face on a daily basis. The Pride movement throughout the world can only be as strong as the local equal rights activists and allies and each year we are seeing a stronger and stronger show of support for the LGBT community in Tijuana. In large part this support and increased awareness is a result of the dedication of activist Lorenzo Herrera. Lorenzo and the committee members do great work for the LGBT community in Tijuana.
Committee Reports

CONFERENCE STRUCTURE AND INTEGRITY (CSIC)

Co-Chairs: Dave Wait and Ernie Yuen

Summary:
• The committee reviewed the 2016 AGM and World Conference evaluation to offer suggestions for future conferences.
• The committee received updates on the 2017 AGM and World Conference and offering our assistance as needed. The committee worked with the host to coordinate the venue for the Mid-year meeting.
• The committee revised the presenter submission form so a uniform form can be used each year.
• The committee assisted conference bidders with their proposals for the 2019 AGM and World Conference.
• The committee developed and proposed a standing rule to the Board for the operation and expectations for regional conferences.
• The committee checked with the host for the 2018 AGM and World Conference so that they are ready to give an update and registration information at the 2017 AGM and World Conference.

Progress on Goals:

Objective 1: Coordination of AGM Workshops
Responsibility: Dave, Ernie, Chris, Jason
Measure: Completion of the workshop submission form
Status: Completed and used for submissions

Objective 2: Work with Indy Pride to hold an AGM that follows the conference standards that were approved in 2015.
Responsibility: Entire Committee
Measure: review of the 2017 Conference Evaluation and the submission of the required documentation
Status: Plans are in place for the 2017 AGM

Objective 3: Investigate using the InterPride web portal to register for future Conferences.
Responsibility: Dave, Chris, Bryce
Measure: To determine if the web portal will work for conference registration
Status: Because of the host organization’s need to manage the date, CSIC will work with the conference host to develop a registration process that can be used each year. This will save the need for each conference host to have to recreate the registration process each year.

Objective 4: Investigate livestreaming conference plenaries and workshops
Responsibility: Dave, Ernie
Measure: Make a decision for future conferences
Status: Some sessions at the 2017 AGM will be live streamed so we can learn from the process to increase livestreaming for future conferences.

Objective 5: Look into using solidarity money to hold the AGM in Hostile/developing areas.
Responsibility: Dave, Ernie
Measure: Make a decision for future conferences
Status: Both the committee and board discussed this idea. Both decided to hold future discussions on the topic until InterPride has a staff person that could help with such a conference.

Objective 6: Assist prides with the AGM bidding process
Responsibility: Dave, Ernie
Measure: Successful bid presentations for the 2019 AGM
Status: Calls and emails have been exchanged with Athens and Austin Pride to coordinate the bids.

Objective 7: Assist Saskatoon Pride Promote the 2018 AGM
Responsibility: Dave, Ernie
Measure: Successful AGM presentation and registration materials for the 2019 AGM
Status: In Progress

Objective 8: Develop Standing Rules for Regional Conferences
Responsibility: Dave, Committee
Measure: Adoption of standing rules for regional conferences
Status: The rules were developed and reviewed by the committee and the Methods and Standards Committee. The finalized set of rules ready for approval by the InterPride Board at the October meeting.

COMMUNICATIONS

Co-Chairs: Frank van Dalen and Steve Taylor with Dallas Barnes taking care of our Twitter account and Jessie DeStefano taking care of Instagram

The leadership of the communication committee has changed during the year due to personal circumstances. Steve Taylor took over from Mark Monk. In recent years the workload all fell on the shoulders of the Co-Chairs. There is a need for change. An important part of the solution is to get communication experts on board to increase professionalism. Despite the fact that around ten bigger Prides have been approached to put forward names of people willing to support the committee, we unfortunately did not receive any reaction but an email from Copenhagen Pride. Although continuous efforts have been made to professionalize the communications section within InterPride, there have been no committee meetings.

Progress on Goals:

Goal: Social Media
Responsibility: -
Measure: Increase of Facebook likes – growth in 2016/2017 5% to 7.741 likes
Status: Ongoing
Update/Notes: Posts have been published on Facebook. Specific attention has been paid to posts regarding invitations for webinars, scholarship program and solidarity programs. These posts have all been sponsored to increase their impact.

Goal: Webinars
Responsibility: -
Measure: Webinars delivered
Status: Ongoing
Update/Notes: A communication webinar was delivered by Steve Taylor and Alexander Webb of Pride in London attended by around 23 people. Furthermore Emmanuel Temores has delivered a webinar or Prides in Latin America.

Goal: Professionalization of communication
Responsibility: -
Measure: Quality of communication
Status: ongoing
Updates: The Wikipedia page of InterPride is updated and checked regularly. The website for InterPride has been checked on missing information and broken links. Improvements are made with the help of Brett Hayhoe.

Goal: Newsletters
Responsibility: -
Measure: Monthly newsletter
Status: ongoing
Updates: With the help of Marsha H. Levine newsletters addressing key projects of InterPride and some general informative newsletters have been sent out. However, the system used so far is complicated and consumes too much time when sending out newsletters.

Goal: PrideLife Magazine
Responsibility: -
Measure: Distribution of PrideLife Magazine
Status: ongoing
Updates: PrideLife Magazine was distributed in spring this year in the USA and will also be available in Canada. Content for the InterPride pages has been delivered with the help of Membership Services, the Human Rights Committee and the Co-Presidents.

Goal: Media support
Responsibility: -
Measure: InterPride media visibility
Status: ongoing
Updates: The statement about Turkey was pushed out. Several journalists, amongst them New York Times and Vice, have been given background information about developments within the Pride movement and got connected with activists within the Pride community to provide background stories.

Progress on Goals:

Goal: Work on process on how Bylaws are amended.
Responsibility: Co-Chairs
Measure: Process changed
Status: Complete
Update/Notes: The process amended at the 2016 AGM, now a call for Bylaw amendments before the AGM, with a deadline of 30 days before the AGM for receipt by the committee. This occurred with delays in communications.

Goal: To implement a yearly call for resolutions prior to the AGM
Responsibility: Co-Chairs
Measure: Call for resolutions placed
Status: In process
Update/Notes: This call was placed with the call for nominations to the Executive Committee.

Goal: To conduct an assessment of the Methods & Standards Guide documents for alignment with applicable Texas and US federal law, and with relevant policies of current and potential international partner organizations.
Responsibility: Co-Chairs
Measure: Assessment complete, recommendations for Bylaw amendments and Standing Rule changes made
Status: In process
Update/Notes:
1. The Co-Chairs have reviewed the Bylaws and Standing Rules, continuing to work on recommendations for changes.
2. The committee engaged international bodies including the International Labour Organization, Outright, ILGA, and reviewed 5 membership organization’s structures at an international level.
3. The committee will be presenting this during their sessions at the 2017 AGM with recommended next steps highlighted.

Goal: Create an informational online learning module describing the structure of InterPride, its Bylaws and Standing Rules, and how the committees function.
Responsibility: Co-Chairs, VPMS
Measure: Module complete
Status: In process
Update/Notes: Working with the VPMS to complete this module. It is expected to be launched before the 2017 AGM.

MEMBER SERVICES

Co-Chairs: Sherri Rase (Vice-President Member Services) and James Hermansen-Parker

• Work with Fund Development continues, with great results. We anticipate greater uptake in Member benefits by featuring Champagne Love + Bubbles, Cloaked in Pride and FootprintID among others as we have requested samples, literature and information from these three new benefits as well as other existing benefits. In addition, benefit expansion continues.
• Membership expansion by Pride Fort Lauderdale continues to be impressive.
The Pride Tour that their team has continued has added members to all Regions in addition to Region 5. Further, they achieved one of their internal goals by bringing Miami Beach Pride back to membership! Uwe Horner continues working to expand EPOA/InterPride reach in the British Isles in active recruitment.

- Members’ event dates collection for the master scrolling calendar has improved, but getting member lists from FCP is still difficult. EPOA information also continues to be an uphill battle. We do not have an accurate picture of global membership without the cooperation of all member organizations.

**Progress on Goals:**

**Goal: Increase Membership**
Responsibility: Committee
Status: Ongoing
Update/Notes: Miik and Shawn have been evangelizing for InterPride, demonstrating the power of collaboration and shared resources. Work continues to grow Membership globally, as well as locally.

**Goal: Work more closely with Fund Development**
Responsibility: Member Services Co-Chairs and Fund Development Co-Chairs
Status: Ongoing
Update/Notes: Closer working relationship between Member Services and Fund Development is fruitful. Cross pollination has deepened our communication and understanding. We continue to work closely together and will keep this momentum moving forward into 2018.

**Goal: Pride Mentors**
Responsibility: Co-Chairs and Committee
Status: In Process
Update/Notes: We have made great progress in establishing an application that Member Services wants to launch at the AGM & World Conference. This launch dovetails with the live conversations in the Speed Networking session that will be hosted by Member Services as part of the educational programming of the annual meeting. Codifying our long-standing but hitherto loosely governed Mentor program will provide the data we need to feed Fund Development, Solidarity and Scholarship in the years to come. It also helps us define the scope of future needs as we seek Affiliate Members and new benefits.

**We thank our wonderful International Pride Partners:**

![EPOA](image1)

**OUR MEMBERS**

*Current Member Listing as of August 21, 2017*

**Albuquerque Pride Inc.** Albuquerque, New Mexico, United States  
**All Under One Roof LGBT Advocates of Southeastern Idaho** Pocatello, Idaho, United States  
**Amsterdam Pride** Amsterdam, North Holland, Netherlands  
**Antwerp Pride** Antwerpen, Belgium  
**Arcigay Milano, Milano, Italy**  
**Arcigay Varese / Varese Pride, Varese, Italy**  
**Associação LGBT Pride Azores, Azores, Portugal**  
**Associação da Parada do Orgulho LGBTs de Brasília, Brasília, Asa Sul, Brazil**  
**Athens Pride** Athens, Greece  
**Atlanta Pride Committee, Inc.** Atlanta, Georgia, United States  
**Augusta Pride** Augusta, Georgia, United States  
**Austin Pride** Austin, Texas, United States  
**Barcelona Pride / ACEGAL** Barcelona, Barcelona, Spain  
**Belgian Lesbian and Gay Pride vzw** Brussels, Belgium  
**Belgrade Pride Parade/Parada Ponosa Beograd Belgrade, Serbia, Serbia**  
**Bergen Pride** Bergen, Norway  
**Berliner CSD e.V. / Berlin Pride** Berlin, Germany  
**Billbao Pride** Billbao, Spain  
**Bisbee Pride** Bisbee, Arizona, United States  
**Blue Ridge Pride Center, Inc.** Asheville, North Carolina, United States  
**Boston Pride Committee** Boston, Massachusetts, United States  
**Braunschweig Pride** Braunschweig, Germany  
**Bridgewater Pride** Bridgewater, England, United Kingdom  
**Brooklyn Pride, Inc.** Brooklyn, New York, United States  
**Budapest Pride** Budapest, Hungary  
**Capital City Pride** Olympia, Washington, United States  
**Capital Pride Alliance** Washington, District of Columbia, United States  
**Capital Pride Festival (Pride Committee of Ottawa-Gatineau)** Ottawa, Ontario, Canada  
**Cape Cod Pride** Cape Cod, Massachusetts, United States  
**Caribbean Equality Project** South Ozone Park, New York, United States  
**Caribbean LGBT Pride / SunServe** Wilton Manors, Florida, United States  
**Casaswood Insurance** Clifton Park, New York, United States  
**Cathedral City Downtown Foundation, Cathedral City, California, United States**  
**Central Arkansas Pride** Little Rock, Arkansas, United States  
**Champagne Love and Bubbles**  
**Charlotte Pride, Charlotte, North Carolina, United States**  
**Christopher Street West - LA Pride** West Hollywood, California, United States  
**Cloaked in Pride** San Diego, California, United States  
**Collectif Arc En Ciel** Quatre Bornes, Mauritius  
**Cologne Pride, Cologne, Germany**  
**Come Out With Pride, Inc.** Orlando, Florida, United States  
**Community Link, Inc.** Fresno, California, United States  
**Copenhagen Pride, Copenhagen, Denmark**  
**CSD** Bregenz, Bregenz, Germany  
**CSD Deutschland** Germany  
**CSD Konstanz e.V.** Konstanz, Germany  
**CSD Rhein-Neckar** Mannheim, Germany  
**CSD Mönchengladbach** Mönchengladbach, Germany  
**CSD SaarLorLux** Saarbrücken, Germany  
**CSD Stuttgart** Stuttgart, Germany  
**Cumbria Pride** Carlisle, England, United Kingdom
Dallas Tavern Guild, Dallas, Texas, United States
Davis Phoenix Coalition, Davis, California, United States
DC Leather Pride, Washington, District of Columbia, United States
Dublin L.G.B.T.G. Pride Ltd., Dublin, Ireland
Eastern Caribbean Alliance for Diversity and Equality, Gros Islet, Saint Lucia
Equal Health and Rights Advocacy Initiative, Lagos, Nigeria
Fierté Montpellier - Tinèges Pride, Montpellier, France
Fierté Montréal Pride, Montréal, Québec, Canada
Fierté Simone Size, Waubausheene, Ontario, Canada
Florida Youth Pride Coalition, Oakland Park, Florida, United States
Fort Wayne Pride, Fort Wayne, Indiana, United States
Fraser Valley Pride, Abbotsford, British Columbia, Canada
Fundacio Igualas, Santiago, Chile, Chile
Fundacja Rownosci (Equality Foundation, Poland), Warszawa, Poland
Gay Alliance Rochester, New York, United States
Gay Pride de Strasbourg, Strasbourg, France
Genderdoc-M, Moldova
Georgian Pride, Barrie, Ontario, Canada
Goulburn Valley Pride, Inc., Shepparton, Victoria, Australia
Greater Fort Lauderdale Pride, Fort Lauderdale, Florida, United States
Greater Palm Springs Pride, Palm Springs, California, United States
Guadalajara Pride, Guadalajara, Jalisco, Mexico
Halifax Pride Committee, Halifax, Nova Scotia, Canada
Hambug Pride, Hamburg, Germany
Hampton Roads Pride, Norfolk, Virginia, United States
Hartford Capital City Pride, Hartford, Connecticut, United States
Heritage of Pride, Inc., New York, New York, United States
Hong Kong Pride Parade Committee, Hong Kong, China
Hosi Wien / Vienna Pride - Regenbogenparade, Vienna, Austria
Identity, Inc. Anchorage, Alaska, United States
Indy Pride, Inc., Indianapolis, Indiana, United States
Jersey Pride, Inc., Edison, New Jersey, United States
Kansas City Diversity Coalition, Kansas City, Missouri, United States
KASHISH Mumbai International Queer Film Festival, Mumbai, Maharashtra, India
Kentuckiana Pride Foundation, Inc., Louisville, Kentucky, United States
Kitsap Pride Network, Bremerton, Washington, United States
Lexington Pride Festival / Pride Community Services Organization, Lexington, Kentucky, United States
LGBT Ctr. Gr. Cleveland Cleveland, Ohio, United States
Lithuanian Gay League – Vilnius Pride, Vilnius, Lithuania
Long Beach Lesbian & Gay Pride Inc., Long Beach, California, United States
Long Island Pride, Woodbury, New York, United States
Los Ranchos Pride, Los Ranchos, New Mexico, United States
Madrid Pride /Alega Madrid, Madrid, Spain
Maison de Cultures et des Diversités Humaines, Abidjan, Côte d’Ivoire
Malmö Pride, Malmö, Sweden
Men Against AIDS Youth Group, Kisumu, Nyanza, Kenya
Miami Beach Gay Pride, Miami Beach, Florida, United States
Mobile Alabama Pride, Inc., Mobile, Alabama, United States
Morehead Pride, Inc., Morehead, Kentucky, United States
Motor City Pride, Detroit, Michigan, United States
Mozaka – LGBT and their friends Alliance, Riga, Latvia
Muskok Pride Community, Bracebridge, Ontario, Canada
Nashville Pride, Nashville, Tennessee, United States
New Hope Celebrates, New Hope, Pennsylvania, United States
NGO Kyiv Pride, Kyiv, Ukraine
North Shore Pride, Inc., Manchester, Massachusetts, United States
Northern Nevada Pride, Reno, Nevada, United States
Northern VA (NOVA) Pride, McLean, Virginia, United States
NW PA Pride Alliance, Erie PA, Pennsylvania, United States
NWT Pride - Yellowknife, Northwest Territories, Canada
OASIS, Guatemala, Guatemala, Guatemala
OCA Pride Incorporated, Ocala, Florida, United States
Okanagan Pride Society, Kelowna, British Columbia, Canada
Oklahomans for Equality/Tulsa Pride, Tulsa, Oklahoma, United States
Oslo Pride, Oslo, Norway
OUT on the Lakeshore, Holland, Michigan, United States
OUTBronx, Astoria, New York, United States
Parea, Paramaribo, Suriname
Peak Pride at Big White, Kelowna, British Columbia, Canada
Philly Pride Presents, Philadelphia, Pennsylvania, United States
Phoenix Pride, Phoenix, Arizona, United States
Portugal Gay, Porto, Porto, Portugal
Praque Pride, Prague, Czech Republic
Pride Calgary Planning Committee, Calgary, Alberta, Canada
Pride Center of Staten Island - Staten Island PrideFest, Staten Island, New York, United States
Pride Community Center of North Central Florida, Gainesville, Florida, United States
Pride Day Equality Project, Eugene, Oregon, United States
Pride Houston, Inc., Houston, Texas, United States
Pride in London, Greater London, England, United Kingdom
Pride London Festival, London, Ontario, Canada
Pride PEI, Charlottetown, Prince Edward Island, Canada
Pride San Antonio, San Antonio, Texas, United States
Pride St. Charles, Lake St. Louis, Missouri, United States
Pride Winnipeg Festival, Inc., Winnipeg, Manitoba, Canada
Pride Winston-Salem, Winston Salem, North Carolina, United States
PRIDE Chicago, Chicago, Illinois, United States
PRIDE-SWFL, Inc., Cape Coral, Florida, United States
Push Projects LGBTQ Youth Support – Warwickshire Pride, Warwickshire, England, United Kingdom
Queens Lesbian & Gay Pride Committee, Jackson Heights, New York, United States
Rainbow Sunrise, Mapamba, Zimbabwe, Zimbabwe
Regina Pride, Inc., Regina, Saskatchewan, Canada
Reykjavik Gay Pride, Reykjavik, Iceland
Rhode Island Pride, Providence, Rhode Island, United States
Roanoke Pride, Inc., Roanoke, Virginia, United States
Roma Pride / Circulo di cultura omosessuale Mario Mieli, Rome, Italy
Rosa Lèzbezsug asbl., Luxembourg, Luxembourg
Roze Zaterdagen Nederland, Rotterdam, South Holland, Netherlands
San Diego Pride, San Diego, California, United States
San Francisco LGBT Pride Celebration and Parade, San Francisco, California, United States
Santa Fe Pride, Santa Fe, New Mexico, United States
Sarasota Pride, Inc., Sarasota, Florida, United States
Saskatchewan Diversity Network, Saskatoon, Saskatchewan, Canada
SMILE dba Folsom Street Events, San Francisco, California, United States
SMTX PrideSan, Marcos, Texas, United States
South Georgia Pride, Inc, Valdosta, Georgia, United States
Southern Nevada Association Of PRIDE, Inc., Las Vegas, Nevada, United States
Spencer Pride, Inc., Spencer, Indiana, United States
For 2017 we divided the members of the Human Rights Committee into two groups. Everyone is welcome to join our meetings and to contribute, but we noticed that some people prefer just to be updated every once in a while. Therefore, we established a so-called ‘Active-group’ and an ‘Advisory-group’. This was discussed during November’s meeting and accepted by everyone attending.

It means that everyone can subscribe to either one of the two groups; when you have time available to play an active role in reaching our work plan goals, you can subscribe to the ‘Active-group’. Active participation is expected from this group. When you do not have that much time, but you are interested in getting updated every once in a while on Human Rights aspects concerning Pride, you could subscribe to the ‘Advisory-group’.

The Human Rights Committee has met regularly, normally once a month, for the purpose of engaging and informing members 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. The committee functions primarily as a red button for LGBTI Human Rights violations affecting or relating to pride. The committee advises on 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. Key-projects are PrideRadar and Webinars. Topics discussed within the Human Rights Committee:

- Support to WorldPride Madrid when it comes to the Human Rights Conference
- New webinars
- PrideRadar
- Background information for the Solidarity Fund and Scholarship for their reviewing process.

**Progress on Goals:**

**Goal: PrideRadar – follow-up**
Responsibility: Frank van Dalen
Measure: Final report 2017
Status: Ongoing
Update/Notes: After the presentation of PrideRadar at the AGM in Montpellier the team is working on a new version of the report due soon. The report is updated with new Prides and a new chapter giving a more fundamental approach to highlight developments within the global Pride Movement.

**Goal: Awareness creation and training**
Responsibility: key-players within the Human Rights Committee and others.
Measure: Number of trainings and presentations and distributed articles
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 have been delivered about Human Rights and Pride at: the regional conference NERP/POSE; the Human Rights Conference of WorldPride Madrid; the Human Rights Conference of Copenhagen Pride and the AGM of EPOA
- The first Spanish webinar about the pride movement for Spanish speaking participants in South America was delivered by Emmanual Temorros. About 25 people participated. The recordings will be published soon.
- Webinars about the elderly and Pride by Mark Smith and Security and Pride is organized by David Murphy.

Update/Notes in articles: On regular bases authentic content is created on behalf of InterPride and published in newsletters, websites, Facebook-pages and magazines. This is instrumental in order to showcase the work of InterPride within the LGBTI community and in order to strengthen the profile as a relevant organization. The articles published last year will be included in PrideRadar. Contributions have been made to PrideLife magazine. Contribution was also given about the impact of international solidarity and pride in hostile environments in Vice.


Support had been given to the organizers of the WorldPride Madrid Human Rights Conference. Multiple names have been suggested. Specifically, we connected the organizers with the minister of Justice of Surinam. Unfortunately she got fired by President Bouterse. PrideRadar was part of the human rights program.

The WorldPride Committee had been asked to increase attention regarding visa procedures for future WorldPrides in the light of increased difficulties for people to obtain visas to visit both the United States and Europe.

**Goal: Safeguard basic human rights**
**Pride Platform Africa**
Responsibility: Olivier Schulte Fischbeck
 Measure: Launching event

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**HUMAN RIGHTS**

*Co-Chairs: Michele Innia-Bernabe and Frank van Dalen*

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Status: In Process – but delayed due to strong pushbacks in Africa. It is key to understand that the local pride movement is in the lead.

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, with a focus on Uganda; 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. A severe setback came this summer with the raid of the Uganda Pride event.

Goal: LGBTI Human Rights violation in the context of Pride
Responsibility: key-players within the Human Rights Committee and the board of InterPride
Measure: Number representations and statements/letters
Status: Ongoing
Update/Notes:
- A priority watch list is made having the following prides listed: Russia, Jamaica, Bahamas, Turkey, Guinea, Uganda, Bangladesh, India and Montenegro. These countries will closely be followed and appropriate action will be undertaken when pride organizers call for support.
- Before the Pride in Uganda was supposed to take place, financial support was given by one of the members of the Human Rights Committee to support the rental costs for a truck. After the cancelation, intensive communications took place with the leadership in Uganda about next steps.
- A statement by the Co-Presidents prepared by the committee got released when the Turkish Police violently stopped the Pride in Istanbul

Goals: Solidarity
Responsibility: Solidarity Committee
Additional: attention has been paid to the developments in the United States paying specific attention to the Equality March of Unity and Pride.

RESTRUCTURING

Co-Chairs: Michele Irimia-Bernabe and Marsha H. Levine
At the mid-year meeting in April 2017, the Restructuring Committee was set up to investigate the various aspects we can change about the organization to keep it viable, up-to-date, and better servicing our members.

At the initial meeting very late in May, Marsha H. Levine (San Francisco Pride) and Michele Irimia-Bernabe (NYC Pride) were selected to serve as co-chairs.

We’ve since had one other meeting where we attempted to put some definition on what needs to change, as well as how; and showcased a webinar led by Caryl Dolinko, based on her thesis, about restructuring InterPride. This was not an endorsement of her document and the contents within, as we’re exploring other ideas on the matter at hand.

We will be meeting at the Indianapolis Annual General Meeting, for further discussion and review of other proposals.

GOVERNANCE

Co-Chairs: Marsha H. Levine and Paul Sanders

In April 2015, the InterPride Board of Directors established the Governance Committee to help, among a myriad of functions, facilitate the recruitment, and vetting of Board candidates, onboarding of new Board members, and to be the body that handled any grievances brought forth by member organizations.

Initially Co-Chaired by James Hermansen-Parker (Hampton Roads Pride/LGBT PAGans) and Marsha H. Levine (San Francisco Pride), Marsha and Paul D. Sanders (The Center at Woodbury/LGBT Network) were appointed to serve as Co-Chairs starting Financial Year 2015-2016, and have continued to serve to the current date.

For the last two years (both October 2015 and 2016), the committee has received member grievances at the start of each term. Working diligently with the Co-Presidents and aggrieved parties, we mediated all issues to resolution, a process that can take up to three-months to complete. Grievances shorten our time period in which to get other work done, so if they can be mediated between the direct parties before becoming issues, that would be best.

Beyond that, the main focus of the Governance Committee has worked on the vetting process of candidates for the InterPride Board of Directors. The Candidate Vetting Process proposal, submitted by Sylvain Bruni and Marsha H. Levine, was finally approved at the 2016 AGM in Montpellier. As outlined, the importance of transparency, the need for objectivity while verifying candidates to ensure they meet IP’s requirements for office, and the presentation of candidate statements in advance of the upcoming AGMs are all key roles of the Governance Committee’s Candidate Vetting Team.

Progress on Goals:

Goal: Vetting of Appointment and Election Candidates
Responsibility: Various members, depending upon candidates (for example, Marsha and Linda need to recuse themselves from vetting for the upcoming election)
Measure: The Vetting Team will generate a report
Status: Process due to start on September 25th, continue through nominations at the AGM
Update/Notes: Collection of pre-AGM candidate information is complete, info book designed

Goal: Workplan 2017
Responsibility: All members of the committee, per task
Measure: Discussed at monthly meetings and noted in minutes
Status: 75% completed
Update/Notes: Remaining 25% to be completed at Indianapolis AGM

Goal: Defining Process for Removal of Board Members
Responsibility: Sylvain, Jessie, and Paul
Measure: Completed, presented to committee, approved
Status: Forwarded to Methods & Standards for further action
Goal: Defining Parameters for Out-of-Region Resident Board Members
Responsibility: Jessie and Paul
Measure: Completed, was sent back for revisit
Status: Needs to be approved by committee, sent to Methods & Standards

Goal: Collection of signed Board agreements
Responsibility: Marsha and Paul
Measure: Tracked via Google doc
Status: Mostly completed, reminders frequently sent out to those outstanding
Update/Notes: This year, all Board members will need to sign their 2018 Board agreements before they leave the AGM, if present.

Goal: Board attendance report card
Responsibility: Marsha and Paul, with Ron DeHarte’s support
Measure: Tracked via Google doc
Status: Completed
Update/Notes: Will be produced in candidate voting booklet

Goal: Collection of signed Board agreements
Responsibility: Marsha and Paul
Measure: Tracked via Google doc
Status: Mostly completed, reminders frequently sent out to those outstanding
Update/Notes: This year, all Board members will need to sign their 2018 Board agreements before they leave the AGM, if present.

WORLDPRIDE

Co-Chairs: Alan Reiff and Dallas Barnes

Monthly meetings have been conducted to mainly focus on the progress and participation at Madrid WorldPride 2017, and updates from Stonewall 50 WorldPride 2019 NYC, plus developing the 2021 bids from Copenhagen and Ft. Lauderdale, liaise with the Human Rights Committee, working with future possible bidding Prides (Sydney 2023, Rome 2025), and incorporating new ideas and procedures.

Alan traveled to Madrid a few times to assist with planning and programming. InterPride’s place in the Parade and at the Pride Park were secured. Pride Display Map was well received by audience. Madrid created a WorldPride 2017 document for all member organizations prior to event. The committee continues to assist all license holders and to help to develop any future license holders.

Goal 1: Work with Madrid AEGAL on WorldPride 2017 to secure the contract is upheld.
Responsibility: Co-Chairs and specific committee members
Measure: all payments have been made, the program for WorldPride 2017 includes all mandated components of the contract. Actual event represents InterPride’s best interests.
Status: events will take place as scheduled June 23 – July 3 2017. Event was successful.
Follow-up: meeting needs to be held to discuss what worked and what didn’t work for InterPride as well as for Madrid.
Status: email correspondences have been exchanged. Discussion is ongoing.

Goal 2: Assist NYC Pride with Stonewall 50 WorldPride 2019 to secure the contract is upheld.
Responsibility: Co-Chairs and specific committee members
Measure: payments are being made. Quarterly Reports are being turned in. The Stonewall 50 Committee in NYC has moved up a gear in planning. Alan Reiff sits on this committee as well.
Status: work is on-going and moving forward according to the time line.

Goal 3: Work with Copenhagen Pride and Ft. Lauderdale Pride to develop bids for WorldPride 2021 for presentation at the 2017 AGM & World Conference.
Responsibility: Co-Chairs and specific committee members
Measure: two current organizations have expressed interest, and made formal bids. Copenhagen Pride and Fort Lauderdale Pride. WorldPride Committee evaluated both bids and voted unanimously to bring them to the AGM & World Conference for membership to vote.
Status: both bidders will be preparing their presentations for the AGM & World Conference in October 2017.

Goal 4: Develop the verbal intent of Sydney to bid on a WorldPride in 2023 (new)
Responsibility: Co-Chairs and specific committee members.
Measure: waiting for formal bid to be presented as per the schedule.
Status: Sydney has expressed a verbal interest.

Goal 5: Develop the electronic intent of Mario Mieli Roma Pride to bid on a WorldPride in 2025 (new)
Responsibility: Co-Chairs and specific committee members.
Measure: preliminary stages at this point.
Status: email correspondences have been exchanged. Discussion is ongoing.

Goal 6: Revise the WorldPride Contract to include promotional/merchandising matters. (new)
Responsibility: Co-Chairs and specific committee members
Measure: In future meetings discussion will be held to revise the WorldPride Contract as follows:
a) A percentage of merchandise sales should be paid to InterPride after final tally of sales in done after a WorldPride.
b) InterPride member accommodations i.e. the Executive Committee or general members should be made available a minimum of six months prior to any WorldPride.
Status: Discussions will be held at the Fall.

Goal 7: Liaise with Human Rights Committee
Responsibility: Co-Chairs and specific committee members.
Measure: the Human Rights Committee and the WorldPride Committee will continue to work together and support each other on all matters.
Status: on-going

Goal 8: Develop and Nurture future leaders within the committee.
Responsibility: Co-Chairs and committee members
Measure: quantity of committee members expressing desire to move up to leadership roles.
Status: on-going

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SCHOLARSHIP

Co-Chairs: Ron deHarte and Michele Irimia-Bernabe

The committee’s goal was to have the 2017 scholarship application posted on or by January 18 to allow for as much time as possible to promote scholarships and encourage participation. The application was activated and links from interpride.org were updated on January 5, 2017.

Two deadlines were confirmed for submission of application requests to the Pamela O’Brien Scholarship Fund. The first round deadline was April 1 and the second round deadline will be July 1. Applications not approved in the first round were considered again in the second round.

$16,462.19 was available to grant in 2017.

This year the committee set a goal to work closer with the Solidarity Committee and coordinate the possible award of scholarship to a Solidarity Grant Recipient (SGR). The scholarship committee reserved $3,000 from total funds available for the purpose of awarding a qualified SGR. Outreach to member organizations in underrepresented areas continues to be a committee priority. Fundación Iguales, a Solidarity Fund grantee was awarded a scholarship grant for the 2017 AGM.

A press announcement was prepared and submitted to the Communications Committee to help raise awareness of the scholarship availability. Outreach through social media and membership has been successful with a record number of applications coming from Africa, Central and South America.

The form created for the 2015 AGM to encourage delegate participation in workshops and plenary sessions will be used again in 2017. 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.

Fourteen applications were submitted by the April 1, 2017 deadline. This is up from twelve applications received during the same period in 2015 and down from eighteen in 2016. An additional ten applications were received for the second round ending on July 1, 2017. Of the 24 applications submitted, one each came from Australia and Republic of Korea, four were from Uganda, and one each from Chile, Côte D’Ivoire, Colombia, Ecuador, Guatemala, Kenya, India, Pakistan, Suriname. Three applications came in from Canada and two each from Brazil, Guyana and the USA.

All applications went through a vetting process and then the committee determined how scholarship awards were granted.

Organizations awarded grants for the 2017 AGM include:
- Fierté Canada Pride, Gravenhurst, Canada
- Associação da Parada do Orgulho LGBT de Brasília, Brasilia, Brazil
- Fierté Simcoe Pride, Waubaushene, Canada
- Fundación Iguales, Santiago, Chile
- OASIS, Guatemala, Guatemala
- SASOD, Lamaha Gardens, Guyana
- MEN AGAINST AIDS ORGANIZATION, Kisumu, Kenya
- Parea, Paramaribo, Suriname
- TAMPA PRIDE, INC, Tampa, United States
- North Shore Pride, Inc., Manchester, USA

Co-Chairs have meet twice with Chris Moorhead to review details for the scholarship reception scheduled for October 5, 2017 at the AGM & World Conference.

Extra effort has go into the silent auction for this year’s gala evening. This is important work because scholarship funds are raised through the auction. As prizes have been identified they are being posted on facebook to generate interest in the auction and also encourage members to donate items for the auction. Multiple emails have been distributed in addition to the social media posts to raise awareness and to help grow the list of auction items. BIG shout out to Audrey Luce for coordinating this effort. Thank you Audrey.

PAM O’BRIEN MEMORIAL SCHOLARSHIP

The Pam O’Brien Memorial Scholarship Fund was established many years ago to help financially challenged organizations attend the Annual World Conference. Over the years dozen of Pride organizations have received the benefit of networking and learning from seasoned Pride organizers from around the world.

This opportunity is only made possible only through the generosity of individuals and member organizations. We are very grateful to the donations that are received every year. It is an important benefit of membership in InterPride.

Pam O’Brien was on the Board of InterPride and Cape Cod Pride and a former Chair of the Interpride’s Scholarship Committee. She was renown in Cape Cod and a recipient of the David Norrie Award from Heritage of Pride of New York City. Pam was a passionate champion of the Scholarship fund and was instrumental in helping get it more attention and keeping it relevant. Pam passed away on June 3, 2008 and later that year, the Scholarship fund was named in her honor and memory. Pam will be forever remembered and always missed.
SOLIDARITY FUND

Co-Chairs: Dallas Barnes and Doug Kerr

Volunteer Review Committee:
Frank Van Balen, InterPride Board
Jesse DeStefano, Boston Pride

Advisory Committee
Addison Smith, Wellspring Advisors
Erica Lim, Arcus Foundation
Ilana Landsberg-Lewis, Stephen Lewis Foundation
Namita Chad, Astrea Foundation
Pedro Marcelino
Zohra Moosa, Mama Cash Foundation

This was the third year of the formal Solidarity Fund process and we continued with the structure and guidelines established in 2015. We continued with two committees: a volunteer review committee, made up of InterPride volunteers and an advisory committee, made up of external, international LGBTI funders.

We also continued to use the new criteria and application process with set deadlines.

This year we received 38 applications to the fund. The regional breakdown: Latin America (13), USA (6), Africa (4), Eastern Europe (4), East Asia (3), Caribbean (3), Oceania (2), Western Europe (2), South Asia (1) and Unclear (1). We had the capacity to accept online applications in French, English, Spanish and Portuguese. We received 13 applications in Spanish, 1 in French and 24 in English.

Unfortunately, due to challenges in fundraising from the membership at the Montpellier conference, only $11,000 was available for granting, compared to $18,000 in 2016. The committee recommended to the Board that 11 grants of $1,000 each be made to the following organizations for their events:

Community Empowerment Self Support Initiative (CESSI) - Nairobi, Kenya
To provide a cultural and community event for LGBTI refugees from across Africa living in Nairobi.

Arte Mujer, an arts and cultural community gathering for lesbians and bisexual women.

LGL – National LGBT Rights Organization - Vilinus, Lithuania
To cover costs of the Rainbow Days Reception at Vilinus Town Hall, an event for community leaders and politicians.

Mesa Nacional LGBTI Nicaragua - Managua, Nicaragua
To cover costs of LGBTI community activists from around Nicaragua to get to Managua for Pride events.

Metro Manila Pride - Manila, the Philippines
To cover part of the costs of a Pride speakers event and volunteer appreciation event.

Santamaria Fundacion - Cali, Colombia
To increase the visibility and participation of lesbian and transgender women in the Cali Pride Parade and festival.

SEED (Pertubuhan Pembangunan Kebajikan dan Persekitaran Positif) - Kuala Lumpur, Malaysia
To cover costs of a trans community gathering and remembrance of trans people who have been murdered.

Shanghai Pride- Shanghai, China
To cover the costs of Shanghai Pride’s film festival and a national public event showcasing 40 LGBT Organizations from across China.

Tonga Leitis Association - Nuku’alofa, Tonga
To cover the costs of a Pride Parade, including decorations and volunteer costs.

Trans Network Uganda - Kampala, Uganda
To cover costs of Trans Day of Remembrance event.

Zagreb Pride - Zagreb, Croatia
To cover technical and security costs of the Zagreb Pride March.

Overall, the 2017 Solidarity Fund grant process went much smoother compared to 2016. Partly, this was due to a lower number of applications (38 this year, compared to 101 last year.) But also because improvements were made on the timelines, including earlier translation and easier transfer of funds to grantees. (see below for details.)

One of the challenges this past year was the engagement of InterPride volunteers on the Review Committee. Approximately 10 people signed up to participate but never attended any of the review meetings. It can also be very challenging for new volunteers who are mostly Pride volunteers from North America to figure out how to best assess grant applications from around the world. Our Advisory Committee plays a more central role in ‘checking’ the application list, as they have more general familiarity with global LGBTI activism. We may need to explore whether a volunteer review committee is the best model for reviewing and approving the grants.

The main challenge for the fund remains the very limited and uncertain dollars available for granting. This year there was a significant decline in the dollars available.

As outlined in the Future Projects section below, we believe that the Solidarity Fund must be better integrated into a broader fundraising strategy for InterPride. With three years of operations and 35 grants made, we believe there is a solid case to be made on the transformational role of Pride events in many parts of the world as part of local struggles for human rights and justice.

Progress on Goals:

Goal: We planned to the process even earlier for 2017, possibly as early as a December call out and a February or March deadline.
Responsibility: Co-Chairs
Measure: Keeping to revised timeline with earlier deadlines.
Status: Completed. Applications were live on Feb 11, with a March 10 deadline. Grants out by May 1.

Goal: We planned to identify translators for French, Spanish and Portuguese early in the process and send applications to them as they arrive in order to speed up the process.
Responsibility: Co-Chairs
Measure: Identified translators and early translation of all non-English applications.
Status: Completed.

Goal: We planned to review the application form again and look for ways to simplify and clarify the forms.
Responsibility: Co-Chairs
Measure: Revised applications.
Status: Not started. (Defered to 2017-2018) We did not make any simplifications to the forms this year.

Goal: We planned to reach out to past recipients and recruit at least one volunteer team member.
Responsibility: Co-Chairs
Measure: One new volunteer team member.
Status: Not started (Deferred to 2017-2018)
Goal: We planned to have a conference call with InterPride’s Finance team early in the process to set deadlines that work for all.
Responsibility: Co-Chairs
Measure: Smoother transfer of funds to grantees.
Status: Completed. We also held a conference call between the Co-Chairs, InterPride’s Treasurer and the Finance Director from the Mama Cash Foundation to discuss best practices in international fund transfers.

Future Goals and Projects:
We have now wrapped up the three-year “pilot” of the formal Solidarity Fund program. We are now looking to do an evaluation of the three years and come back to the InterPride Board of Directors with a set of recommendations on the future of the fund. The evaluation process will examine the impact of the grants made over the three years 2015-2017. This report will also:

- Explore the possibility of a partnership with an established grant-making organization that might jointly administer the fund at low or no cost.
- Explore the possibility of developing proposals to other international foundations, corporations, or governments interested in supporting global emerging Pride organizations.
- Explore linking or merging the Solidarity Fund with the Scholarship Fund, so that emerging Prides that are funded through Solidarity have the opportunity to attend conference and provide feedback to the broader InterPride community.
- Explore how Prides supported through the Solidarity Fund can become more connected to InterPride as members, through participation in the AGM & World Conference and in future WorldPrides.

We will also be looking to recruit two new Co-Chairs for the 2018 process. Doug Kerr & Dallas Barnes will stay involved on the Committee as ‘mentors’ to the new Co-Chairs. We expect that the 2018 process will run similarly to 2017, and any major structural changes will happen in time for the 2019 process.

FUND DEVELOPMENT

Co-Chairs: Jaime Carrillo and J. Andrew Baker

The Fund Development committee has been working on the goals set out in the workplan created and approved at the 2016 AGM.

Progress on Goals:

Goal: Identify new grant-seeking, partnership and sponsorship targets
Responsibility: Co-Chairs
Measure: New sources of revenue generated
Status: In Progress
Update/Notes:

1. Lush Charity Pot Submission: over the past half year the committee has finalized a plan for submission. It has been increasingly difficult to move forward with the application given recipient committee chairs are unresponsive.

2. Cloaked in Pride: Contract finalized and outreach launched. To date has brought in $120 in partnership income in addition to affiliate membership income ($200), lack of follow-through from Communications makes it uncertain whether Cloaked in Pride will see any return on investment from their affiliate membership and partnership. We can turn this relationship around by better explaining the benefits to InterPride and member organizations, compared to time invested. To date have not heard of any Prides enrolled to this member benefit, creating a loss for CiP as well as InterPride.

3. Champagne Love & Bubbles: finalized contract and launched outreach to membership, lack of follow through from Communications makes it uncertain whether Cloaked in Pride will see any return on investment from their affiliate membership.

4. Vetted/Upcoming Opportunities:

Pride Bites was vetted for partnership, however their business model does not dovetail well with InterPride. SystemJO is in line for a $1,000 sponsorship. They are recalibrating their business to focus on the LGBT consumers and will engage at that point.

Goal: Push current revenue generating opportunities with membership
Responsibility: Co-Chairs
Measure: Membership usage of benefits and outreach/marketing
Status: In process
Update/Notes:

1. We have not been able to measurably push revenue goals related to membership. While the Vice President of Member Services and membership committee have been responsive to these efforts within their role, as well as the Co-Presidents, and the executive committee, there has been communications challenges that prevented effective outreach of member benefits and opportunities.

2. The Fund Development team is leading a study on the current structure of membership dues in partnership with the finance and member services committee. This study is aiming to increase membership, address members concerns with the value of their members, create increased funding opportunities and improve access points for Pride organizations in developing nations.

Goal: Annual Review/Update of sponsorship packet
Responsibility: Co-Chairs
Measure: Updated packet
Status: The packet developed by the 2016-2017 Fund Development Committee was used for the SystemJO opportunity. It is the recommendation of Chair Carrillo that this copy be adopted as is until new copy is developed by a future committee.

Another, more reasonable and honest option, is to realize that Sponsorship Revenue rightfully belongs the holder(s) of the InterPride AGM and WorldPride and to compete against these would bite InterPride’s nose to spite it’s face. In this case, fund development would not develop a sponsorship package, but rather a corporate funding package.

In addition the Fund Development Committee has added these tasks:
Create a Business Plan for InterPride, that is realistic of capacity as well as potential for growth, at direction of the Finance Chair, and with full concurrence of the Fund Development Chairs.

Secure funds for a staff person through Canadian funding sources, to be focused on tangible work items for InterPride, pending approval.

Worked with Finance Committee to create a plan for reserve funds that is tangible for funders, and explains our potential for growth.

Investigated 10 potential funders for program deliverables. This included detailed investigation of opportunities with the Arcus foundation, the Levi-Strass foundation, the Astrea foundation, and the Swedish, French, USA, Canadian, British, Finnish and Dutch governments.
Regional Reports

REGION 1 (CAPI)

Regional Director: Jorge Solorio


The 2017 Region 1 regional conference joined forces with Regions 2 and 3 to hold the year’s combined Region 1, 2 & 3 and CAPI (Consolidated Association of Pride, Inc.) Conference in Las Vegas. During the conference, it was voted to officially add Washington, Oregon, Alaska, Idaho, Montana, Wyoming, Kansas, and Oklahoma to the geographic area covered by CAPI. With this vote, Pride organizations in InterPride regions 1, 2 and 3 are now eligible to join the CAPI organization. The Board is happy to include the additional states and looks forward to working with Pride organizations from all three regions. Save the date for the next CAPI Conference: February 1-4, 2018 in Austin, Texas.

We are all pleased to now have an amazing partnership with InterPride, to help educate and empower some of the smaller cities’ Prides through our scholarship fund. Some of these Prides include Pride by the Beach in California, Kitsap Pride in Washington, and Taos Pride in New Mexico, just to name a few.

This coming year we will focus on re-establishing contact with many organizations throughout the regions. We will also focus on bringing as many new Prides as possible.

Goal: Reestablishing contact with lapsed members, bringing in new members
Responsibility: Region 1 Regional Directors
Measure: Dues paid to CAPI/InterPride
Status: Ongoing

REGION 2

Regional Director: Michael Goodnow

This past summer was Pride season in the Pacific Northwest. I was able to connect with Seattle Pride about returning to InterPride. Seattle had some turmoil and turnover and seemed to be ready to participate. Also, working with seven newer and smaller pride event organizations. Attended five pride events in the region.

Burien Pride in Burien, Washington held their first pride event and it was a successful event in a city park that organizers put together in eight weeks.

Aiki Beach Pride, in its third year, partnered with Emerald City Black Pride and POCAN (People of Color Against AIDS Network), a social service agency serving people of color since 1987.

Progress on Goals:
Goal: Increase Participation from Region 2 Responsibility: RD
Measure: Engagement from regional Pride organizations Status: Ongoing
Update/Notes: Plan to encourage 2018 memberships.

REGION 3

Regional Directors: Richard Brethour-Bell, Paul Huddleston & Alternate Regional Director: Jaron Turnbow

Committees Served On: Paul Huddleston: CSIC and Member Services

Region 3 has been busy reaching out to neighboring Pride organizations. Utilizing the PrideRadar Report, we have reached out to a number of organizations, and the Regional Directors have visited several Prides over the past year. These include Houston, San Antonio, Corpus Christi, San Marcos, Dallas, Austin, El Paso, Flagstaff, and Taos.

Richard Brethour-Bell elected Vice President of CAPI in February. Paul Huddleston voted to complete 2017 as the Secretary of CAPI in August.

Austin Pride is bidding to host the 2019 AGM & World Conference. Austin Pride had to postpone their Annual Festival and Parade due to Hurricane Harvey. The Parade is scheduled for September 30 and the Festival on October 21.

Goal: Assist CAPI on setting up Sister/Pride Mentorships
Responsibility: Committee
Measure: Submission of framework to CAPI Board in Feb.
Status: In Progress
Update/Notes: This project is new and is looking to take notes/best practices at the AGM in Oct.

Goal: Host the Annual 2018 CAPI Conference in Austin
Responsibility: Austin Pride
Measure: Successfully host the conference with 30+ organizations
Status: Planning phase. Conference planned for Feb. 2018
Update/Notes: Austin Pride is working with CAPI to expand the scholarship program

Goal: Expand on PrideRadar for Regions 1, 2 & 3
Responsibility: Regional Directors
Measure: Full list completed in Google Docs and shared with CAPI
Status: Completed
Update/Notes: 113 Pride Organizations identified & contacted in Regions 1, 2 & 3, of which 26 are InterPride Members.
REGION 4

Regional Directors: Dave Wait and Chris Morehead

Member Prides in Region 4 include: Fort Wayne Pride, Indy Pride, Inc, Kansas City Diversity Coalition, LGBT Ctr. Gr. Cleveland, Motor City Pride, OUT on the Lakeshore, Pride St. Charles, PRIDechicago, Spencer Pride, Inc., Stonewall Columbus Inc, Twin Cities Pride, Up North Pride

Region 4 is incredibly proud to host the 2017 InterPride Annual General Meeting and World Conference. As the Conference Director on behalf of Indy Pride who is hosting this year’s conference in Indianapolis, Chris Morehead has been focused on producing the most diverse, inclusive, and educational conference to date. He has led a team of 20 + individuals representing all of the diverse communities of Indianapolis on the ground. Partnerships with countless city leaders, organizations, and partners have resulted in a very well balanced conference focused on providing networking and educational opportunities for all those that attend.

As one of the Regional Directors for Region 4, Chris has spent the year doing outreach with his team to our Region and far beyond. We will have over 200 attendees at this year’s AGM representing more Pride Organizations than the past three conferences. Local outreach within our Region was the priority in these efforts and has been very successful in partnership with Dave Wait. We look forward to welcoming our Region and the World to Indianapolis this October and cannot wait to see how others enjoy the experience we have built for them.

A regional newsletter was sent to all member and potential member Prides in January. A follow-up reminding organizations to register for the AGM was sent late August. A second newsletter was planned for May but was not sent due to no content available.

Dave Wait met with the following Region 4 Prides that were attending the LGBT Task Force Creating Change Conference in Philadelphia:
- Pride of the North – Traverse City, MI
- Hotter Than July – Detroit
- St. Louis Pride

Dave Wait contacted the 7 Michigan Prides with an offer for Motor City Pride to assist with their membership fees in April and August. None have taken advantage of the offer. The offer will be made one last time in December.

General invitations to join InterPride and attend the AGM in Indianapolis was sent to 20 Prides that are not members of InterPride in March and September.

REGION 5 (POSE)

Regional Directors: James Herransen-Parker and Kevin Calhoun. Alternate Regional Director, Jason Gilmore.

Committees Served on: James serves as Co-Chair of Methods & Standards and Member Services, and serves on CSC, WorldPride, and Governance. Kevin serves on Human Rights and Solidarity.

Continued work on growing communication within the region that was previously began in years past, as well as begin working on basic conference expectations for regional conference hosts going forward to help make conference planning easier. Our 2018 conference host, Roanoke Pride, is working on planning their conference, and the dates are set for March 22 – 25, 2018. No conference host was chosen for 2019, but the Regional Directors will continue to work on potential hosts. Charlotte Pride said they are considering a bid for the 2020 Joint NERP/POSE Conference, so more information will be coming forward about that.

Goal: Increase communication within the region
Responsibility: RDs & ARD
Measure: Members satisfaction
Status: Ongoing
Update/Notes: Currently the POSE website is working, continuing to work on timely emails to region members about InterPride business, discussion about a newsletter has ended due to lack of content. RDs and the ARD will focus on emails to update members on topics/business. We have also added a Facebook communication group to increase communication within the region.

REGION 6 (NERP)

Regional Directors: Sylvain Bruni and Tyler Everson. Alternate Regional Director: Marcy Carr

Committee Served on: Sylvain Bruni serves on the Governance and Finance committees.

Leadership update:
The leadership team for the Northeastern Regional Prides (NERP) region in 2017 is composed of two regional directors: Sylvain Bruni of Boston Pride (elected in 2016), and Tyler Everson of Brooklyn Pride (elected in 2017); and one alternate regional director, Marcy Carr of the Pride Center of Staten Island. At the conclusion of the 2017 NERP-POSE (Prides of the Southeast) conference held in Washington, DC, March 10 through 12, the term of long-time regional director Michele Irimia-Bernabe of NYC Pride ended. We thank Michele for her years of service to NERP and to the members of our region. We wish her the best in her relocation from New York City to Washington, DC, and we look forward to continue working with her on the committees of InterPride and in the region.

Membership status:
As of September 1, 2017, Region 6 includes 29 member organizations. Additionally, NERP welcomed four organizations as invited guests during the 2017 NERP-POSE conference. Finally, the regional leadership team is tracking 70 Pride organizations (members and non-members) in our region. Each member of the regional team is assigned to a series of states on which to focus in these outreach efforts:

- Sylvain Bruni is the point of contact for New England (CT, MA, ME, NH, RI and VT – 23 Pride organizations)
- Tyler Everson is the point of contact for NY and NJ (25 Prides organizations)
- Marcy Carr is the point of contact for DC, DE, MD, and PA (22 Pride organizations)
This division of labor is to: (1) clarify and to accelerate our outreach efforts, and (2) establish a clear point of contact for NERP members on the regional team, for any concerns or questions they may have.

Our outreach strategy is primarily based on the identification of specific points of contact at each potential member organization (i.e., an actual person, not a generic email address), and to reach out to that person by phone or email, or even possibly in person should that be an option.

Roadmap status:
In 2017, the NERP region continued to work along the regional roadmap created collaboratively with representatives from region 6 member organizations during the 2016 InterPride Annual General Meeting held in Montpellier, France. It is our region’s desire to keep this roadmap as a living document that is augmented and updated on a regular basis, in order to address continuing and emerging member needs.

The current roadmap includes the following items, which serve as agenda items for all meetings of the region:

- Promotion of InterPride committees with higher representation of NERP within committees: the purpose of this item is to remind member organizations that the work of InterPride is done in its committees, and that each region must contribute to each committee. The regional leadership team has invited new representatives of member organizations to partake in committees. However, progress in this area continues to be very slow. A few new NERP members have joined select committees and veteran NERP members have increased their involvement by joining additional committees (primarily Finance, Governance, Scholarship, and WorldPride). Just like with other regions, we observe a high desire for involvement during the AGM, but that motivation seems to fade out quickly. We have not been able to identify, yet, means for sustained involvement by new members, to ensure the growth of committees.

- Regional Director participation in member events: the regional leadership team provides regular update on their intent to participate and actual participation in the Pride events organized by its members. The purpose of this item is to be transparent and deliberate about on-the-ground activation of our members. In 2017, the regional team has not been able to attend as many member events as in past year due to the high intensity of this Pride season, notably with the National Equality March. To ensure advanced planning and better attendance in 2018, a schedule of NERP events will be devised at the 2017 AGM in Indianapolis, IN. This schedule will also be used as promotional material, following the example set by CAPI.

- Conference planning support: the regional directors are to report regularly to the membership their efforts in support of the planning of the various conferences. See below for more information about NERP regional conference. In 2017, the regional team has worked to inform our members, on a regular basis, through emails and social media, of the various milestones for AGM registration.

- David Schneider Scholarship Fund: after the untimely passing of our dear friend and colleague David Schneider, the NERP region voted to create a Scholarship Fund in his name, to support small NERP member organizations in their attendance to the NERP conference. At the 2017 NERP-POSE conference in Washington, DC, the region decided first to create this fund under the auspices of InterPride as a restricted fund. The longer term perspective on this fund will be determined by the ‘Future of NERP’ task force. This scholarship fund will be launched at the 2017 AGM in Indianapolis, IN, with a first call for donations.

- ‘Future of NERP’ task force: this task force was created in response to regional concerns about the place of NERP within InterPride, especially considering the arrangements made with EPOA and Fierté Canada Pride, regarding membership and membership dues. This task force is setup to investigate possible organizational structure options for NERP as a region. The work of this task force has been slightly delayed because (1) InterPride has embarked on its own effort to investigate a potential restructuring of the organization, and (2) another InterPride region (CAPI) has also taken a formal approach to an arrangement with InterPride similar to those of EPOA and Fierté Canada Pride. The NERP team is interested in seeing how these two efforts will evolve and what impact and lessons learned these will have on our region’s future.

- Outreach and recruitment: the purpose of this item is to identify potential new member organizations in our region and to conduct the outreach necessary to ensure they know about InterPride, membership benefits and the options to join the organization. The regional leadership team has split the list of prospects and is diligently reaching out to each organization on its list.

- Communications: recognizing that communications remains an issue within the organization/region, the NERP membership decided at the 2017 NERP-POSE conference in Washington, DC to: (1) stop trying to issue a regular newsletter, and instead to send topic-based emails on an opportunistic basis, (2) create a very simple website for the purpose of centralizing key regional information, resources and redirection to relevant InterPride content, and (3) consider initiating a regional promotion campaign. Item #1 has been the ongoing practice in 2017 and has been successful so far. Item #2 is nearing completion: nerp.co will be operational in September 2017, and officially launched at the 2017 AGM in Indianapolis, IN. Item #3 has not been tackled yet, but will be discussed at the 2017 AGM.

- Team Pride: the NERP region is interested in formalizing an “exchange program” by which member organizations send their volunteers to other member organizations’ events, for support. This decision, made at the 2017 NERP-POSE conference in Washington, DC, happened too closely to the 2017 Pride season of our members, be implemented immediately. However, the region will discuss a formalized plan put together by the regional directors team at the 2017 AGM in Indianapolis, IN, in preparation for the 2018 Pride season.

- Group discussions: realizing that a majority of conversations in regional meetings is focused on the internal logistics of InterPride, our region has decided to hold a systematic group discussion during these meetings. At the 2016 AGM in Montpellier, France, Ryan BOS of Capital Pride Alliance of Washington, DC moderated an exchange on the topic of staffing and resourcing within Pride organizations. At the 2017 NERP-POSE conference, Sue DOSTER of NYC Pride – Heritage of Pride moderated a conversation about the proposed National Equality March. A call for topics to be discussed at the 2017 AGM in Indianapolis, IN, will be sent out to the membership in advance of the event.

Regional conferences:
The 2017 NERP conference was held in Washington, DC, as a combined NERP-POSE regional conference. The event was successfully produced by the team at the Capital Pride Alliance of Washington, DC, which will provide a debriefing on the conference at the 2017 Annual General Meeting of InterPride, held in Indianapolis, IN.
The 2018 NERP conference will be hosted by RI Pride, to be held in March 2018 in Providence, RI. The regional directors team and the leadership of RI Pride are meeting on a regular basis to ensure advancement of the planning of the conference. It is anticipated that registration for the 2018 NERP conference will be up and running in September 2017. (Regional Director point of contact for NERP 2018: Sylvain Bruni).

New Hope Celebrates has expressed an intent to bid for NERP 2019. The team at New Hope will be presenting its bid at the 2017 AGM in Indianapolis, IN. Just like with the planning of the 2017 NERP-POSE conference in Washington, DC; and that of the 2018 NERP conference in Providence, RI, the regional directors team is providing support to conference bidders, to maximize the quality of the conference for our member organizations. (Regional Director point of contact for NERP 2019: Tyler Evertsen).

Finally, the Long Island LGBT Network has expressed an intent to bid for a joint NERP-POSE conference in 2020. The regional directors team will be working closely with the Long Island LGBT Network to prepare their bid.

NERP-POSE:
The NERP and POSE regions continue to enjoy a productive relationship. We held combined regional meetings at the 2016 AGM and a combined regional conference at the 2017 NERP-POSE conference. We have found that this joint event is well attended by members and is a good opportunity to learn from experiences different than those of our region. We continue to strive for the organization of a joint conference every three years.

If attendance at the 2017 AGM warrants, we will propose again to combine the NERP and POSE regional meetings. Such meetings have traditionally enhanced the quality of conversations and planning, in support of our member organizations. It is finally worth noting that the “Future of NERP” discussions will likely include an exploration of increased coupling between the NERP and POSE regions.

National Equality March:
The proposal for a National Equality March in Washington, DC, coinciding with the celebration produced by NERP member the Capital Pride Alliance of Washington, DC, and mimicking the post-election resistance rallies that popped-up around the country (e.g., Women’s March, Rally for Science), created very heavy pressure on the NERP region in 2017 (and other regions as well, like POSE). This pressure primarily consisted in the following likely constraints: diminished attendance at events organized by InterPride members (people in the community preferring to go to DC instead of staying at the local level), reduced coverage (volunteers, services providers, sponsors and festival vendors redirected to DC), and decreased media coverage (again, media focusing on DC). This impact was critical to our region because of our geographic proximity to DC, and the fact that several NERP members had their Pride celebrations scheduled for the same weekend (e.g., Boston Pride, Brooklyn Pride, Philly Pride, DC Pride….) or within a week of the proposed date (e.g., RI Pride, North Shore Pride, Hull Pride….). This forced a number of our members to reschedule their Prides at the last minute (at great human and financial cost) and/or to augment their programming with additional rallies or marches, to coincide with the National Equality March.

In order to minimize the negative impact on our members, the NERP regional leadership worked diligently to support InterPride Co-President Sue Doster of NYC Pride – Heritage of Pride, in her efforts to ensure the representation of InterPride members and the defense of their interests in the organizing of the National Equality March. Both Michele Irimia-Bernabe of NYC Pride – Heritage of Pride and Sylvain Bruni of Boston Pride actively participated in conference calls, webinars and other conversations with the organizer of the March, and have provided constructive and specific feedback to prevent adverse effects to our member organizations.

Ultimately, the National Equality March reached limited success (in attendance, format, and financial status), but enabled to put the media spotlight on Pride organizing. It also allowed NERP members, in particular the Capital Pride Alliance of Washington, DC, to foster additional community conversations.

The NERP region has expressed its desire for a post-mortem on the National Equality March to be conducted at the InterPride level, in order to harness lessons learned from this event. In particular, our region would like this episode to trigger a substantial discussion at the InterPride board about the leadership on Pride organizing and recognition that is necessary for our organization as a whole. The regional meetings during the 2017 AGM in Indianapolis, IN, will certainly tackle this issue.

REGION 7 (FCP)

Regional Directors: Brandon Amyot and Mark Monk

Committees Served On: Mark – Communications, Governance, Member Services, Methods & Standards, CSIC, and Structural Reorganization Workgroup

We would like to acknowledge that many of our festivals across Canada take place on the unceded lands of Canada’s indigenous peoples.

There are approximately 100 Prides existing in Canada. It’s important to note that more Prides are appearing in Indigenous communities and rural communities every year, so Pride continues to grow.

Working closely with the Fierté Canada Pride (FCP Board on matters and issues affecting the Pride Movement in our region. As a result of events that took place during various festivals across the country, it was felt that having a national dialogue around Police and Pride needed to be had, which has different outcomes in various parts of the country and have created great divisions in certain areas. Some festivals have requested that police not participate in uniform, and other festivals are working together. Numerous prides have faced harsh criticism on social media channels without really taking the time to listen to what is actually happening around this important topic.

The Fierté Canada Pride Festival hosted by Fierté Montréal was a huge success in bringing people together and especially the Human Rights Conference. The parade was very effective and overall was a great first time event. The event moves to Winnipeg in 2020. The festival was a part of the Canada 150 celebrations as well as Montréal’s 375th anniversary celebrations.

The National Regional Conference in Halifax focused on listening and sharing, and realizing that all those involved, even though on various sides of issues, need
to find and have found the courage to have difficult conversations around inclusion and privilege.

Membership is growing in areas across the country in different areas the country. A survey was developed by FCP Membership to identify how many Pride organizations/festivals are in Canada and work on bringing the non-members in. Work continues on this survey.

Developing ways to include and have all members of the Pride community be involved, in particular the on fostering a better and understanding relationship with our QTBIPOC (Queer Transgender Black Indigenous Persons of Colour) communities in our local prides across the country.

Goals:
1. Encourage participation in the Canada Pride Festival – achieved. Seven Pride festivals were represented. Working on increased success for Winnipeg in 2020.
2. Improve the dissemination of information to members in the region in both official languages (reduce English-only publications). In progress.
3. Improving the framework around the National/Regional Conference. In progress
4. Work on including St. Pierre and Miquelon into our region. They are territories belonging to France but are very close to Canada.
5. Continue national dialogue around Pride and Police.

REGION 10

Regional Director: Andy Train

British Isles, Region 10 InterPride 2017

Nationally we have seen an increase in the number of known Pride events particularly in areas where perhaps there is a lack of or limited availability of LGBT+ community opportunities. It is reassuring to know that there is still a strong appetite for Pride valued events in the British Isles especially as there is a degree of concern for some around the potential consequences of Brexit.

Some of our bigger Prides e.g. London, Manchester, Cardiff, Birmingham, Brighton and Glasgow enjoyed ever-growing attendances.

REGION 11

Regional Director: Lars Henriksen

Committees Served On: WorldPride Committee, Human Rights Committee

I have continued to directly contact to Prides, that I knew were not yet members of InterPride/EPOA – and am currently in dialogue with Tórshavn, Aalborg, and Nuuk in the Danish realm to become a member. Also a new Pride festival in Odense (DK) and one in Gesten (DK) have been successfully completed, for which I have lent support— including an invitation to join InterPride, once they have realized their first event. In the past year Aarhus Pride in Denmark and...
Malmö Pride, Kristiansstad Pride, Trelleborg Pride and Lund Pride in Sweden have joined EPOA/InterPride on my suggestion. I am working on involving more Swedish Prides.

In February during Copenhagen Winter Pride Week, we invited a number of Nordic prides to Copenhagen for networking activities and a joint workshop/community Day. There was participation from; Stockholm, Oslo, Gothenburg, Trelleborg, Malmö, Copenhagen and Lund.

In Copenhagen Pride Week of 2017, we had regional participation from Malmö, Stockholm, Oslo, Reykjavik and Lund, which gave ample opportunity to share experiences and create alliances.

**Goal: Membership growth in region**

Status: Ongoing

Update/Notes:

My aim currently is still to work on broadening the membership in Norway and Sweden, where I currently see the biggest potential for growth.

**Goal: Regional meetings**

Status: Ongoing

Update/Notes:

I should like still to – if I can raise the necessary funds, to arrange a regional meeting at some point, I need to talk to other regional directors who do this, to hear how they plan and organize this. Also Copenhagen Pride will next year host the European Conference for OII – organization Intersex International, in which it is my hope, that we are able to compel our sister prides in the region to participate.

**REGION 12**

Regional Director: Stefan Baier and Uwe Hörner

Since the last AGM in Montpellier we had two German regional conferences – one in Nuremberg from the 4th – 6th of November and one at the Waldschlösschen academy near Göttingen from the 10th – 12th of March. Again, a meeting of the German Prides, the biggest part of prides in region 12, but as always, we had invited the other organizers of prides in Austria and Switzerland as well and David Reichlin, the president of Zurich Pride, Switzerland joined us.

The conferences are great for networking and talking about our experiences with our prides and plans were made for joint actions and rallies for the upcoming federal election in 2017.

In Nuremberg Interpride “was present” with a greeting video from Frank van Dalen, Vice President of Operations of InterPride and Patrick van der Pas about PrideRadar. The Pride United team provided us the “German results” of their survey, which was discussed by the attendees.

In Göttingen we had a workshop about improving our impact by social media. But main issue was planning the common federal rallies for the national elections in September 2017 about LGBTIQ rights and equal marriage in Germany.

We think you are aware what happened in Germany on 30th June: the German parliament voted to legalize same-sex marriage! One of our biggest goals is achieved and we had the opportunity to celebrate that success at WorldPride in Madrid with the whole Pride community.

We have a strong interest in deepening pride cooperation in Europe. So, we were very happy that Uwe Hörner was invited as keynote speaker at the UKPON (region 10) spring conference in Cardiff/Wales. One point which he carried out was the idea of using existing twinning agreements for pride partnerships between British and German cities. First contacts between the Prides of Cardiff and Stuttgart, Coventry and Dresden and Oxford and Bonn, Leeds and Dortmund and Mannheim and Swansea have already taken place.

On the other side, it is still difficult to bring more Prides in Region 12 to our AGMs and to increase our membership here. The problem is that there are not big benefits for Non-US-Prides. And the travel costs are expensive … and lots of the Prides have just a lack of staff and time for doing more networking. But we were very happy to have Berlin, Hamburg, Zürich and Vienna with us (Konstanz and Mannheim) during the AGM in Montpellier last year which boost our networking.

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

**Currently there are 69 Pride organizations in region 12:**

Country number of active prides members of InterPride / EPOA

<table>
<thead>
<tr>
<th>Country</th>
<th>Number of active prides</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>5 2</td>
</tr>
<tr>
<td>Germany</td>
<td>58 8 (+1 associated member)</td>
</tr>
<tr>
<td>Liechtenstein</td>
<td>0 0</td>
</tr>
<tr>
<td>Switzerland</td>
<td>6 1</td>
</tr>
<tr>
<td>Switzerland</td>
<td>6 1</td>
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<tr>
<td>InterPride members are:</td>
<td></td>
</tr>
<tr>
<td>(A) Bregenz, Vienna</td>
<td></td>
</tr>
<tr>
<td>(D) Berlin, Braunschweig, Cologne, Hamburg, Konstanz, Mannheim, Mönchengladbach, Oldenburg</td>
<td></td>
</tr>
<tr>
<td>(CH) Zurich</td>
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</tbody>
</table>

The German Pride union CSD Deutschland has also become associated member in February.

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.

We both visited Zurich Pride together this year and Stefan could visit Sydney Mardi Gras (Australia) and was of course at his own border-crossing Pride from Kreuzlingen (Switzerland) to Konstanz (Germany).

Vice President of Operations of InterPride J. Andrew Baker was visiting CSD zum
See Konstanz + Kreuzlingen and Zurich Pride to hold a speech (even in German!).

**Uwe could visit more pride events:**
WorldPride in Madrid, Vienna, Orléans (F), Karlsruhe, Cologne, Berlin, Frankfurt, Hamburg, Darmstadt and his home pride Rhein-Neckar at Mannheim. Uwe also visited Eurovision in Kiev (Ukraine) and took the chance to contact twice the board of NGO Kyiv pride for sharing information about the situation there and the pride movement in Ukraine.

**New prides in the planning for 2018:**
- CSD Tuttlingen (Germany)
- Lugano Pride (Switzerland)

**REGION 14**

Regional Director: Juan Carlos Alonso Reguero
Committees Served On List: Human Rights, WorldPride

Since the 2016 InterPride & EPOA AGM and World Conference in Montpellier, I have continued to work to achieve the mission of InterPride:
1. Promotion of InterPride and WorldPride.
2. National and International Meetings.
3. Work performed as Conference Coordinator for EPOA Board of Directors.

During the last International Tourism Fair of Madrid (FITUR) from 18 to 22 of January, I made a special promotion from InterPride at the stand AEGAL had in the LGBT area of the fair. I also showed a presentation of our organization and the WorldPride Madrid 2017 on the FITUR LGBT Stage.

Since I am in the position of RD 14, all printed programs, brochures, and informative items of Madrid Pride, Madrid WorldPride 2017 are displaying the InterPride & EPOA logos following my instructions in order to promote the Associations.

As Conference Coordinator from EPOA Board of Directors I continued to work, together with EPOA, to increase communication and increase Prides to be associated to EPOA, and automatically to InterPride.

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

New members in Europe, REGION 14: Pride Ibiza (Spain)

**Goal: Promotion of the Association**
In the International Tourism of Madrid (FITUR), World Travel Market London, ITB Berlin, several meetings were held and a workshop to Exchange experiences. The objective of these actions, was to promote Madrid Pride, Madrid WorldPride 2017 and InterPride.

Also in FITUR, World Travel Market, London and ITB Berlin I gave a presentation on the main stages of LGBT pavilions. It was a promotional presentation of InterPride and WorldPride 2017.

Also I have promoted InterPride at events in New York, Vienna, Costa Rica, Mexico City, St. Petersburg (Florida), Buenos Aires, Bogota, Barcelona and Maspalomas.

**Goal: Nationals Meetings**
I have had meetings with COGAM (LGBT Association from Madrid), FELGTB (National Federation LGBT from Spain) & 28June Platform: a group of Associations and LGBT groups in the Region of Madrid, also I had meetings with several LGBT Organizations from Madrid and Spain.

These meetings had three objectives:
1º) Continue to work together
2º) Strengthen support of organizations to Madrid WorldPride 2017
3º) Increase the participation of all organizations in the WorldPride 2017

I participated in the “Day of sexual diversity and gender in the workplace” (EMIDIS Project), in collaboration with FELGTB, ILGA Europe and the Spanish Department of Social Affairs, in Madrid. December 13, 2016.

I participated in the III National Meeting of Companies engaged with HIV & AIDS in Spain, organized by the “Federación Trabajando en Positivo” (Federation Working in Positive), Madrid, 1st of March 2016.

**Goal: Internationals Meetings**
We organize various meetings during the site inspection of WorldPride Committee Co-Chair: Alan Reiff in Madrid (from Thursday February 23th to Sunday February 26th, 2017).

Press Conference: WorldPride Madrid 2017 presentation, held in Madrid, with Alan Reiff, representatives of the Madrid City Council, Madrid Regional Government and all sponsors and collaborators.
Other Important Strategic Goals

* I have participated in an IDAHOT Forum, 18 & 19 May in Brussels, Belgium
* I have participated in Madrid Summit (International Human Rights Conference, WorldPride Madrid 2017), 26-28 June
* I have participated in several meetings with LGBT Organizations across the Europe and across the World:
  1) December 2016 New York: Stonewall 50 & NYC WorldPride 2019
  2) January 21, 2017: Sofia (Bulgaria) with organizations from the Balkans.
  5) March 2017 (29, 30 and 31): I gave a presentation of the WorldPride Madrid 2017 in the Spanish Cultural Center in Mexico (CCEMX) and interviews in different newspapers, radios and televisions. I also had a meeting with the Council to prevent and eliminate discrimination in Mexico City, COPRED. We spoke about the situation of the LGBTI collectives in each to our countries in relation to equality policies. COPRED also announced its presence at the Human Rights Conference, Madrid Summit.
  6) April 2017 (7 and 8): Zurich: I had two meetings with Mark Frederick Chapman and María Von Käenel, (Coordinator of International Family Equality Day), to review the contents of the Human Rights Conference, Madrid Summit, and increase the presence of lesbians and Diversity Families in the Conference and also in the WorldPride Madrid 2017 program.
  8) April 2017 (26th-27th): Bogotá (Colombia) with LGBT Organizations from Colombia.
  9) May 2017 with Pride Barcelona (ACEGAL).

I have attended the InterPride mid-year Board meeting in Indianapolis from Friday 21st to Sunday 23rd of April 2017.

I participated in the Skype calls of InterPride board from November 2016 to April 2017. (Also in the WorldPride Committee and Human Rights Committee)

Goal: WorldPride Madrid 2017

All information on the contents and results of the WorldPride Madrid 2017 are presented in a separate document and reports. Only I want to emphasize that all our objectives were met and the expectations were exceeded, achieving a successful event where it is possible to emphasize the national and international participation and the great implication of the citizenship and all the institutions from the City Hall, the Regional and the National Governments.

Goal: Work performed as Conference Coordinator from EPOA Board of Directors

In 2016, (11-16 Oct) EPOA celebrated its AGM together with InterPride in the wonderful city of Montpellier. The Annual European & World Conference was hosted by Fierté Montpellier Pride who arranged the program along with the EPOA Board and CSIC Committee from InterPride, reflecting the heritage and future of the two Organizations. For 6 days were held two EPOA Board Meeting, one joined EPOA & InterPride Board Meeting, six plenary sessions, 32 workshops, 33 speakers, one Public Conference, one March, one Welcome Ceremony, WorldPride Madrid 2017 Event, one Gala Dinner, other evening events and a large number the events dedicated to the LGBTQI+ community and Pride organizers. I want to highlight and thank the great work done by Vincent & Bruno Boileau-Aulin, of the volunteers and all the Fierté Montpellier Pride team that made possible a successful Conference.

I worked together with West Pride in the organization of the Annual General Meeting of the European Pride Organizers Association that will take place in Gothenburg/ Göteborg, Sweden, from Thursday 21 to Sunday 24 of September 2017. The EPOA AGM & Conference is a unique and real opportunity to celebrate 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 we aim to increase the participation of guests (non-members).

I have attended all the “EPOA extra Board Meeting” that had taken place to date:
Sofía (Bulgaria) (20 to 22 of January 2017)
Bergen (Norway) (17 to 19 of March 2017)
Hamburg (Germany) 12 to 14 of May
Madrid (Spain) 28th June to 2nd July, WorldPride Madrid 2017
Cardiff (Wales, UK) 25 August.
Iso I have participated in all monthly skype call of EPOA Board of Directors.

Prides I’ve attended in 2017:
* Brussels Pride
* West Pride (Gothenburg, Sweden)
* WorldPride Madrid 2017
* Pride Cymru (Cardiff)
* Pride Benidorm

REGION 16

Regional Director: Carlos Iribauo

I participate on board meetings every month. I promote InterPride in my region in order to recruit more members, encourage them to organize Pride event in their country.

I joined the board a few months ago this year. So far, I manage to help Liberia to organize their first Pride in Kenya.

For the rest of this year, I will keep promoting InterPride in African countries, recruit more members and also make sure

I attended Halifax Pride in February this year, Toronto Pride as well as the first edition of Canada Pride in Montréal. That first edition of Canada Pride was phenomenal. I was involved with the national LGBTQI conference and the first LGBTQI Francophonie conference as member of the Scientific.

- Three (3) Pride events.
- All of them are members of InterPride
- Helped them to fill out the membership form, helped them to apply for scholarship to attend the AGM & World Conference in Indianapolis

The first Liberia Pride that manage to bring together all the LGBTQI organizations, several government institutions and non-LGBTQI civil society organizations to celebrate Diversity and Inclusion and Freedom of expression.

REGION 17

Regional Director: Emmanuel Temores

Committees Served On: Human Rights

Three new members from South America have joined InterPride: Parea (Paramaribo, Surinam) Associação da Parada do Orgulho LGBTs de Brasilia (Brazil) and SASOD (Guyana), and Fundación Iguales (Chile) is still a member. So far (through the Pride Radar report) more than 140 Pride events in the region have been identified, which is 14% of the total events in the database, however InterPride members in this region, barely covers 2 per cent of the memberships.

Since I was proposed by Frank van Dalen and appointed Region 17 Director by the Board at the 2016 AGM, my chief efforts during my first year of work have been focused on the introduction and to retaining awareness of InterPride among the Pride organizers and key people of the region, through one-on-one calls and hangouts mainly, the first webinar in Spanish and an article written in English and Spanish, resulted in fruitful networking with current members and at least 12 organizations from Colombia, Peru, Bolivia, Brazil, Argentina, Chile and Ecuador who are now willing to work together with InterPride, but are not yet members. This year, seven South American organizations applied for a Scholarship to attend the annual conference.

Because the scholarship application process requires initial expenses such as the visa application process (except for Chilean people), membership payment, some of the interviewees decided not to apply until next year. Economic and political issues faced by countries such as Brazil and Venezuela have caused the organizations to limit their events or to cancel them altogether (as is the case of Macéio and Manaus in Brazil, and the Rio de Janeiro Pride Parade, which was about to be canceled).

These kinds of matters might not be barriers to the participation of new organizations within InterPride, and so my principal goal and commitment is to work hand in hand with Human Rights, Solidarity and Scholarship Committees to generate a new and solid strategy addressed specifically to this region.

Additional work
All through the year I have worked with the Pride United team identifying new Pride events and optimizing the PrideRadar Report. In addition to the new members in South America, a third member from Mexico and the first one from Guatemala have joined as members in part after my introduction work.

REGION 20

Regional Director: Paul Savage

InterPride has used 2017 to establish a footprint in Region 20. Currently there are three member organizations:
- Goulburn Valley Pride
- Sydney Gay and Lesbian Mardi Gras (SGLMG)
- Sydney Queer Irish (SQI)

Region 20 takes in much of the Oceania region of the world and includes the major population centres of Australia and New Zealand. The region is culturally diverse and laws and attitudes towards LGBTQI people vary greatly from country to country. In at least seven countries, homosexual activity (mostly between males) continues to be illegal and Pride events are often banned or cancelled by authorities. Marriage Equality is firmly on the agenda in Australia with the population participating in a national survey on the matter over coming months.

Major efforts have been made this year to increase the visibility across the region of InterPride and associated events. In July this year, over 60 members of SGLMG and SQI travelled to Madrid and participated in the WorldPride Parade for the first time.

Sydney Gay and Lesbian Mardi Gras has submitted an expression of interest to host WorldPride in 2023.

I am conscious that there is significant underrepresentation within this region and efforts are underway to drive and increase membership. InterPride Co President,
Brett Hayhoe, who also resides in the region, supports this effort and maintains local contact with member organizations on a regular basis. The focus over the next 12 months will be to drive membership in four concurrent stages:

1. There are approximately 28 key Pride Festivals and Parades across Australia and New Zealand (including Sydney Gay and Lesbian Mardi Gras and Goulburn Valley Pride). The main events and organizations currently being approached to join InterPride include:

**AUSTRALIA**
- Pride Victoria
- Brisbane Pride (Qld)
- Hobart Pride (Tas)
- Broken Heel (Broken Hill NSW)
- Midsumma/Midwinter (Melbourne Vic)
- Sunshine Coast (Qld)
- PrideFest Perth (WA)
- Pokolbin (Hunter Valley NSW)
- ChillOut (Daylesford Vic)
- Cairns Tropical Pride (Qld)
- SpringOut Canberra (ACT)
- Parramatta (NSW)
- Ballarat Pride (Vic)
- Noosa Pride (QLD)
- Border Pride (Albury NSW)
- Shepparton Pride (Vic)
- Glitter (Gold Coast Qld)
- Tropical Fruits (Lismore NSW)
- Alice Springs Pride Carnival (NT)
- Pride March Adelaide (SA)
- Sydney Pride (NSW)
- Darwin Pride (NT)
- Feast (Adelaide SA)

**NEW ZEALAND**
- Auckland Pride
- Wellington Pride
- Hamilton Pride

2. I will be connecting with other LGBTQI organizations and festivals across Australia and New Zealand that stage frequent or annual events and festivals and could include:

- Queer Film Festivals (e.g. Queer Screen Film Festival)
- Gay Ski Festivals (e.g. Frosty Fruits and Gay Ski Week NZ)
- One off events (e.g. Canberra Bush Dance)

3. There is also some interest in membership from other community specific organizations across Australia and New Zealand that target specific community groups and host events such as Leather Pride, Dykes on Bikes and LGBTQI sporting associations.

4. The most challenging connections to make will be with organizations, festivals, events and associations across Region 20 (outside Australia and New Zealand) that provide community resources and events for the LGBTQI community e.g. Fiji Pride and Oceania Pride.