International Association of Pride Organizers

2019 Annual Report

WorldPride

Millions of Moments of Pride

PRIDE RADAR
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 it 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 LGBTQ+ community around the world. We stand up for inequality and fight injustice everywhere. Our members share the latest news about their region with us, so we are able to react internationally and make a difference.

Reports contained within this Annual Report are the words, personal accounts and opinions of the authors involved and do not necessarily reflect the views of InterPride as an organization.

InterPride accepts no responsibility for the accuracy or completeness of material contained within.

InterPride may be contacted via info@interpride.org or our website:

www.interpride.org

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Information in this Annual Report is known to be correct at the time of production October 11, 2019. This Annual Report is designed & edited by Brett Hayhoe.
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Corporate Governance

InterPride is managed by a board of 15 members and the Global Advisory Council made up of regional representatives. InterPride is in a transitional period of its governance structure until 2020, when the Global Advisory Council will be fully established and implemented.

Executive Committee:

Linda DeMarco
Co-President
Boston, MA, USA

J. Andrew Baker
Co-President
Geneva, Switzerland

Michele Irimia
Secretary
NYC, NY, USA

Dave Wait
Treasurer
Detroit, MI, USA

James Hermansen-Parker
Vice President Member Services
Norfolk, VA, USA

Chrisssy Taylor
Vice President Operations
Vancouver, BC, Canada

Marsha H. Levine
The Founding Mother of InterPride
Vice President Operations
San Francisco, CA, USA

Emmanuel Temores
Vice President Operations
Guadalajara, Jalisco, Mexico

Frank van Dalen
Vice President Operations
Amsterdam, Netherlands

Regional Directors:

REGION 1 DIRECTORS
Fernando Lopez, San Diego, CA, USA
region01directors@interpride.org

REGION 3 DIRECTORS
Jaron Turnbow, Dallas, TX, USA

Lo Roberts, Houston, TX, USA
region03directors@interpride.org

REGION 4 DIRECTORS
Dot Belstler, Andover, MN, USA
Eve Keller, Indianapolis, IN, USA
Jonathan Balash, Spencer, IN, USA
region04directors@interpride.org

REGION 5 DIRECTORS
Jason Gilmore, Roanoke, VA, USA
Luke Blankenship, St. Petersburg, FL, USA
region05directors@interpride.org

REGION 6 DIRECTORS
Alan Reiff, Astoria, NY, USA
Tiffany Lyn Royster, Washington DC, USA
region06directors@interpride.org

REGION 7 DIRECTORS
Davy Sabourin, Ottawa, Ontario, Canada
Francois Leberge, Montreal, QC, Canada
Sarah Elizabeth Ivens, Regina, SK, Canada
region07directors@interpride.org

REGION 10 DIRECTORS
Andy Train, Kingston upon Hull, England, UK
Debbie Brixey, Oxford, Oxfordshire, UK
JayJay E Potter-Peachey, Cheltenham, Gloucestershire, UK
region10directors@interpride.org

REGION 11 DIRECTORS
Lars Henriksen, Copenhagen, Denmark
Stein Ostgaard, Oslo, Norway
region11directors@interpride.org

REGION 12 DIRECTORS
David Staeglich, Berlin, Germany
Patrick Orth, Eimsbüttel, Hamburg, Germany
Uwe Hörner, Ludwigshafen, Germany
region12directors@interpride.org

REGION 13 DIRECTORS
Patrick van der Pas, Amsterdam, Netherlands
Lucien Spee, Amsterdam, Netherlands
region13directors@interpride.org

Regions 2, 8, 9, & 18 are currently not represented by a Regional Director or Represented but supported in their development by a Vice President.
MEMBER PRIDE ORGANIZATIONS

REGION 14 DIRECTORS
Juan Carlos Alonso Reguero, Madrid, Spain
Valerio Colomasi Battaglia, Rome, Italy
region14directors@interpride.org

REGION 15 DIRECTORS
Anthanasios Vlachogiannis, Thessaloniki, Greece
Lilly Dragoeva, Sofia, Bulgaria
region15directors@interpride.org

REGION 17 DIRECTORS
Welton Trindade, São Paulo, Brazil
region17directors@interpride.org

REGION 19 DIRECTOR
Deepak Kashyap, Toronto, Ontario, Canada
region19directors@interpride.org

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

Global Advisory Council - Regional Representatives:

REGION 1
Jorge Solorio, Las Vegas, NV, USA

REGION 6
Marcy Carr, Staten Island, NY, USA

REGION 16
Kennedy Olieno, Kenya
Matthew Van As, Capetown, South Africa

MEMBER PRIDE ORGANIZATIONS

in 20 world regions nominate and elect Regional Representatives to the Global Advisory Council. The members nominate and elect the Board members.
Co-Presidents’ Report

We are honoured to present the 2019 InterPride Annual Report. Our Executive, board members, regional directors, regional representatives on the newly formed Global Advisory Council, committee chairs (and members), and other volunteers have contributed significant work towards a successful year at InterPride. We invite you to read this report to learn about the work of our volunteers and its impact.

Over the past year, we have visited pride organisations in Europe, Asia, Latin America and North America. We held in-person and digital meetings with Prides from all of InterPride’s regions, engaging over 300 organisations. We attended 7 regional conferences of Pride organisers, presented at 3 national dialogues on LGBTI issues, secured new sponsors to support InterPride’s work, and strengthened InterPride’s relationship with its partner organisations FCP, EPOA, CAPI and USAP.

InterPride’s global Membership has grown this year to include over 551 Pride organizations in over 80 countries around the globe with a reach of over 30 million people. As we move towards being a more Global organization, we are be implementing for the first time Global Electronic Voting for all our membership this year. This means that members who are unable to be present have the opportunity to vote and participate.

Our Solidarity Committee has done record-breaking grant awards across the Globe. Our Scholarship Committee has helped over 20 recipients to join us here in Athens. You will be proud of the work that goes on in our committees! We are stronger together. As we continue to grow, we strongly urge you to consider joining a committee and help move our organizations forward.

We want to take a moment to thank NYC Pride/HOP for a very successful World Pride this past summer. World Pride 2019 / Stonewall 50, in New York City had record-breaking attendance and such successful events throughout June 2019.

We welcome all our new members and thank everyone for their hard work within the Pride movement.

Yours in Pride,

Linda DeMarco J. Andrew Baker

We thank our International and US Pride Partners:
# InterPride Regions

**Region 1:** Mexico, United States (Arizona, California, Hawaii, Nevada, Utah)  
**Region 2:** United States (Alaska, Idaho, Montana, Oregon, Washington, Wyoming)  
**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 6:** United States (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington D.C. [District of Columbia])  
**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, 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:** Åland, 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 16:** Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Cote d’Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mayotte, Morocco, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Réunion, Rwanda, St. Helena, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Western Sahara, Zambia, Zimbabwe  
**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  
**Region 20:** American Samoa, Australia, Baker Island, Bouvet Island, Christmas Island, Cocos (Keeling) Islands, Fiji, French Polynesia, French Southern Territories, Guam, Heard Island and McDonald Islands, Howland Island, Jarvis Island, Johnston Atoll, Kingman Reef, Kiribati, Marshall Islands, Micronesia, Midway Atoll, Nauru, New Caledonia, New Zealand, Niue, Norfolk Island, Northern Mariana Islands, Palau, Palmyra Atoll, Pitcairn Island, Samoa, Solomon Islands, Tahiti, Timor-Leste, Tokelau, Tonga, Tuvalu, Vanuatu, Wake Island, Wallis and Futuna
Executive Committee Reports

VICE PRESIDENTS’ REPORTS

Marsha H. Levine
Vice President Operations - female identified at large

Summary Report
Over the last 10 months, most of my time has been spent either communicating with the Co-Presidents about issues facing InterPride and its future, or dealing with subcommittee work. Liaison work with my assigned regions has been minimal, mostly due to the highly self-sufficient nature of my regions and frequent casual chatting with some members within them. This has allowed me some time to communicate with a few folks in regions outside the U.S. and work on familiarizing myself with cultural differences.

Most contact with my regions is quarterly in general, or specific outreach as required - sharing agency information and/or opportunities, checking in to see if there are any issues, reminding directors about reports due, etc. Most is handled by email, but my phone number is widely known or easily given for more personal accessibility.

My main subcommittee commitment has been as Co-Chair of Governance, which is a year-round working body tasked with the responsibility for the health and functioning of the board. It recruits potential Board members, conducts Board member orientation, produces Board materials, and evaluates the performance of the Board itself. It is responsible for ensuring the effectiveness of the current Board.

Their oversight includes Board education, mentoring, Board accountability, tracking attendance, officer nominee vetting, leadership succession planning, taking part in recruitment of paid staff, and acting as the Organization's committee of inquiry in matters related to grievances or otherwise requiring formal arbitration.

I am currently at the end of my very active, productive second term, and will be seeking election into one of the new Vice President, Global Outreach positions opening at the 2019 General Meeting and World Conference hosted in Athens.

Regions Supported
At the beginning of our working year (post-General Meeting & World Conference) I was assigned the U.S. Regions 1, 2, 3, 4, 5, and 6; sharing Region 1 with Vice President Emmanuel Temores, who communicates with Mexico due to his diverse language skills. Regions 1, 2, and 3 also comprise the Consolidated Associations of Pride, Inc. (CAPI, Inc.), and individual reports from all the above regional directors can be found within this report, if they submitted one. I should reiterate - these are some of the more active regions of InterPride, and self-sufficient where support is concerned. Most know, and some have picked up their phones, to give me a call should they need anything, or have any concerns.

Regional Conferences
Attended the CAPI Annual Meeting in Las Vegas, February 7-10, 2019 and helped support Jorge Solorio in his bid to become elected as the InterPride’s first GAC. Also gave him a little assist explaining the new InterPride changes this year to be expected as we transition through our restructuring. My financial situation and mobility issues did not let me travel much farther this year. Conducted CAPI’s first Women’s Caucus, which will continue to meet hereafter.

Committees Chaired
Governance Committee is the only committee that I co-chair, with Alf Kjeller. Please see the Governance report for more specific information about the projects completed there.

Other Items
I am active on the Restructuring Committee of InterPride, having served as its co-chair at one point. I am a legacy member of the Alumni Committee. At other times I have participated in the Scholarship Committee, Fund Development Committee, Methods & Standards Committee, CSIC Committee, Member Services Committee, Communications Committee - either for one meeting due to a specific topic or concern, or to learn more about what all the others are working on. Separate, though related, I was involved in the early discussions about the United States Association of Prides (USAP), which will be the name for Regions 1-6, as InterPride restructures.

We started to have Vice President’s meetings at the top of the new year for InterPride, which then morphed into Executive Committee meetings, and seemed to tail off as we hit Pride season. I would definitely recommend reestablishing the Vice Presidents’ meeting.

Chrissy Taylor
Vice President Operations - trans* identified

Summary Report
Assisted in setting up a Regional meeting for Region 16 where the region elected two individuals to the GAC - Matthew Van As and Kennedy Olango

Regions Supported
Regions 7, 10, 12, 16, and 20

Regional Conferences
FCP conference in Ottawa - presented on the Global Partnerships Program
Ambassador for “Angry Flamingos” - Trans and non-binary advisory council for FCP

Committees Chaired
Solidarity - 116 applications, 22 grants. 5 - Central/South America, 5 - Asia-Pacific, 6 - MENA, 6 - central and eastern Europe. Regional Directors and Solidarity committee as well as local activists gave feedback on applications. Thank you for those who gave feedback! Applications in French, Spanish, Portuguese, and English. Thank you to the translators!
Other Items

Frank van Dalen
Vice President Operations - male identified non-US

Report:
As a Vice President of Operations, I have primarily focused on developing the pride movement globally and developing InterPride as an organization. A lot of time and effort went into the development of pride regions in India as well as strengthening the representation in Europe. Secondly I am co-chairing the Human Rights Committee. Thirdly I took an active role in the restructuring process with a focus on securing global and inclusive representation in the future and the restructuring of the InterPride regions. Finally I provided general support to the organization where needed.

Progress on Goals:
Goal: Building Pride platforms in underrepresented areas - India
Responsibility: Outreach as result of Pride Radar
Measure: Development of the Asia continent
Update/Notes: I followed up last year achievements in connecting with several key-players during World Pride in New York.

Goal: Strengthening the position of InterPride in Europe and the voice of Europe in InterPride
Responsibility: Together with other VP's overseeing the regions in Europe
Measure: Raise the number of RDCs in Europe and promote the input from Europe in InterPride.
Status: Ongoing
Update/Notes: Every six weeks the RD-meeting for Europe takes place.

Goal: Visiting regional conferences / other conferences
Responsibility: Vice Presidents’ of Operations
Measure: Number of visited regional conferences
Status: In progress
Update/Notes: EPOA and the Latin America Pride Network meeting are still in the planning.

Goal: Restructuring
Responsibility: Member structuring committee
Measure: Input put in to plan
Status: In process
Update/Notes: A plan to build a cultural framework within InterPride to support the restructuring is drafted together with Sue Doster. It was presented to the board and is up for final decision making soon.

Goal: Human Rights
Responsibility: Co-Chair
Measure: Human Rights initiatives
Status: Ongoing
Update/Notes: For detailed information see the Human Rights report.

Goal: Development of InterPride
Responsibility: Executive boardmember
Measure: Number of proposed plans or analyses being implemented
Status: Ongoing
Update/Notes: During WordPride a visit to the United Nations was organized for pride leaders primarily coming from Europe as fist timers in NYC. A WordPride survey was organized together with Sue Doster and Alan Reff. A report with the outcomes is available.

Emmanuel Temores
Vice President Operations - male identified at large

Regions Supported
1 (Mexico), 9, 14 (except Israel) and 17

I continued what I started to develop before as a Regional Director, spreading the mission of InterPride in Latin American, it is slowly improving for better. Through Solidarity and Scholarship applications, I motivated the participation of pride organizers to apply for both programs simultaneously with the aim of having representatives granted by Solidarity at the General Meeting and World Conference this year.

More than 500 Prides take place in the regions I am in charge. The Pride Movement in Latin America and in The Mediterranean has positively grown up this year, with just some notable obstacles in The Caribbean and in Venezuela. With the support of Welton Trindade as a Regional Director, the number of members in Brazil has increased until 10, as well as in Portugal with 6, with the support of Juan Carlos Alonso. So far members are distributed in almost all the subcontinent of Latin America: Mexico, El Salvador, Costa Rica, Haiti, Colombia, Venezuela, Ecuador, Brazil, Uruguay and Bolivia. The two biggest prides in this region recently joined InterPride for the first time: Sao Paulo Pride and Mexico City Pride.

During the summer, me and the Guadalajara Pride Committee have been working hard in the past months in the bid process to hold the AGM in 2021 in Guadalajara, this will be presented in Athens. In the rest of this year I will focus my work in the reintegration of the workgroup and in the developing of a new workplan for the Latin American platform, as well as appoint new GACs to work with them. I will also finish some tasks related with the Communications workplan.

I have not attended regional conferences in the past year due to other responsibilities and a limited personal budget mainly. The conference in Medellin Colombia has been rescheduled for the next year, because of the upcoming elections in the city in the winter, people from Medellin Pride committee are involved in the election process.

Committees chaired:
Communications - Social media content and management, Facebook and Twitter mainly. Translations (Solidarity, Human Rights). Supporting in writing letters of support and statements.

Progress on goals:
Latin American Pride Conference
Responsibility: Emilio from Medellin Pride and Emmanuel Temores
Status: In development
Update: The date of the conference was postponed until next year.
FINANCE REPORT

The overall financial picture for InterPride is positive, with revenue primarily coming from memberships, WorldPride fees, PrideLife and investment income.

InterPride maintains five different accounts:
• Bank of America that serves as the operating account.
• First Commonwealth account that is linked to our investment accounts. (During the year we combined our two First Commonwealth accounts into one.)
• Two accounts are held with Infinex Investments. One is for long term investments and one is a shorter term money market account.
• PayPal for transactions as needed.

The balance in each account as of August 31, 2019 is:

<table>
<thead>
<tr>
<th>Account</th>
<th>8/31/19 Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Commonwealth</td>
<td>5,409.68</td>
</tr>
<tr>
<td>Bank of America</td>
<td>66,385.95</td>
</tr>
<tr>
<td>Infinex Money Market</td>
<td>45,969.13</td>
</tr>
<tr>
<td>Infinex Mutual Funds</td>
<td>204,122.43</td>
</tr>
<tr>
<td>PayPal</td>
<td>10,888.25</td>
</tr>
<tr>
<td>Total</td>
<td>332,775.44</td>
</tr>
</tbody>
</table>

The 2019 Budget was approved at the 2018 Annual General Meeting, (AGM) in Saskatoon, Canada. The Balance Sheet and Budget to Actual Report will be distributed at the 2019 General Meeting in Athens, Greece.

It should be noted that the majority of our expenses occur during the fourth quarter of the year. The above totals includes the following restricted amounts:
• Scholarship $25,963.22
• Solidarity $6,484.48

Goals:
Goal: Reconcile Accounts each month
Responsibility: Dave Wait
Measure: Balance Sheet and Budget Report available for each board meeting
Status: Ongoing
Challenge: It has been a challenge reconciling the membership payments with the membership database and for each of the regions that have joint membership agreements. The membership payments for CAPI and Fret Canada have been received and reconciled. Membership records and payments have not been received from EPOA.

Goal: Review investment strategy with Finance Committee
Responsibility: Dave Wait
Status: The treasurer meet with a certified investment advisor to review the account. He recommended staying with our current plan, it has had a good return and low fees.

Goal: Prompt Processing of Solidarity and Scholarship Requests
Responsibility: Dave Wait
Measure: For all requests for payment to be completed within a week of receiving the completed request
Status: Funds have been processed. We will need to review this process prior to the next round of grants.

Goals for 2020:
• Update the process used to collect information to administer solidarity grants.
• Review the financial investment accounts and distribution of assets
• Fine-tune the process to reconcile membership payments
# InterPride

## Balance Sheet

As of August 31, 2019

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Aug 31, 19</th>
<th>Aug 31, 18</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Checking/Savings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 · BOA Checking</td>
<td>66,365.95</td>
<td>36,070.59</td>
</tr>
<tr>
<td>20 · First Commonwealth Investment</td>
<td>0.00</td>
<td>1,753.83</td>
</tr>
<tr>
<td>25 · First Commonwealth Checking</td>
<td>5,409.66</td>
<td>2,178.08</td>
</tr>
<tr>
<td>30 · Infinex Money Market</td>
<td>45,969.13</td>
<td>28,825.94</td>
</tr>
<tr>
<td>40 · Infinex Mutual Funds</td>
<td>206,001.94</td>
<td>200,886.16</td>
</tr>
<tr>
<td>60 · PayPal</td>
<td>10,888.25</td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Total Checking/Savings</strong></td>
<td>334,654.95</td>
<td>269,714.60</td>
</tr>
<tr>
<td><strong>Accounts Receivable</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11000 · Accounts Receivable</td>
<td>0.00</td>
<td>-50.00</td>
</tr>
<tr>
<td><strong>Total Accounts Receivable</strong></td>
<td>0.00</td>
<td>-50.00</td>
</tr>
<tr>
<td><strong>Other Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12000 · Undeposited Funds</td>
<td>5,500.00</td>
<td>-936.00</td>
</tr>
<tr>
<td><strong>Total Other Current Assets</strong></td>
<td>5,500.00</td>
<td>-936.00</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>340,154.95</td>
<td>268,728.60</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>340,154.95</td>
<td>268,728.60</td>
</tr>
</tbody>
</table>

| LIABILITIES & EQUITY | | |
| **Equity** | | |
| 30000 · Opening Balance Equity | 219,111.83 | 219,111.83 |
| 32000 · Unrestricted Net Assets | 35,441.14 | 26,640.21 |
| Net Income | 85,601.98 | 22,976.56 |
| **Total Equity** | 340,154.95 | 268,728.60 |
| **TOTAL LIABILITIES & EQUITY** | 340,154.95 | 268,728.60 |
### InterPride

**Budget vs. Actual**

January through August 2019

<table>
<thead>
<tr>
<th>Ordinary Income/Expense</th>
<th>Jan - Aug 19</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100 · Membership</td>
<td></td>
<td></td>
</tr>
<tr>
<td>120 · Memberships</td>
<td>48,556.98</td>
<td>50,000.00</td>
</tr>
<tr>
<td>121 · Joint Membership</td>
<td>-16,703.73</td>
<td>-15,000.00</td>
</tr>
<tr>
<td>122 · Early Membership Discount</td>
<td>-3,060.00</td>
<td>-4,000.00</td>
</tr>
<tr>
<td>150 · Affiliate Memberships</td>
<td>400.00</td>
<td>500.00</td>
</tr>
<tr>
<td><strong>Total 100 · Membership</strong></td>
<td>20,173.25</td>
<td>31,500.00</td>
</tr>
<tr>
<td>200 · Fund Development</td>
<td></td>
<td></td>
</tr>
<tr>
<td>210 · Showcix</td>
<td>374.65</td>
<td>500.00</td>
</tr>
<tr>
<td>220 · Grants</td>
<td>0.00</td>
<td>5,000.00</td>
</tr>
<tr>
<td>230 · Donations</td>
<td>1,867.25</td>
<td>22,500.00</td>
</tr>
<tr>
<td>260 · IP Magazine Fee</td>
<td>0.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total 200 · Fund Development</strong></td>
<td>2,262.10</td>
<td>28,000.00</td>
</tr>
<tr>
<td>300 · Finance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>310 · Interest Income</td>
<td>3.73</td>
<td>5.00</td>
</tr>
<tr>
<td>330 · Transfer from Reserve</td>
<td>0.00</td>
<td>20,000.00</td>
</tr>
<tr>
<td><strong>Total 300 · Finance</strong></td>
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<td>700 · WorldPride License</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>37,411.08</td>
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<tr>
<td><strong>Expense</strong></td>
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<tr>
<td>1000 · Operations</td>
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<tr>
<td>1050 · Staff &amp; Consultants</td>
<td>266.00</td>
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<tr>
<td>1100 · Board Member Reimbursement</td>
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<td>1200 · Regional Director Outreach</td>
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<tr>
<td>1400 · Executive Committe Outreach</td>
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<td>1500 · Board Development/Goverance</td>
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<td>1600 · Insurance</td>
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<td>1700 · Office Supplies</td>
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<td>1750 · Postage/Shipping</td>
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<td>1800 · Bank Account Fees</td>
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<td>1810 · CC Processing Fees</td>
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<td>1850 · Accounting CPA</td>
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<td>1860 · Eletronic Voting</td>
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<tr>
<td>5300 · Web Meetings/calls</td>
<td>987.12</td>
<td>400.00</td>
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<td><strong>Total 1000 · Operations</strong></td>
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<td>2000 · MemberServices</td>
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<tr>
<td>2100 · Education/Trainings</td>
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<tr>
<td>2200 · Membership Kit</td>
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<td>2300 · Member Management System</td>
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<td><strong>Total 2000 · MemberServices</strong></td>
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<tr>
<td>4000 · CSIC/Conferences</td>
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<tr>
<td>4100 · Registration</td>
<td>0.00</td>
<td>500.00</td>
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<td>4200 · Alumni</td>
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<td>4300 · Host Reimbursement (loss)</td>
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<td>4400 · Conference Pleanries</td>
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<td>4500 · Misc Conf Expense</td>
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<td>4600 · Regional Conference Reimburseme</td>
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<td>19,500.00</td>
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<td>5000 · Communications</td>
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<tr>
<td>5100 · Newsletter/Social Media</td>
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<tr>
<td>5200 · Brochures/Marketing</td>
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<tr>
<td>5400 · Story Teller/Writer</td>
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<td><strong>Total 5000 · Communications</strong></td>
<td>0.00</td>
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## Budget vs. Actual
**January through August 2019**

<table>
<thead>
<tr>
<th>Description</th>
<th>Jan - Aug 19</th>
<th>Budget</th>
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<tbody>
<tr>
<td>6000 · Human Rights/Solidarity</td>
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</tr>
<tr>
<td>6100 · Programming</td>
<td>0.00</td>
<td>5,000.00</td>
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<tr>
<td>6200 · Solidarity Pledge Match</td>
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<tr>
<td><strong>Total 6000 · Human Rights/Solidarity</strong></td>
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<tr>
<td>7000 · WorldPride</td>
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<td>8000 · Scholarship</td>
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<tr>
<td>8100 · Scholarship Pledge Match</td>
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<tr>
<td><strong>Total 8000 · Scholarship</strong></td>
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<tr>
<td><strong>Total Expense</strong></td>
<td>27,675.76</td>
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<tr>
<td><strong>Net Ordinary Income</strong></td>
<td>9,735.32</td>
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### Other Income/Expense

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<tr>
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<th>Budget</th>
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<tbody>
<tr>
<td>320 · Investment Income</td>
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<tr>
<td>400 · Restricted</td>
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<tr>
<td>410 · Scholarship from Prior Year</td>
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<tr>
<td>420 · Scholarship Income</td>
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<tr>
<td>440 · Scholarship Payments</td>
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<tr>
<td>445 · David Schneider Scholarship</td>
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<tr>
<td>450 · Solidarity Balance from Prioryr</td>
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<tr>
<td>460 · Solidarity Income</td>
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<tr>
<td>470 · Solidarity Payments</td>
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<td>480 · Pride Radar From Prior Year</td>
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<tr>
<td><strong>Total 400 · Restricted</strong></td>
<td>36,145.80</td>
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<table>
<thead>
<tr>
<th>Description</th>
<th>Jan - Aug 19</th>
<th>Budget</th>
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<tbody>
<tr>
<td><strong>Total Other Income</strong></td>
<td>75,866.66</td>
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<td><strong>Net Other Income</strong></td>
<td>75,866.66</td>
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<tr>
<td><strong>Net Income</strong></td>
<td><strong>85,601.98</strong></td>
<td><strong>11,705.00</strong></td>
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SECRETARY'S REPORT

By Ron deHarte

Committees Served On:

I serve as Co-Chair of the Scholarship Committee. The committee is charged with administering the Pamela O'Brien Scholarship Fund.
Committee Reports

CONFERENCE STRUCTURE AND INTEGRITY (CSIC)

Co-Chairs: Dave Wait (Motor City Pride) and Sue Doster (NYC Pride), Krystal Nieckar (Saskatoon Diversity Network) and Hadi Damien (Beirut Pride)

Committee Members: Sue Doster, Hadi Damien, Krystal Nieckar, Dave Wait, Andrew Baker, Linda DeMarco, Brice Field, Andrea Gilbert, Heather Hay, James Hermansen-Parker, Uwe Horner, Perin Hurewitz, Alf Kjeller, Mark Monk, Giannis Papagiannopoulos, Alan Reiff, Lars Arnesen, Amanda Pratt, Bianca Rey

Scope
Overseeing InterPride's Annual General Meeting and World Conference to make sure that each meeting meets the standards set for the conference. Providing support to conference hosts. Creates and maintains guidelines for both international and regional conferences.

Goals

Goal #1 - Work with Athens Pride to hold an AGM that follows the conference standards to ensure a successful conference.
Responsibility: Dave Wait, Sue Doster and Athens Pride
Measure: A conference that meets the goals set in the standing rules.
Status: In Progress
Accomplishments:
• The conference website is up and running
• Sponsorship docs created
• The workshop proposal went live

Goal #2 - Assist with AGM Registration to streamline the process for the host, InterPride and attendees.
Responsibility: Dave Wait and the Athens Pride
As of October 1, 320 individuals have registered from 143 organizations
Measure: A working registration process

Goal #3 - Coordination of AGM Workshops so the conference includes a diverse offering of topics.
Responsibility: Athens Pride
Measure: A smooth submission process with the final selection of topics by May 2019
Status: Completed in August
Issues or concerns: The process always takes longer than anticipated.

Goal #4 - To Increase CSIC's direct involved with certain aspects of the AGM
Responsibility: Co-Chairs
Measure: Submit plan for standing rule changes
Status: On-Going

Goal #5 - Evaluate the 2018 AGM to determine what worked well and what needs to be reviewed from the Attendees Point of view
Responsibility: Co-Chairs
Measure: Improved offerings at the 2019 AGM
Status: Completed

Goal #6 - Assist Oslo Pride to plan the 2020 AGM
Responsibility: Krystal Nieckar and Dave Wait
Measure: A successful and well attended AGM
Status: On-Going

Goal #7 - Assist Athens Pride to plan the 2019 AGM
Responsibility: Sue Doster
Measure: A successful and well attended AGM
Status: On-Going

Goal #8 - Assist Prides' bidding to host the 2021 AGM
Responsibility: Hadi Damien
Measure: An issue free bidding process
Accomplishments during this period: Developed a new checklist for bidding organizations
Status: On-Going

Goal #9 - Investigate providing multiple price-levels when it comes to hosting the AGM - people in economically less privileged environments must be able to attend as well
Responsibility: Co-Chairs
Status: Completed. The committee discussed this and because the finances are the responsibility of the host organization having this in place would make it too difficult for them to budget for the conference since they are responsible to have a balance budget for the conference. This objective is partially covered through the scholarships that are given to attend the conference.

Goal #10 – Coordinate the 2019 Midyear Meeting
Responsibility: Dave Wait
Measure: A successful and well attended Meeting
Status: Completed

Goal #11 – Select a location for the 2020 Midyear Meeting
Responsibility: Co-chairs
Measure: Having a location selected prior to the conclusion for the 2019 GM.
Status: Ongoing
Issues or concerns: It is more difficult than anticipated to find a location what will waive meeting room charges, and is near an airport with direct international flights.

Activities for 2020
- Review how CSIC can be of more assistance to host associations and have a greater involvement for the selection of the workshops.
- Decide on which activities CSIC should coordinate and which ones the host
committee should organize
- Continue Revising Standing Rules as needed
- Add information in the bidding document information about understanding cultural/language/gender-diversities
- Move registration and conference information to the InterPride Website - Less work for the host committee. Also provide “One stop shopping” for membership.
- Decide if it is good to continue trying to hold the Mid-Year Meeting on a continent opposite of where the GM will be held.

COMMUNICATIONS

Co-Chairs: Mark Monk, Lo Roberts, Emmanuel Temores, Welton Trindade

Committee Listing: (Members) Andrew Baker, Jonathan Balash, Landon Brownfield, Dan Calo, Linda DeMarco, Jessie Destefano, Sue Doster, Brett Hayhoe, James Hermansen-Parker, Charlee Howard, Alf Kjeller, Michael Kroeger, Dana Marsh, Adrienne Parchal, Jeff Prystajko, Sherri Rase, Larhonda Slaughter, Frank van Dalen, and Jerry Yelton.

Report:
This year we are able to get our social media channels organized and actively promoting the organization. As we were able to successfully launch a new website, as well as improving and increasing communication to our members. While we are pleased with this progress, we do realize that it is start.

Progress on Goals:
Goal: Organize and execute membership-related communications
Responsibility: Committee Co-Chairs
Measure: Tasks assigned
Status: Ongoing
Update/Notes: Projects and tasks evolved throughout the course of the year leaving some items incomplete or unfinished for the year, but can refine them and escalate them to the next term.

Goal: Re-organize Branding
Responsibility: Communication, Board
Measure: In development
Status: Not started
Update/Notes: With most of the term spent getting caught up on updating social media channels, and other communications tools and products for the organization, and introducing the website, focusing on this goal can be escalated to the next term.

Goal: Social and community/mainstream media
Responsibility: Communications Committee
Measure: In development
Status: Ongoing
Update/Notes: This goal is mostly completed, but aspects of it are evolving as a re-tweaking of the Social Media Strategy and an improved social media tool. As well as increased spending on digital advertising in the social media (Google Ads, etc.)

Goal: InterPride Website
Responsibility: Communications Committee, Special projects
Measure: Completed

METHODS & STANDARDS

Co-Chairs: Darcie Baumann and James Hermansen-Parker

Active Committee Members List: Darcie Baumann, Mark Monk, Jorge Solorio, Linda DeMarco, J. Andrew Baker, Hadi Damien, David Murphy, Marsha H. Levine, Jared Markowitz, Patrick van der Pas.

Report:
This committee has been working on the transition from the old bylaws to the new bylaws approved by the membership at the Annual General Meeting and World Conference in Saskatoon, Saskatchewan, Canada in October 2018. This includes a review of the standing rules and determining any changes necessary to them to be in compliance with the new bylaws. The Co-Chairs of this committee reviewed the current standing rules and sent a list of those rules to the board and committee Co-Chairs which standing rules belong to which committees and how these committees should make changes or updates to the standing rules owned by their committee. This is an ongoing process and will continue throughout 2020 as the committees update their standing rules and transition some of them to policies and procedures of their committee.

The other major work this committee’s Co-Chairs have taken on is the implementation of electronic voting at the General Meeting. This has long been in discussion for many years and is now a possibility after the passage of the new bylaws. Different voting systems were reviewed, several meetings were held, and a choice was made, which will be led by the Co-Chairs of this committee. The final processes will be determined to ensure all members across the globe have the opportunity to cast ballots for candidates for elected office on the board of InterPride, and candidate cities for either WorldPride of the General Meeting and World Conference.
Progress on Goals:

Goal: Coordination with the Board to fully implement the new Bylaws once passed  
Responsibility: Co-Chairs  
Measure: As listed in the implementation plan  
Status: In Process  
Update/Notes: With the success of the bylaws vote at the 2018 AGM, the transition to the new bylaws and new board structure has begun. This committee and its Co-Chairs will continue to support the Board through the transition.

Goal: Review the current Standing Rules and format them into three separate documents: Standing Rules, Policies, and Procedures.  
Responsibility: Co-Chairs with support from this Committee, other committees, and the board. Final approval will be either the Board or the Committee affected.  
Measure: Updates to the Standing Rules, Policies, and Procedures  
Status: In Process  
Update/Notes: As committees review their standing rules and adjust some of them to policies and procedures, this committee will support those changes to ensure they align with the new bylaws as well as ensure they are approved through the proper level of authority.

Goal: Provide guidance and support to Global Advisory Council to establish their rules and regulations once formed  
Responsibility: Co-Chairs with support from Co-Presidents  
Measure: Completion before the 2019 AGM  
Status: In Process  
Update/Notes: The Global Advisory Council is in the process of creating their policies and procedures and will finalize them before the end of this year.

MEMBER SERVICES

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

Active Committee Members List: James Hermansen-Parker, Mark Monk, Linda DelMarco, Francois Laberge, Mickey Heller, Sherri Rase, Uwe Horne, Frank van Dalen, Shawn Manning, Perin Hurewitz, Jorge Solorio, J. Andrew Baker, Miik Martorell, Davey Sabourin, Patrick van der Pas

Progress on Goals:  
Goal: Promote the Mentorship program  
Responsibility: Member Services Co-Chairs, Communications  
Co-Chairs  
Measure: More individuals and organizations sign up for the program.  
Status: In Process  
Update/Notes: This goal was a challenge to begin this year. With new Communications Co-Chairs learning their roles, a commitment has been made to focus on this goal this coming year from the Communications Committee.

Goal: Coordinate Workshops through the InterPride GoToWebinar Platform  
Responsibility: Member Services Co-Chairs  
Status: Not Complete  
Update/Notes: Human Rights has shifted the production of webinars to the Member Services Committee. A list of potential titles for workshops was created and is listed within the 2019-2020 Work Plan for this committee.

Goal: Improve Member Benefits  
Responsibility: Member Services Co-Chairs  
Measure: Survey completion. Survey sent to Membership. Membership complete survey at 25% rate. Determine benefits to pursue based on Member feedback.  
Status: Member benefit survey was conducted, with a response of 42, giving a 14% response rate. The response rate was lower than had planned for, but the feedback was valuable. Many of the benefits posted and available to members were no longer valuable to members, and many members around the world could not access them.  
Update/Notes: Discussion was held regarding what benefits are truly global and what benefits should be shifted to regional pride platforms. More focus will be on benefits that will be more global.

James Hermansen-Parker  
Vice President Member Services

Committees Served On: Co-Chair, Member Services; Co-Chair, Methods & Standards; Governance; World Pride; CSIC

Report:  
The year started with a transition from the previous VPMS. As the previous VPMS’s co-chair for 4 years and having served in the office for a year, the transition was smooth from co-chair to VPMS. The organization has grown and changed, so the need to evaluate the member benefits was the priority. A survey was conducted of the membership, and the decision to remove or shift many of the benefits as they are no longer deemed as global benefits.

A goal that has been ongoing for years for Member Services has been to improve the relationship and communication between InterPride and the Pride Partners; the European Pride Organisers Association, Fierté Canada Pride, and the Consolidated Association of Pride, Inc. Communication has become much better between the membership counterparts of InterPride and the partner organizations, including monthly updates regarding new members, questions about membership, and information necessary for the database. This has brought attention to the need for a membership intern to assist with data entry, data management, and outreach to obtain missing information and updates for the website and international Pride calendar. The overall goal of having a membership intern would be to increase communication with our membership and ensure their information is accurate.

Also, as chair of Methods & Standards, work was started on electronic voting, which would allow members from all over the world the opportunity to vote on questions that come before the membership. This work has been managed as part of my role as VPMS and my knowledge of the bylaws and plenary procedures for the organization. Other goals related to Methods & Standards are discussed in that Committee’s Annual Report.
OUR MEMBERS

Current Member Listing as at the 11th of October, 2019

4Ward Miami, Inc. db/a Gay8 Festival, Miami, Florida, United States
ABCD’S, Santo André, São Paulo, Brazil
ACCR Pride, Ghana
ACON, Surry Hills, New South Wales, Australia
ADAMOR Cores da Vida, São Sebastião do Passé, Bahia, Brazil
AEGAL Madrid, Madrid, Spain
AGL-LGBT Chichoumi, India
Aghta Asociacao De Gays Transgeneros E Lésbicas De Aranés, Aranópolis, Goiás, Brazil
Airdrie Pride Ltd., Airdrie, Alberta, Canada
Alkanta Alliance (Tuvalu) Funafuti, Tuvalu
Alks International Minority Festival, Pakistan, Lahore, Pakistan
Albuquerque PrideFest, Albuquerque, New Mexico, United States
Algarve Pride, Faro, Portugal
Aloha Maui Pride, Maui, Hawaii, United States
AlterHéros, Montreal, Canada
Ambassadors & Bridge Builders Int Surry Hills, Sydney, Australia
Amigos da Parada do Orgulho LGBT de Santos, São Paulo, Brazil
Amnesty International Australia LGBTIQ Group, West Perth, Australia
Amnesty International Qld LGBTIQ Network, Queensland, Australia
Amsterdam Gay Pride, Amsterdam, Netherlands
Antwerp Pride vzw, Antwerpen, Belgium
Apogbtt-Soz, Sorocaba, São Paulo, Brazil
ApOLGBT Litoral Paulista, São Vicente, São Paulo, Brazil
APOLGBT/PG - Associação da Parada do Orgulho LGBT de Praia Grande, Praia Grande, São Paulo, Brazil
Arcigay Roma, Rome, Italy
Arcigay Varese / Varese Pride, Varese, Italy
Artogalion, Arras, Nord-Pas-de-Calais, France
ARVA, Surf Beach, New South Wales, Australia
As.ACCEPT Bucurest, Bucurest, Romania
AS.Lietv, Vítnia, Lithuania
Asociacion Silueta X, Guayaquil, Guayaquil, Ecuador
Asociacion & Grupo Cuatro Estaciones, São João da Boa Vista, São Paulo, Brazil
Asociacion Bauru pela Diversidade Bauru, São Paulo, Brazil
Asociacion da Parada do Orgulho GLBT de Goiás, Goiânia, Goiás, Brazil
Asociacion da Parada do Orgulho GLBT de São Paulo, São Paulo, Brazil
Asociacion da Parada do Orgulho LGBT de Manaus, Manaus, Brazil
Asociacion da Parada do Orgulho LGBT de Praia Grande - APOLGBT/PG, Praia Grande, São Paulo, Brazil
Asociacion de Gays, Lésbicas, Transexuales y Travestis de Barcelona, Spain
Asociacion de Travesti de Salvador, Salvador, Brazil
Asociacion de Travestis y Transexuales del Mato Grosso do Sul, Campo Grande, Mato Grosso do Sul, Brazil
Association Cousins Cousins de Tahiti, Pa’ape’ete, Tahiti, French Polynesia
Astragblt, Aracaju, Sergipe, Brazil
Athens Pride, Athens, Greece
Athens PRIDE, Inc., Athens, Georgia, United States
Atlanta Pride Committee, Atlanta, Georgia, United States
ATRU (Associação Trans del Uruguay), Uruguay
Auckland Pride Festival, Inc., Auckland, New Zealand
Augusta Pride, Augusta, Georgia, United States
Austin Gay and Lesbian Pride Foundation, Austin, Texas, United States
Australian Marriage Equality, Darlinghurst, New South Wales, Australia
Barcelona Pride, Barcelona, Spain
Basta LGBTIobia, Brasil, Brazil
Bay of Quinte Pride, Belleville, Ontario, Canada
Bay Pride ROTORUA, Rotorua, New Caledonia
Bear New Zealand, Auckland, New Zealand
Beirut Pride Beirut, Lebanon
Belfast Pride, Belfast, Ireland
Belgian Pride, Brussels, Belgium
Bergen Pride, Bergen, Germany
Bi+ VisibilityGlebe, New South Wales, Australia
Bih Pride, Sarajevo, Bosnia and Herzegovina
Blá& Aboriginal Corporation, Sydney, Australia
Blue Diamond Society, Kathmandu, Nepal
Blue Ridge Pride, Asheville, North Carolina, United States
Bôn Bon Organization, Ho Chi Minh City, Vietnam
Border Pride Network, Borden, Ontario, Canada
Borderland Pride Inc., Fort Frances, Ontario, Canada
Boston Pride, Boston, Massachusetts, United States
Boutokaa Inomataa ao Mauria Eininaini Association (BIMA), Tarawa, Kiribati
Bradbury-Sullivan LGBT Community Center, Allentown, Pennsylvania, United States
Brasilia Orgulho, Brasilia, Distrito Federal, Brazil
Brooklyn Pride, Inc., Brooklyn, New York, United States
Build Our Center Reno Pride, Reno, Nevada, United States
Bury Pride, Bury, England, United Kingdom
Calgary Queer Arts Society, Calgary, Alberta, Canada
Campberrha the Queens capital, Canberra, Australia
Canberra Gay and Lesbian Tennis Club, Canberra, Australia
Canned Fruit Parties, Sydney, Newtown, Australia
CAPE Cod Pride, Inc., Mashpee, Massachusetts, United States
Cape Town Pride, Cape Town, Western Cape, South Africa
Cape Town Teen Pride, Cape Town, South Africa
Capital City Pride, Olympia, Washington, United States
Capital Pride / La Fierté dans la Capitale, Ottawa, Ontario, Canada
Capital Pride Alliance, Washington, District of Columbia, United States
Capitol Hill Pride, Shoreline, Washington, United States
Caribbean Pridefest, Fort Lauderdale, Florida, United States
Cathedral City Downtown Foundation, Cathedral City, California, United States
Central Arkansas Pride, Little Rock, Arkansas, United States
Central Coast Pride, Umina Beach, Australia
Centre Cultural De Caraquet Inc., Caraquet, Nouveau-Brunswick, Canada
Chandigarh Pride, Chandigarh, India
Charlotte Pride, Charlotte, North Carolina, United States
Charlottesville Pride, Charlottesville, Virginia, United States
Chirneca da Caparica, Lisbon, Portugal
Chatham Kent Gay Pride Association, Chatham-Kent, Ontario, Canada
China AIDS Walk, Beijing, China
Christopher Street West Association, Inc./LA Pride, West Hollywood, California, United States
CINEMQ, Shanghai, China
Circ.DI Cult. Omesessuale Roma, Rome, Italy
City of Cathedral City, Cathedral City, California, United States
Club de badminton G-Bleus, Montréal, Quebec, Canada
CNV Pride, Syracuse, New York, United States
Coastal Castaways Inc, Australia
Coeur Arc-en-ciel, République du Congo
Coletivo da Diversidade Tocantinense, Palmas, Tocantins, Brazil
Collectif Arc-en-ciel, Maurice
Come Out St Pete, St. Petersburg, Florida, United States
Come Out With Pride Inc., Orlando, Florida, United States
Compass Community Center, Lake Worth, Florida, United States
Copenhagen Pride, Copenhagen, Denmark
Cork Pride, Cork, Ireland
Cornwall Pride, Newquay, England, United Kingdom
Corporacion Cultural Stonewall, Medellin, Antioquia, Colombia
Cowchan Pride, Duncan, British Columbia, Canada
CSD Berlin, Berlin, Germany
CSD Bielefeld, Bielefeld, Germany
CSD Bregenz, Bregenz, Germany
CSD Deutschland, Berlin, Germany
CSD Düsseldorf, Düsseldorf, Germany
CSD Konstanz, Konstanz, Germany
CSD Magdeburg, Magdeburg, Germany
CSD Mönchengladbach, Mönchengladbach, Germany
CSD Nordwest, Oldenburg, Germany
CSD Rhein Neckar, Mannheim, Germany
CSD Rostock, Rostock, Germany
Cumberland Pride, Amherst, Nova Scotia, Canada
Cumbria Pride, Carlisle, England, United Kingdom
Dallas Tavern Guild, Dallas, Texas, United States
Darwin Pride (VT) Inc, Nightcliff Northern Territory, Australia
Dawson City Pride, Dawson City, Yukon, Canada
Dawson Creek Pride Society, Dawson Creek, British Columbia, Canada
Dayenu - Jewish LGBT+, Sydney, Sydney, New South Wales, Australia
Delaware Pride, Inc., Newark, Delaware, United States
Delhi Queer Pride, New Delhi, Defence Colony, India
Ders Beograd, Belgrad, Serbia
Diogo Gil Sousa …., Lisbon, Portugal
Diverse and Inclusive Salt Spring Island, Salt Spring Island, British Columbia, Canada
Diversidade Alvorada, Alvorada, Rio Grande do Sul, Brazil
Diversités, Arts et Cultures, Laurent, France
Diversity DHS (Dessert Hot Springs), Desert Hot Springs, California, United States
Diversity Lounge Toyama, Toyama-shi, Japan
Diversity/Diversité Cornwall, Cornwall, Ontario, Canada
Doncaster Pride, Doncaster, England, United Kingdom
Druid City Pride, Tuscaloosa, Alabama, United States
Društvo Kvartir, Slovenia
Dublin Pride, Dublin, Ireland
Dykes on Bikes Incorporated, Sydney, Australia
Edmonton Pride Festival Society, Edmonton, Alberta, Canada
Elliot Lake Pride, Elliot Lake, Ontario, Canada
Emancipação e luta livre a orientação sexual, Iguacu, Brazil
Enfants Transgenres Canada, Montréal, Quebec, Canada
Ensemble-Respect-Diversité, Montréal, Quebec, Canada
EPOC LGBTI, Ekuthuleni, South Africa
Equal Asia Foundation, Watthana, Bangkok, Thailand
Equality Australia, Melbourne, Victoria, Australia
Equality Dignity Pride, Karelia, Russia
Espaço Cultural Bar Canas & Bocas, Salvador, Brazil
Etcetera, Montreal, Quebec, Canada
Euphorie dans le genre, Montréal, Quebec, Canada
Exeter PrideExeter, England, United Kingdom
Fayetteville Pride, Fayetteville, Fayetteville, United States
Fernie Pride Society, Fernie, British Columbia, Canada
Festival Massimadi, Durval, Québec, Canada
Féria de lâle - Fierté Sherbrooke Pride, Sherbrooke, Québec, Canada
Fierté Fredericton Pride, Fredericton, New Brunswick, Canada
Fierté littéraire, Montréal, Québec, Canada
Fierté Montréal, Montréal, Québec, Canada
Fierté Occitane, Toulouse, France
Fierté Simcoe Pride, Waubaushene, Ontario, Canada
Fierté Timmins Pride, Timmins, Ontario, Canada
Fierté Val d’Or, Val-D’Or, Québec, Canada
Fiertés Grenoble, Grenoble, France
Fiertés Lille Pride, Lille, France
F’INE Pasifika, Auckland, New Zealand
First Mardi Gras Inc, Glebe, New South Wales, Australia
First Nations Rainbow Aboriginal and Torres Strait Islander Corporation, Maroubra, Sydney, Australia
Flowers LGBT Serrana, Serrana, São Paulo, Brazil
Folsom Street Events, San Francisco, California, United States
Fondation Emergence, Montréal, Quebec, Canada
Fort Wayne Pride, Fort Wayne, Indiana, United States
Fórum de ONGs LGBT do Acre, Acre, Brazil
Fraser Valley Youth Society, Chilliwack, British Columbia, Canada
Fruit Loop Society of Alberta, Edmonton, Alberta, Canada
Fruits in Suits Japan, Shinjuku, Tokyo, Japan
Fund. Rownosci, Warsaw, Poland
Garden of Peace, Inc., Pittsburgh, Pennsylvania, United States
Gender Interactive Alliance, Karachi, Pakistan
Geneva Pride, Geneva, Switzerland
Georgian Pride, Barrie, Ontario, Canada
Giggs Lgbt, Piuaí, Brazil
Girofard, Bordeaux, Bordeaux, France
Gloucestershire Pride, Gloucestershire, England, United Kingdom
Goa Rainbow Trust, Goa, India
Goulburn Valley Pride Inc., Shepparton, Victoria, Australia
Great Lakes Pride Festival, Midland, Michigan, United States
Greater Palm Springs Pride, Palm Springs, California, United States
Greek and Gay Support Network, Mt Waverley, Victoria, Australia
Grenoble Pride Festival, Grenoble, Rio de Janeiro, France
Grupo Arco-Ãris RJ, Rio de Janeiro, Brazil
Grupo da Diversidade de Boipeba, Cairu, Bahia, Brazil
Grupo de Homossexuais de Igarapé-Mirí, Igarapé-Mirí, Pará, Brazil
Grupo Desobedeça LGBTI, Porto Alegre, Rio Grande do Sul, Brazil
Grupo diversidade do Sertão Baiano, Bom, Jesus da Lapa, Bahia, Brazil
Grupo Ellos - Emancipação E Luta Livre a Orientação Sexual Nova Iguaçu, Brazil
Grupo F'THER e Luta Livre a Orientação Sexual Nova Iguaçu, Rio de Janeiro, Brazil
Grupo Gayda, Ipirá, Bahia, Brazil
Grupo Gay da Valenga, Valença, Bahia, Brazil
Grupo Gaydo, Bom Jesus, Salvador, Bahia, Brazil
Grupo Gayvota, São Luis, Brazil
Grupo Homossexual Do Cabo, Cabo de Santo Agostinho, Pernambuco, Brazil
Grupo Iguais, Cabo Frio, Rio de Janeiro, Brazil
Group LGBT de Castelo Branco, Salvador, Bahia, Brazil
Group LGBT de Ji-Paraná, Ji-Paraná, Rondônia, Brazil
Group Livre-Mente, Cuiabá, Mato Grosso, Brazil
Group Matizes Teresina, Teresina, Brazil
Group Reveja - Ação e Pesquisa de Diversidade Sexual de Catanduva e Região
Catanduva, São Paulo, Brazil
Group Solidário LíLaÍ, São José de Ribamar, Maranhão, Brazil
Group Vôo de Liberdade, Mogi Guaçu, São Paulo, Brazil
Guadalajara Pride, Alianza México Diverso AC, Guadalajara, Jalisco, Mexico
Guam LGBT Pride, Santa Rita, Guam
Halifax Pride Society, Halifax, Nova Scotia, Canada
Hamburg Pride, Hamburg, Germany
Hanoi Pride Hanoi, Vietnam
Harbour City Bears, Darlinghurst, New South Wales, Australia
Hartford Pride / Claro Inc, Hartford, Connecticut, United States
Hay Mardi Gras Inc, Hay, Australia
Health and Human Rights Cameroon, Bertoua, Cameroon
Heritage of Pride NYC Pride, New York City, New York, United States
Hiashes Pride, Pompano Beach, Florida, United States
Hoa Thi - The Astriskis, Vietnam
Hong Kong Lesbian and Gay Film Festival, Wan Chai, Hong Kong
Hong Kong Pride Parade Committee Hong Kong, Hong Kong, China
HOSI Wien, Wien, Austria
Humainity First Cameroon, Yaoundé, Cameroon
Huntsville Texas Pride, Huntsville, Texas, United States
Hyderabad Queer Swabhiman Yatra, Hyderabad, India
ICS Center, Ho Chi Minh, Vietnam
igualdade JÁ, Arqurness, Rondônia, Brazil
ikasi Pride, Cape Town, Western Cape, South Africa
ILGA Portugal, Lisbon, Portugal
Iloli Pride Team, Iloli City, Western Visayas, Philippines
Indy Pride, Inc., Indianapolis, Indiana, United States
Iniz. Gay Milano, Milan, Italy
Instituto Amizade de Direitos Humanos Cidadania e Sustentabilidade DF/GO, Santa Maria DF, Brazil
Instytut Równości, Zielona Góra, Poland
Inter LGBT Paris, Paris, France
Isla Mund.SL, Maspalomas, Gran Canaria, Spain
Isle of White Pride, Isle of Wight, England, United Kingdom
Jacaranda Pride, Pretoria, South Africa
Jersey City LGBT Pride Festival, Jersey City, New Jersey, United States
Jersey Pride, Inc., Edison, New Jersey, United States
Kapul Champions, Boroko, Papua New Guinea
KASHISH Arts Foundation, Mumbai, Maharashtra, India
Kawartha Lakes Pride, Lindsay, Ontario, Canada
Kelowna Pride Society, Kelowna, British Columbia, Canada
Kensho Pride, Inc., Kenosha, Wisconsin, United States
Kharkiv Pride, Kharkiv, Ukraine
Kincardine Pride Inc., Kincardine, Ontario, Canada
Kindred Pride Foundation, Orlando, Florida, United States
Kingston Pride, Inc., Kingston, Ontario, Canada
Kitsap Pride Network, Bremerton, Washington, United States
Krysan Pride, Pretoria, South Africa
Kolkata Rainbow Pride Walk, Kolkata, India
Korean Sexual-minority Culture & Rights Center, Seoul, Korea, South
Kršice Pride, Košice, Slovakia
Kouraj Pou Woteje Dwa Moun, Delmas, Haiti
La Ronge Pride, La Ronge, Saskatchewan, Canada
Lakshya Trust, Vadodara, India
Lancaster Pride, Lancaster, England, United Kingdom
Las Vegas TransPride, Las Vegas, Nevada, United States
Les Galopins Montréal Frontrunners, Montréal, Quebec, Canada
Les Soeurs de la Perpétuelle Indulgence de Montréal, Montréal, Quebec, Canada
LGBT Votuporanga, Votuporanga, São Paulo, Brazil
Liberdade de Amor, Votuporanga, São Paulo, Brazil
Limerick Pride Festival, Limerick, Ireland
Lincoln Pride, Lincoln, England, United Kingdom
Lisboa, Baixa/Câmara, Brazil
Liverpool Pride, Liverpool, England, United Kingdom
London HIV Pride, London, England, United Kingdom
Long Beach Lesbian & Gay Pride, Inc, Long Beach, California, United States
LOTUS DORÉ NC, Nounéa, New Caledonia
LumiQueer, Vietnam
MAG Sydney Inc, Sydney, New South Wales, Australia
Maison de Cuisines et des Diversités Humaines, Abidjan, Côte d’Ivoire
Malo Pride, Malmo, Sweden
Malta Pride, Valletta, Malta
Manchester Pride, Manchester, Greater Manchester, United Kingdom
MANCOUSA, Santa Cruz de la Sierra, Bolivia
MANSA FOUNDATION WELFARE SOCIETY, Ferozpur, Punjab, India
Marcha de la Diversidad, San José, Los Yoses, Costa Rica
Marcha del Orgullo LGBTI de la Ciudad de México, Ciudad de México, Ciudad de México, Mexico
Mardi Gla, Glasgow, Scotland, United Kingdom
Marriage Equality Coalition Taiwan, Taipei, Taiwan
Marsz Równości w Czeszowicach, Czeszowic, Slezské, Poland
Miami Beach Gay Pride, Miami Beach, Florida, United States
Milwaukee Pride, Milwaukee, Wisconsin, United States
Mindem Pride, Aiglonin Highlands, Ontario, Canada
Moncton’s River of Pride / Rivière de Fierté, Moncton, New Brunswick, Canada
Montpellier Pride, Montpellier, France
Montreal Phoenix Leather Rubber Club, Montreal, Canada
Moose Jaw Pride, Moose Jaw, Saskatchewan, Canada
Momentum Pride, Momentum Pride, California, United States
Morecambe Pride, Morecambe, England, United Kingdom
Moscow Community Center for LGBTQI Initiatives, Moscow, Russia
Motor City Pride, Detroit, Michigan, United States
Movement Pour les Libertés Individuelles, Bujumbura, Burundi
Movimento Construção Londrina, Paraná, Brazil
Movimento LGBT de Nanuque (MGN), Nanuque, Minas Gerais, Brazil
Multiverse, Madrid, Spain
Murcia Pride, Murcia, Spain
Musko Pride Community, Bracebridge, Ontario, Canada
Nanaimo Pride Society, Nanaimo, British Columbia, Canada
Nashville Pride, Nashville, Tennessee, United States
Nevis Apart Centre, Montréal, Quebec, Canada
New Hope Celebrates, New Hope, Pennsylvania, United States
New West Pride Society, New Westminster, British Columbia, Canada
Newcastle Pride Inc, Islington, New South Wales, Australia
Newtown Breakaways Football Club, Marrickville, New South Wales, Australia
NMB Pride, Port Elizabeth, Eastern Cape, South Africa
Noho Pride, Northampton, Massachusetts, United States
North Bay Pride, North Bay, Ontario, Canada
North Peice Pride Society, Fort St John, British Columbia, Canada
North Texas Pride Foundation, Plano, Texas, United States
Northhalsted Business Alliance, Chicago, Illinois, United States
Northern Nevada Pride, Reno, Nevada, United States
Norwich Pride, Norwich, United Kingdom
NoWeCo Pride Inc, Fitchburg, Massachusetts, United States
NSW LGBTIQ Network Amnesia Australia, Chippendale, New South Wales, Australia
Núcleo de Desenvolvimento Social e Cultural da Bahia/ NUDESC, Salvador, Bahia, Brazil
NW PA Pride Alliance, Erie, Pennsylvania, United States
Nyana, Cape Town, South Africa
Oasis RDCONGO, Kinshasa, Congo, The Democratic Republic of the Congo
OBX Pride, Manteo, North Carolina, United States
ONG Primavera, São Paulo, Brazil
Orange County LGBT Pride, Santa Ana, California, United States
Orenda, Gandhinagar, India
Oppo Pride, Oslo, Norway
OUR PRIDE / Rainbow Advocacy, Studio City, California, United States
Out for Australia, Australia
OUTBxon, Astoria, New York, United States
OutCT, New London, Connecticut, United States
Oxford County Pride, Woodstock, Ontario, Canada
Oxford Pride, Oxford, England, United Kingdom
Pacific Human Rights Initiative, Apia, Pacific, Samoa
Pacific Pride Foundation Santa Barbara, California, United States
Pacific Sexual and Gender Diversity Network, Suva, Fiji
Padova Pride, Padova, Italy
Palm Springs Pride, Palm Springs, California, United States
Panhandle Pride, Inc., Amarillo, Texas, United States
Parada de la Diversidade Sexual do Itapuí, Itapuí, Brazil
Parada do Orgulho LGBT de Itapuã, Itapuã, Brazil
Parada do Orgulho LGBT de Natal, Natal, Rio Grande do Norte, Brazil
Parada do Orgulho LGBT+ do Vale do Ribeira, Iguape, São Paulo, Brazil
Parada do Orgulho LGBT de Taguatinga, Taguatinga, Distrito Federal, Brazil
Parada LGBT de Florianópolis, Florianópolis, Santa Catarina, Brazil
Parada Livre de Caixas, Caixas, Rio Grande do Sul, Brazil
Parada pela Diversidade Sexual do José Walter, Ceará, Brazil
Paradas Gay de Bairros Conjunto Bosques das Bromelias, Brazil
Pasco Pride, Inc., Holiday, Florida, United States
Payne County Pride Association, Stillwater, Oklahoma, United States
Pembroke Pride, Pembroke, Ontario, Canada
Pecora Proud, Pecora, Illinois, United States
Perugia Pride, Perugia, Italy
Philly Pride Presents, Philadelphia, Pennsylvania, United States
Phoenix Pride, Phoenix, Arizona, United States
Pictou County Rainbow Community Association, New Glasgow, Nova Scotia, Canada
Pink Dot SG, Singapore
Planet Ally, South Australia, Australia
Plocki Marsz Równosci, Warszawa, Poland
Point Clare Families, Point Clare, Australia
Polychrome Montréal, Quebec, Canada
Poly-Out, Montreal, Quebec, Canada
Positive Space Iqaluit, Iqaluit, Nunavut, Canada
Prahr Pride, Prague, Czech Republic
Pride at Work Canada, Toronto, Ontario, Canada
Pride Blackpool, Blackpool, England, United Kingdom
Pride Calgary Planning Committee, Calgary, Alberta, Canada
Pride Center of Staten Island - Staten Island PrideFest, Staten Island, New York, United States
Pride Center of Vermont, Burlington, Vermont, United States
Pride Central-LUSU, Thunder Bay ON, Ontario, Canada
Pride Community Center of North Central Florida, Gainesville, Florida, United States
Pride Cymru, Cardiff, Wales, United Kingdom
Pride Day Equality Project, Eugene, Oregon, United States
Pride Football Australia, Sydney, Australia
Pride Fort Lauderdale, Fort Lauderdale, Florida, United States
Pride Hamilton, Hamilton, Ontario, Canada
Pride Houston, Inc., Houston, Texas, United States
Pride in Hull, Hull, England, United Kingdom
Pride in Newry, Newry, Ireland
Pride in Surrey, Addlestone, England, United Kingdom
Pride London Festival, London, Ontario, Canada
Pride Manitoulin, Mindemoya, Ontario, Canada
Pride PEI Inc., Charlottetown, Prince Edward Island, Canada
Pride St. Charles, Lake St. Louis, Missouri, United States
Pride St. Louis, St. Louis, Missouri, United States
Pride Toronto, Toronto, Ontario, Canada
Pride Torremolinos, Torremolinos, Spain
Pride Toulouse, Toulouse, France
Pride Winnipeg Inc, Winnipeg, Manitoba, Canada
PRIDEX Chicago, Chicago, Illinois, United States
PRIDESV - ELSALVADOR, San Salvador, El Salvador
PRIDETT, D'Abadie, Trinidad and Tobago
Prince Albert Pride Inc., Prince Albert, Saskatchewan, Canada
Pro Diversity, Warschau, Poland
Projet Selifie, Rimouski, Canada
Proud to be us Lacs, Vientiane Capital, Laos
Putham Pride Initiative, Greensville, Indiana, United States
Queens Lesbian & Gay Pride Committee, Jackson Heights, New York, United States
Queer Iconic Collective, Alexandria, New South Wales, Australia
Queer Kampala International Film Festival, Kampala, Uganda
Queer McGill, Montreal, Canada
Queer Screen, Eastwood, Australia
Queer South Asians and Allies of Toronto, Toronto, Canada
Queer Space Australia, Wolongong, New South Wales, Australia
Queer Yukon Society, WHITEHORSE, Yukon, Canada
Queerllia, Cochin, Kerala, India
QueerTech Montreal, Montreal, Canada
Rain Arcigay Caserta, Caserta, Italy
Rainbow Cooperation Limited, Yaoundé, Center Region, Cameroon
Rainbow Families, Erskineville, Australia
Rainbow Pride Foundation Fiji, Fiji
Rainbow Sunrise Mapambazuko, Goma, Congo, The Democratic Republic of the Congo
And only then did we have a couple of complaints we had to resolve pre-GM&WC!

- Onboarding Materials for GACs (In process)
- Ombudsperson Role Year-Round (Will review with Heather at or after Athens GM&WC)
- Non-Board Member Volunteer Outreach Guidelines (Ready for Board review)
- IP Document Web Resource (In process)
- Electronic/Remote Voting (Contract signed by Co-Presidents; process to be distributed)
- Cross-Cultural Ethics (Will open to a larger discussion at the GM&WC)
- Confidentiality Statement (Folded into Board Agreement, and created into a separate policy for individuals)
- Code of Ethics and Conduct (Updated to include Global Advisory Council-GACs, and address intellectual property rights)
- Candidate Vetting Process Changes (Updated to align with new Bylaws)
- Campaigning Guidelines Policy (Passed unanimously by Governance)
- Board/RD Onboarding (Updated Handbook, except for new Bylaws transitioning, and the 2020 Board Agreements)
- Post-General Meeting & World Conference (GM&WP) grievances, we actually got to dig in on our Work Plan for 2019. We met every month during the last year, and will meet twice this October (once online, once at the GM&WC).

We also said goodbye to long-time Governance member, Sylvain Bruni, who retired this year. We’d like to thank him for his many contributions and years of service to InterPride.

Of the issues we have covered since October 2018:
- Board/RD Onboarding (Updated Handbook, except for new Bylaws transitioning, and the 2020 Board Agreements)
- Campaigning Guidelines Policy (Passed unanimously by Governance)
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And only then did we have a couple of complaints we had to resolve pre-GM&WC!
Goal 3: Support and develop the three current BIDS for WorldPride 2023: Fierte Montreal, Sydney Lesbian Gay Mardis Gras, and Pride Houston
Measure: Completed, high-quality bids were received. All three were unanimously approved to go to the 2019 AGM in Athens for a full membership vote for awarding of license.
Status: Completed. Awaiting outcome of membership vote for 2023 license.
Updates/Notes: The bidding requirements have been clearly communicated to all three cities, and a timeline for presentation has been negotiated for the end of May. The bidding cities have requested they be allowed a full 30 minutes for presentation of their bids at the General Meeting and World Conference, all on the same day. The Co-Presidents have been made aware of the 30 minutes each request and it will be scheduled into the plenaries.

Goal 4: Secure and develop ALL future WorldPride bids
Responsibility: WorldPride Committee Co-Chair(s) and WorldPride committee members
Measure: The continuation of WorldPride events and continuation of bidding organizations
Status: Intent to bid has been expressed as follows: (see web site)
2025 – Intent from Mario Mieli Rome, Austin Pride, Fort Lauderdale Pride (2027)
2030 - Intent expressed from Boston Pride,
No date – Los Angeles Pride has expressed interest to host in the future.
Updates/Notes: Specific time frames are in place to commence produce and present a bid. Once a bidding committee starts the conversation, verification and the actual details commence. Interest, but no intent has been expressed from Johannesburg Pride for information and logistics to produce a WorldPride.

Goal 5: Liaise & participate with other InterPride Committees
Responsibility: All WorldPride committee members (on-going)
Measure: Actual participation in other committees
Update/Notes: Special attention was given to the Reorganization Committee and how WorldPride can assist InterPride’s financial longevity. Referrals of questions, such as promotion of bidding cities prior to the General Meeting and World Conference, has been referred to other committees.

Goal 6: Updating the WorldPride document for bidding organizations as well as the Methods & Standards stipulations and guidelines by the 2019 General Meeting and World Conference.
Responsibility: Co-Chairs (on-going)
Measure: Recommendation will be presented at the AGM for approval.
Update/Notes: Updates will include scheduling of future WorldPrides, items for future contracts, bidding procedures, considerations for inclusion in future contracts, eligibility stipulations and possible waivers granted, allowable promotional procedures prior to holding the WorldPride license.

Goal 7: Develop future leaders for this committee as well as for InterPride in general.
Responsibility: WorldPride Committee Co-Chair(s) and the executive committee.
Measure: Number of future volunteers stepping up
Status: On-going
Update/Notes: Working with committee members who show an interest and developing their talents. The two new co-chairs have been actively involved in the committee work, developing agendas, chairing, etc. WorldPride 2019 and the 2019 AGM will provide an opportunity for further recruitment.
Objective 5: Development of Pride Platforms

There has been a tremendous improvement in the development of Pride Platforms worldwide. However, as these are all long-term projects, there is still a lot of work to be done before these platforms are up and running smoothly. The Human Rights Committee remains in close contact with initiators locally and provides support where needed. We have seen progress in Africa where an online regional meeting appointed new regional directors. In Latin America the pride platform will be launched soon and in India first conversations about a pride platform are moving forward.

Objective 6: Human Rights advocacy and solidarity support

Over time we have identified Prides that are in need of support. Contact with these Prides are established and maintained. We now have a clear understanding of which needs need to be fulfilled right away. There are several people (with the support of others) taking care of specific areas or Prides, such as Robyn in the Asian/Pacific Area to name an example. Support provided reaches from letters of support to creating visibility of the situation, for other Pride organizers it was sufficient to have a short and direct loop to get the support they need.

Additionally, a new objective (Objective 8) is created that focusses on the support for the content of the Human Rights Conference during WorldPride.

Objective 7: Structure of Human Rights in InterPride

In the first few months, there has been a restructurung of the Human Rights Committee such as revising the workload and assign specific tasks to people. Additionally, inactive members have been reached out by Patrick to see how they would like to participate, or non-participate, in the future of the Human Rights Committee. In the last few months, the Structure of Human Rights in InterPride is used for a different purpose, namely that of maintaining visibility throughout the year. Hereby ideas are shared on how to share our message during and after Pride events and to make people aware of the work we do and the importance of it. More concrete outcomes on this focus are to be expected in the upcoming year, as this topic is relatively new to our discussions.

Objective 8: Human Rights Conference during WorldPride

The creation of Objective 8 only happened very recently, with only one major update so far. Within this new objective, Copenhagen 2021 is updating our committee regularly on the situation of Human Rights integration in their events and gives space for the members of our committee to provide feedback and share ideas.

Other Items

- A total of 5 letters of support were sent out last year.
- Additionally, 4 letters to support funding applications were sent out last year.

Hadi Damien
1. Lecture, Harvard post-doctoral study group, Winter Field Study Course, Beirut, January 2019
3. Lecture/Seminar, “Homosexuality: Myths, Lies & Prejudice” at the American University of Beirut, April 2019
5. Panelist, “Global Pride Panel”, WorldPride, NYC, June 2019

J. Andrew Baker
- Presented on a panel regarding gender identity law in Brazil from a Pride perspective
- Panelist second panel on trans inclusion in federal employment strategies in Brazil. Both during Políticas Públicas para População Trans no Brasil e União Europeia

Co-Chairs: Bianca Rey, Carlos Idibouo & Frank van Dalen

Report:
Report created by Patrick van der Pas, Secretary Human Rights Committee

Objective 1: Pride Radar

PrideRadar is being transferred to InterPride’s servers. Currently, the possibilities are looked at on how to integrate the PrideRadar database on InterPride’s servers. Furthermore, there is no clear consensus yet on how to update and utilize PrideRadar. As it most likely will become a utility for membership services, it might shift to this committee who can maintain PrideRadar in the future.

Objective 2: ECOSOC

A renewed application was submitted and is currently under review. Questions that were asked are answered. A special email address is created and is monitored by J. Andrew, Frank and Michele to answer further questions or to follow up upon the application. In our application process, we are getting back up by an organization that is specialized in supporting applying organizations. Currently, we are in await for further questions or steps to take. Lobbying can not start yet, as it is still too early in the process.

Objective 3: Webinar program – Pride Academy

As the webinar program is a membership benefit, the webinar program will be transferred to Member Services. Member Services has not taken up the webinar program yet, so until then the webinar program will be structured by the Human Rights Committee. In the future, the Human Rights Committee will only organize Human Rights related webinars. Currently, two webinars and interactive trainings are developed by Frank with the support of others from Pride United under the grant of San Diego Pride.

Objective 4: Storytelling program

Due to budget allocation, the storytelling program is relocated to the Communications Committee. The Human Rights Committee brings topics up for review to the Communications Committee, which will do the follow-up for possible publication. Additionally, Patrick created an in-depth article with the team of Mauritius Pride on their event and its development in the past year. Currently, this article is up for translation after which it will be published. Several stories have been suggested to communications: one concerned an economic impact evaluation study of Amsterdam Pride which could be mold into an article, and another one concerned Pride activist Kodukula Venkatesh, who has visited all prides in India last year and created a photo-series of the movement in India.

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SCHOLARSHIP

Co-Chairs: Ron deHarte and Michele Irimia

The Scholarship Committee received 68 scholarship applications for a total request of $154,614. Donations to the 2019 Pam O’Brien Scholarship Fund totaled $28,411. These funds were donated by InterPride’s active membership.

With the funds donated the Scholarship Committee was able to award 14 scholarships to member organizations for a total of $27,382. Recipient organizations are from 5 continents and 14 countries.

The Scholarship Committee is proud to provide the opportunity to attend the 2019 AGM in Athens to such a diverse and well-rounded group of individuals.

Objectives as we move forward:
• To continue to provide the opportunity to for prides around the world to network and learn about the importance of pride events.
• To continue to provide assistance through valuable workshops so that prides may strengthen their message of equality and acceptance.
• To collaborate and educate member through each other’s learned experiences.
• Continue to enhance the value of membership with this annual scholarship offering to members.

The Scholarship Committee looks forward to continuing their commitment to raising and dispersing funds to a diverse group of organization who will benefit from the knowledge and experience within our membership.

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 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 of InterPride.

Pam O’Brien was on the Board of InterPride and Cape Cod Pride and a former Chair of the InterPride 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: Paul Savage, Chrissy Taylor and Richard Brethour-Bell

Report:

This year we moved away from having working groups to divide up the work. We found that in previous years this tended to slow down the process with several grantees not receiving the monies until after their events.

This year, with 3 Co-Chairs, we decided to undertake the evaluation process ourselves - independently and then coming together to ratify a final proposed list of recipients. Our support network was comprised of Regional Directors in the key developing regions plus others who had appropriate insight on specific locations or countries e.g. North Africa.

The support network was leveraged to:
- Encourage greater participation and increases in the number of applications
- Review the proposed list of recipients in their relevant regions/countries to approve/agree on the final list

Other key features of this year’s scheme included
- The ambition was to ensure that we had a relatively even geographical spread of grants awarded across South America and the Caribbean, Africa, Eastern Europe, Middle East and Indian Subcontinent and Asia Pacific

We updated and launched the solidarity application in February in French, Spanish, Portuguese and English. This year we received a significant response with over 150 applications in all languages. We are grateful for the support of a number of volunteers who provided translation services.

This year we more than doubled the number of recipients to 23, distributing $18,000. A key difference this year was that we applied cost of living indices to the grants awarded to ensure that all recipients received the same VALUE or BENEFIT rather than the same dollar amount.

This year we supported 7 African, 5 South American, 6 Easter European and 5 organisations across Asia and the Middle East:
- San Julian Pride Advocacy Group Inc - Philippines
- Beirut Pride - Lebanon
- Hoa Thi - The Asterisk - Vietnam
- Kolkata Rainbow Pride Walk - India
- LumiQueer - Vietnam
- Subversive Front - North Macedonia
- Sofia Pride - Bulgaria
- Healing spot grassroots initiative - location not disclosed because of safety concerns.
- Društvo Kvartir - Slovenia
- Trans*Generation Ukraine - Ukraine
- Tbilisi Pride - Georgia
- MANO/DOVERSA - Bolivia
- ATRU (Asociación Trans del Uruguay) - Uruguay
- Corporación Cultural Stonewall - Colombia
- Movimiento SOMOS - Venezuela
- Grupo ELCS - Emancipação e Luta - Brazil
- Maison de la Culture des des diversités humaines. - Côte d’Ivoire
- Refugee Coalition of East Africa - Kenya
- Western Kenya Pride - Kenya
- Health and Human Rights Cameroon (2HRC) - Cameroon
- Collectif Arc-en-ciel - Mauritius
- ACCRA Pride - Ghana
- Cœur Arc-en-ciel – Republic of Congo

We would like to give a huge thank you to our translators who have done an amazing job translating our applications; this work would not be able to be done without the generous donation of translation services from volunteers.

In addition, we would like to thank our support network who helped us review applications, promote the fund and provide guidance regarding applicant eligibility.

Challenges for the Solidarity committee continue to be the lack of funding for the program. However we did see a significant increase from $11,000 last year. In total we distributed $18,000 however a further $6,000 was received after the allocations had been made. The Co Chairs decided that this amount would be retained for distribution as part of the 2020 Fund. The continuous high volumes of applications show us how much need there is for grants for emerging lgbt events in the global south and east and it is anticipated that some administrative support will be required moving forward. In addition, finding ways to efficiently distribute funds continues to be an issue. The committee will look at launching applications earlier as many organizations request funds for International Day against homophobia and Transphobia, which is a difficult turnaround time when applications close in April.

Progress on Goals:

Goal: Explore the possibility of a partnership with an established grant-making organization that might jointly administer the fund at low or no cost – particularly if new sources of funding are established the workload may become too onerous for a committee. Alternatively seek administrative support internally funded by InterPride

Responsibility: Solidarity Co-Chairs

Measure: Working group has found organizations that can be worked with for this and created a vetting process. There may also be opportunities arising to fund internal support through corporate partnerships – discussions ongoing

Status: In Progress but awaiting outcome around best way forward re administrative support.

Update/Notes: Progress is being made on both options. Further discussion regarding support requirements/options needed

Goal: Develop a stronger report-back process, possibly an online reporting process.

Responsibility: Solidarity committee

Measure: An online reporting process has been developed and receives a higher rate of feedback than previous years

Status: In Process

Update/Notes: An updated evaluation was created and sent to all grantees from 2015-2017 and feedback was incorporated in the pilot project report. Likely that the same format will be used for 2019 grantees

Goal: Create a new process for Solidarity pledges that is more accessible to smaller Prides/Prides outside of North America.

Responsibility: Co-Chairs

Measure: A new process has been developed to collect pledges from member Prides or the current process has been altered to acknowledge cultural sensitivity

Status: Ongoing

Update/Notes: The Solidarity Co-Chairs have been working with the Scholarship committee to develop new ideas for the pledge process. We will be looking to receive more feedback from member Prides who are outside North America for additional ideas for pledging processes. We will also be adding more information in pre-conference communications for AGM to member prides to be aware of the current process so they can be better prepared.
Regional Reports

REGION 1

Regional Directors: Jorge Solorio, Francisco Lopez

Regions 1, 2, and 3 took part of the CAPI 2018 Regional Conference in Las Vegas, NV. Through the amazing partnership between the three regions, many new organizations have joined for educational and collaborative purposes. CAPI proudly continues a partnership with Interpride as a member organization, allowing even more, smaller organizations to enjoy the many benefits and knowledge offered by Interpride and its members.

These partnerships acquired during the annual CAPI Conference have allowed many Pride organizations in smaller cities to grow. These include Sedona, Arizona and Sonoma, California. We are also proud to have Kona Pride from Hawaii join us. It has been a long time since we had a Hawaiian organization. We also had a few organizations return, such as Guadalajara and Los Angeles, and Phoenix Pride.

Our Regional Directors have also been doing some outreach throughout our Region. For example, Jorge Solorio, from Las Vegas PRIDE, was able to assist Austin Pride in a restructing effort by helping re-write bylaws and guiding their implementation. He has also worked closely with Emmanuel from Guadalajara Pride to reach out to other Mexican Pride organizations, and even help reaching out to other Latin American countries. He also assisted Welton from Brasilia Pride reach out to his counterparts within Brazil.

Fernando Lopez and San Diego Pride have been successful in planning and promoting many volunteer-led programs that focus on marginalized LGBTQ populations in Southern California; and with their “Orgullo Sin Fronteras” program, they have expanded into Mexico. They have been able to grow a Latinx Coalition and Bifatational LGBTQ Task Force to help support LGBTQ individuals living in the border region, migrants, and asylum-seekers.

The next steps will be a restructuring effort by members of CAPI to decide what future will be in order for the United States, to be the representative organization be for InterPride’s partner restructure. Many changes will be happening in the coming years about which everyone is very excited.

REGION 4

Regional Directors: Dot Belstler, Jonathan Balash, Eve Keller

Activity Summary:
• Spencer Indiana hosted a Regional Conference in March 2019
• St Louis will be hosting a Regional Conference in early April 2020
• Milwaukee will host the 2021 Regional Conference

Regions Supported:
Region 4, Midwest USA

Regional Updates:
• There are many small Prides in our Region who are solely volunteer-run and are not candidates for InterPride membership. We are encouraging participation in the Regional Conference as a way of introduction to USAP and InterPride.

Other Items
• Dot is actively involved with vetting USAP candidates and monitoring the vote.

REGION 5 (POSE)

Regional Directors: Jason Gilmore and Luke Blankenship

Committees Served On:
James – Co-Chair of Member Services, Co-Chair of Methods and Standards, Serves on Finance, CSIC, World Pride, Restructuring, Governance.

Report:
A joint 2020 NERP-POSE Conference is being planned in Charlotte, North Carolina for the weekend of March 19th through 22nd, 2020. Conference attendees will have unique opportunities to network, learn more about the nuts-and-bolts of Pride event organizing, and dig into emerging topics in LGBTQ community programming and organizing.

Progress on Goals:
Goal: Host a successful 2020 Regional Conference
Responsibility: Regional Directors
Measure: Attendance, response from region members
Status: Complete

Update/Notes: The 2019 POSE Conference was held in Orlando, Florida and hosted by Come Out with Pride Orlando. It was a successful event with over 20 Prides in attendance and over 70 individual attendees, including 3 Prides that attended via scholarship. We were happy to raise over $500 for our regional scholarship fund for our future conferences as well as put into action some ideas on how to better communicate within the region. A plan was established for dual state coordinators to assist the Regional Directors with communication and information dissemination about InterPride. Their responsibilities are:

A) Reach out to all known Prides in each area to educate about InterPride and POSE, and invite them if they aren’t already a member organization;
B) Personally invite Prides in their states to the Conference and explain how the conferences work and the benefits of attending one;
C) Make our POSE scholarship known and how the program works for those who have financial limitations;
D) Help cultivate Pride in areas pinpointed where there are no organizations or events currently active;
E) Coordinators identify needs of region as a whole and cultivate the region in an efficient manner;
F) Cultivate synergies which can particularly benefit smaller Prides in our region that don’t have the buying power larger Prides do;
G) These coordinators could also help the conference host on the annual event so that we aren’t constantly “reinventing the wheel” every year.
Goal: Work with future conference host for successful conferences  
Responsibility: Regional Directors  
Measure: Attendance, response from region members, after conference survey  
Status: Ongoing  
Update/Notes: Charlotte will host the 2020 NERP-POSE Joint Conference and has created their registration page with information, as well as a Facebook event.

Goal 2: Regional Outreach  
Responsibility: Regional Directors, the Alternate Regional Director, individuals that have Region 06 pride affiliation  
Measure: Quantifiable committees and events with Region 6 presence.  
Status: On-going goal  
Update/Notes: NERP members continue to serve on a plethora of InterPride Committees. Greater participation was called for. The three RDs committed to try and were able to attend member organizations’ events in this region. Also an increase in communication with member organizations was achieved.

Goal 3: 2020 NERP/POSE joint Conference  
Responsibility: Charlotte Pride in North Carolina will host the joint NERP/POSE 2020 conference. All Regional Directors and the Alternate Regional Director, will work with the host.  
Measure: Increased participants, timely notices sent out to the region  
Status: On-going up to March 2020  
Update/Notes: The three Regional Directors have pledged to a more contributory role in the planning of the NERP conferences. Planning sessions will be scheduled to give Charlotte Pride any assistance they require. Future bids will be taken at NERP/POSE 2020 for future conferences beyond 2020. So far OUTCT has been voted to host NERP 2021.

Goal 4: The NERP Scholarship Fund (Formerly the David Schneider NERP Scholarship Fund).  
Responsibility: The Regional Directors, the Alternate Regional Director, and member organizations  
Measure: Quantifiable increase in funds available in the fund by NERP 2019 was achieved.  
Status: On-going  
Update/Notes: The name of this scholarship fund was requested by the family of David Schneider to be changed and his name removed. Their request was granted. Spotlight and emphasis was placed on this fund at NERP 2019 in New Hope, PA. This fund will be used to assist member organizations to send delegates to the annual regional conference. This fund could be used as a member benefit. Funds collected will be held by InterPride treasurer. A regional donations campaign will be started. A sub-committee was formed at NERP 2019 to manage and create a distribution protocol for these funds. The work is on-going.

Goal 5: Intra-regions/global communications  
Responsibility: The Regional Directors, the Alternate Regional Director, possible sub-committee members  
Measure: Quantifiable as per graphic tracker to be created.  
Status: On-going  
Update/Notes: A task force/sub-committee has yet to be created as well as the graphic tracker. The goal remains yet to be fulfilled and will be a focus for 2020. We will try to monitor and examine NERP’s position within InterPride as well as enhancing communications within the regions as well as globally. Better shared volunteerism at individual prides within the region will continue to be promoted in a more effective way.

Goal 6: Electronic Visibility  
Responsibility: Website - Marcy Carr, Facebook – Regional Directors and the Alternate Regional Director,  
Measure: Current up-to-date status of website and Facebook page
Status: On-going
Update/Notes: The NERP website has been updated and has been used as a conduit for information and regional information. Also, the Facebook page has been routinely updated in tandem with the new Instagram and Twitter Pages. These pages will continue to feature video content as well for the region.

**Goal 7: Developing Future Regional Leaders**
Responsibility: The Regional Directors and the Alternate Regional Director, specific regional individuals
Measure: Future number of members stepping up to leadership
Status: On-going
Update/Notes: The Regional Directors and the Alternate Regional Director will work to identify, foster, and educate individuals within the region who express a desire to move up to leadership positions within the region as well as with InterPride as a whole.

**Goal 8: Assist with the coordination and production of NERP 2019 in New Hope, PA.**
Responsibility: Host committee (New Hope Celebrates with the assistance of the RDs and ARD). The Region 6 team was directly responsible for the plenary content.
Status: completed
Update/Notes: The host committee (New Hope Celebrates) and the Region 6 Team worked together very closely to produce a successful and inspiring NERP 2019 conference held March 7 – 10, 2019 in New Hope, PA. There were 14 member delegations in attendance and 120 total participants. There were three guest delegations as well: Rider University, The Montgomery County LGBT Business Council and William Way LGBT Community Center. The conference was held at various locations around town to give attendees a chance to see the whole city. The entire city’s business community was involved and welcome the attendees with open arms. The workshops were meaningful and well prepared. Marcy was elected to be a District VP. for the NERP region of USAP. As per the new rules, once a Regional Director’s position in over, their position will be eliminated with InterPride. As each term ends, the representation will move to District VPs of USAP and each VP will have a seat on the Global Advisory Committee of InterPride. Each region within InterPride will be able to self-determine how they are represented on the “GAC” when it starts to hold official meetings. The overall opinion of the NERP 2019 conference was positive.

**Regional Directors’ Narratives**

**Marcy Carr** – As the year comes to a close, as part of the NERP team I am proud of the work we have done to increase visibility of our region. Not only within the region but outside as well. Representing region 6 at the AGM in Saskatoon, attending various local prides and Montreal Pride 2019, presented the opportunity to share the work we do and information about our region. It presented the opportunity to visit nonmember prides in our region and encourage them to join us. Work is on going to recruit more regional prides for NERP and other regions as we come across them. I am looking forward to the new year to continue spreading the word!

**Alan Reiff** – 2019 has been a year full of achievements. Our 2019 NERP conference was extremely successful – kudos to New Hope Celebrates. All three of us – Marcy, Tiffany, and I were elected to be District VPs for the newly formed USAP (United States Association of Prides) and we will sit on the G.A.C. (Global Advisory Council of InterPride). New Hope Celebrates raised the bar on collaboration with Regional directors as well as their production of a NERP annual conference. We saw WorldPride 2019 Stonewall 50 in our region and by all signs it was a huge success. Our regional membership has increased too. I look forward to another year working with my amazing and wonderful Co-Regional Directors as well as a successful NERP/POSE joint conference in Charlotte, NC in 2020. The communication amongst all pride organizations in Region 6 has improved and I look forward to even better and more exciting achievement in 2020.

**Tiffany Lyn Roster** – It’s been an interesting year getting acclimated to the Regional Director role. During the June pride season, I was able to connect with folks apart of our region and outside of our region to gain other perspective on the importance of diversity in leadership within the organization. I feel a great responsibility to effect and create change. This year coming I definitely want to create a bigger social media presence and tell stories about the members of our Region. Thank you to Alan and Marcy for the love and support and cheers to another great year!

**REGION 7 (FCP)**

Regional Directors: Sarah Elizabeth Ivens, Davy Sabourin, Francois Laberge

**Goals:**

- **Goal: Reach a broader number of Pride organizations and 2SGSD people in Canada**
  Responsibility: Canadian Regional Representatives
  Measure: The number of Pride organizations within Canada that become members of InterPride
  Status: On-going
  Update/Notes:
  - There’s an increasing number of new Pride organizations becoming members of InterPride, and the retention of existing members is noticeable.
  - There has been a focus at the national level to increase the presence of traditionally underrepresented groups (i.e., Two-Spirit, People of Colour, Women, Trans*/Non-binary individuals, Francophones, Rural Regions).

- **Goal: Raising awareness of InterPride and WorldPride for meaningful engagement from people in Canada**
  Responsibility: Canadian Regional Representatives
  Measure: (i) the number of Canadian Pride organizations demonstrating their interest in hosting WorldPride and/or Conferences and Annual General Meeting; and (ii) the number of Canadian delegates attending InterPride and WorldPride events.
  Status: On-going
  Update/Notes:
  - Canadian pride organizations continue to be meaningfully engaged in InterPride and WorldPride. This includes, but is not limited to the following examples:
    - Fierté Montréal Pride has submitted its bid to host WorldPride 2020
    - Pride Winnipeg has submitted its bid to host the InterPride Conference and Annual General Meeting for 2021
- A significant number of Canadian delegates attend the WorldPride 2019 in New York City
- A significant number of Canadian delegates intend to attend the 2019 InterPride Conference and Annual General Meeting
- Numerous individuals from various Pride organizations in Canada sit on InterPride Committees.

**Goal: Advocacy within the region**
Responsibility: Regional representatives and Fierté Canada Pride
Measure:
Status: Ongoing
Update/Notes:
- 2019 is a national election year, making advocacy an important focus in the region
- Fierté Canada Pride has secured funding this year and has hired its first paid staff.

**Goal: National Conferences within Canada**
Responsibility: Fierté Canada Pride board and volunteers
Measure: They happen :)
Status: Ongoing
Update/Notes:
- FCP conference 2019 in Ottawa
- FCP conference 2020 in Regina

**REGION 8**
Submitted by Frank van Dalen

Region 08: Belarus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Russian Federation, Slovakia, Ukraine

Progress on Goals:
**Goal: Regional directors in region 08**
Responsibility: Vice President of Operations overseeing Region 08
Measure: There were Regional Directors appointed however for personal reasons they had to resign last year.
Status: Ongoing
Update/Notes: New Regional Directors will get recruited and appointed.

**Goal: Grow the membership**
Responsibility: Regional Directors
Status: Ongoing – new members are onboarded via EPOA.
Update/Notes: Effort to increase the membership is in place.

**Goal: Solidarity and support**
Responsibility: Regional Directors with Human Rights and Co-Presidents
Status: Ongoing
Update/Notes: Most prides in this region are still facing hostility from either authorities or society. Although progress is made an ongoing effort is needed to show support. Therefore each pride in the region will be reached out to and when the desire is there, a support letter from InterPride will be provided. The good news is we see an increase of prides – especially in Poland – this year.

**REGION 10**
Regional Directors: Andy Train, Debbie Brixey & Jay-Jay Potter-Peachey

Report:
Region 10 (British Isles & Ireland).

To date: 200 Prides in the UK and Ireland of which 34 are members of EPOA and therefore InterPride.

Not all of our Prides are members of UKPON but we still communicate with them all and maintain an open list encouraging people to attend and support their events. Only three have opted out of membership but Manchester is a member of InterPride separately.

We had our conference last October in Glasgow and elected Gian from Pride Cymru as the new Co-Chair taking over from myself. The membership voted to continue having two events per year. Doncaster Pride will host our October Conference in 2019 and UK Pride 2020 will be Northern Pride in Newcastle.

Pride in London kindly hosted an UKPON event early in April which gave it’s membership several workshop opportunities and continue developments which began in Glasgow.

August 31 saw the third UK Pride this year becoming UK & Ireland Pride as it took place in Newry Northern Ireland.

In 2017, ILGA rated Northern Ireland as the worst place in the United Kingdom for LGBT people, with 74% equality of rights compared to 86% LGBT equality in the United Kingdom overall.

UKPON members voted to hold the event here to highlight the inequalities in this part of the UK.

Despite challenging conditions and weather Newry produced a march and event attended by thousands including neighbouring Prides in Belfast and Dublin. Representatives from InterPride, EPOA and Sydney Mardi Gras also lent their support to heighten the visibility of LGBT+ people in the region.

Saturday 7 September will also see the very first UK Bi Pride at the Round Chapel, a stunning part of London’s architectural heritage and a grade 2 listed building. Alongside its adjoining Old School Rooms, the Round Chapel is renowned for its beauty and excellent acoustics.

The day will include an Entertainment Stage and an I Am Proud Stage with Panels, Activism and Spoken Word where speakers will be exploring a wide variety of issues.

We have monthly board calls in addition to European RD meetings.

Some of our prides continue to have their own regional gatherings e.g. Scotland to share ideas and mutual support at a more local level.

We have seen quite a lot of attempted disruptive behaviour at our Prides by Trans
Exclusionary Radical Feminists (TERFs). Individual Prides continue to work very closely with police and security services to minimize the effect of this hateful activity both in real life and online.

We continuously promote the benefits of EPOA / InterPride membership.

**REGION 11**

Regional Directors: Lars Henriksen and Stein Runar Østigaard

Work in the Region is divided between us – Stein is primarily responsible for Norway, while Lars handles the other parts of the region.

Our goal is to raise awareness of the advantages for prides to join InterPride, and to continually reach out to both members and non-members, to make sure, that they always feel our presence and interest.

We are working towards an even stronger and more formalized collaboration in our region and since we are fairly alike, to share as much best practice as possible.

**Progress on Goals:**

**Goal: Keeping prides connected**
Responsibility: Regional Directors
Measure: Number of prides participating in each other’s festivals and sharing good practice
Status: Ongoing
Update/Notes: Since last report all our members have organized their prides.

**Goal: Regional conference**
Responsibility: Regional Directors
Measure: Connecting the prides through a yearly conference
Status: Ongoing
Update/Notes: The conference in Copenhagen in February has been reported in the mid-year report. The next one for next February is in planning.

**Goal: Raising awareness about InterPride and expanding the membership**
Responsibility: Regional Directors
Measure: By expanding the membership and by looking at attendance at reg. cont, at our prides and at the AGMs of EPOA and InterPride
Status: ongoing
Update/Notes: At this years EPOA AGM several of our active members were present, and one of our members has a board member of EPOA (Stein Runar Østigaard, Oslo).

**Goal: To hold the InterPride AGM 2020**
Responsibility: Oslo Pride/Copenhagen Pride
Measure: To create an InterPride AGM relevant for members from all continents, with a strong focus on international solidarity.
Status: Oslo is the host of the AGM, and are preparing the event.
Update/Notes: This event is strong cooperation between the two festivals, and with the support of the other ones within the region. Oslo is also now hosting the EPOA AGM at the same time next year.

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**REGION 12**

Regional Directors: Uwe Hoerner, Ludwigshafen (Ger), David Staeglich, Berlin (Ger), Patrick Orth (alternate), Hamburg (Ger)

Committees Served on: Human Rights, WorldPride, Restructuring, CSIC, Member Service, Governance.

**Report:**

Since the last AGM in Saskatoon 2018 two regional conferences took place – one in Magdeburg from October 19th - 21st, 2018 and the second in 2019 at the Waldschlösschen academy near Göttingen from March 22nd – 24th. Again, a meeting of the German prides, the biggest part of prides in Region 12, but as always, we had invited the pride organizers from Austria and Switzerland as well.

The conferences are great for networking and talking about our experiences with our prides. We had key-note speaker Marcus Urban, a former professional soccer player talking about LGBTIQI in sports, Jörg Kallitowitsch, long-term march organizer of Cologne Pride, about laws and facts in march organizing, Marco Klingberg from VELSPOL the german LGBTIQI police officers network, journalist Stephanie Kuhnen about visibility of the lesbian community, Uwe Hörner reported about EuroPride in Vienna and the planings of WorldPride 2019 New York and organized the common German group there and their attendance at the march.

All participants received a list of all upcoming dates of international conferences (IP and EPOA), WorldPrides and EuroPrides as well as LGBTIQI sporting events such as GayGames, EuroGames and OutGames.

On the political level in region 12 we celebrated marriage equality in Austria. Switzerland is still on the road with that, while Liechtenstein remains in it’s backward attitude.

The highlight of this term was the joint participation at WorldPride New York with almost 200 people from Region 12. We will carry this incredible sense of community for a long time to come and integrate into our work of prides networking.

It is also noteworthy that in Stonewall50, the anniversary year, we have been able to record a record participation in the Marches as well as in street festivals and visitor numbers throughout the region. In doing so, we identify an ever younger audience whose special needs and their protection we need to focus on in the future.

The upcoming EPOA AGM in Bilbao in September will be the next opportunity to bring the prides of Region 12 together. We have a strong interest in deepening Pride cooperation in Europe. So we are very happy that the idea we developed in the last years of using existing twinning agreements for pride partnerships of German cities become more and more vibrant, especially with British and Polish cities. In addition, some prides were able to establish contact with local prides and LGBTIQI organizations in other twinned towns globally. Often by the support of local authorities.

We are proud to say that the fix half-year rhythm in which the regional conferences take place is established and we have a stable number of attending...
Prides. InterPride and the InterPride AGM is mentioned at our regional conferences every time.

As Regional Directors we do reach out permanently to new members. So we attended a number of prides.

In 2019 Patrick had been to EuroPride Vienna, the prides in Hannover, Bremen, Cologne, Heide, Hamburg and WorldPride New York. David visited the prides in Lübeck, Rostock, Innsbruck, Berlin and WorldPride New York. Uwe attended the prides in Munich, Nuremberg Frankfurt, Copenhagen, Mannheim, EuroPride Vienna and WorldPride New York.

Currently there are 95 Prides in Region 12:
We’re glad that the number of Prides is still slightly increasing in our region - +11 in 2019 - and we know about some upcoming new ones in 2020.

Austria 7 (2 members)
IP/EPOA members:
- HOSI Vienna
- CSD Bregenz

Germany 84 (11 members + 1 associate member)
IP/EPOA members:
- CSD Berlin
- CSD Bielefeld*
- CSD Braunschweig (Sommerlochfestival)
- CSD Düsseldorf
- Hamburg Pride (CSD Hamburg)
- CSD Konstanz (CSD am See)
- CSD Magdeburg
- Mannheim (CSD Rhein-Neckar)
- CSD Mönchengladbach
- Oldenburg (CSD NordWest)
- CSD Rostock*
- CSD Deutschland e.V. – assoc. member

Switzerland 4 (2 members)
IP/EPOA member:
- Zürich pride festival
- Geneva Pride*

Liechtenstein - no prides

*new member in 2019

Our goal is to gain new members and convince them to collaborate and develop the global pride organizers platform. The next regional conference will take place in Munich October 25 – 27, 2019.

REGION 13

Regional Directors: Lucien Spee & Patrick van der Pas

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

Report:
- Reassessment of active Prides in the region was established and contact details are updated.
- Reach out to Prides was performed and improved.
- One-on-one meetings were held with Pride organizers.
- New members were recruited, and potential members were informed about membership possibilities

Regions Supported
Belgium
Relationships with Belgian Prides were improved, and the possibilities of collaborating are investigated. Collaborating concerns Prides working together, involvement in a Dutch Pride platform, as well as providing support for initiatives by Belgian Prides that affect the whole region. Additionally, Patrick performed field visits.

France
There are about 5 new members, where we only had two last AGM. Patrick is learning French and reached out to Prides and new members to provide support in their application processes.

Luxembourg
There are no notable updates on the Pride movement in Luxembourg yet.

Monaco
So far there are no indicators of a Pride taking place, nor one to be organized in the near future.

The Netherlands
There is a growing number of Prides in The Netherlands. Patrick performed several field visits to Prides (existing Prides and new Pride initiatives). Both Regional Directors have performed reach out concerning the possibilities of membership of EPOA/InterPride. Currently Patrick is developing a Dutch Pride Platform to increase the relations amongst Pride organizers, Lucien is talking to sponsors for financial support for this platform.

Rotterdam Pride placed a bid for EuroPride 2023. Both Regional Directors were involved in advising and supporting this bid.

Other Items
- Both Regional Directors were present at WorldPride New York and marched in the InterPride delegation

Regional Director Lucien Spee:
- Amsterdam Pride
- Arranged a donation of 5000 dollars for the InterPride solidarity fund
- Made efforts in getting Pride on the UNESCO World Heritage list
- Had conversations with Primark Benelux on their Pride Line production process and to proceed donations to the Pride movement directly.
Regional Director Patrick van der Pas:
- Stichting Roze Zaterdagen / Pink Saturday
- Secretary Human Rights Committee
- Member WorldPride Committee
- Participated in the Human Rights Conference during WorldPride New York
- Wrote “Fifty Years of Pride: Why the Fight Continues”, published in Libel (and other platforms), June 2019

REGION 14
Regional Director: Juan Carlos Alonso Reguero


Report:
Since the 2018 INTERPRIDE World Conference & AGM in Saskatoon, I have continued to work to achieve the mission of InterPride:
- Promotion of InterPride and WorldPride.
- Prides I have attended since the last INTERPRIDE AGM
- Nationals and International Meetings.
- Work performed as Conference Coordinator from EPOA Board of Directors.

- During the last International Tourism Fair of Madrid (FITUR) from 23th to 27th of January I made a special promotion from INTERPRIDE at the stand AEGAL/Madrid Pride had in the LGBT area of the fair. I also showed a presentation of Madrid Pride 2019 on the FITUR LGBT Stage.
- Since I occupy the position of RD 14, all printed programs, brochures, and informative items of Madrid Pride, are displaying the INTERPRIDE & EPOA logos following my instructions in order to promote the Associations.
- All these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

During this year I have attended several Prides in Europe and Latin America I have had a lot of meetings with national & International Associations and Organizations to increase communication and participation in our Region and in InterPride.

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 Puer-

Prides I have attended
- Copenhagen Winter Pride Week (Denmark)
- Belgium Pride (Brussels, Belgium)
- EuroPride 2019, Vienna (Austria)
- "Marcha de la Diversidad" "Costa Rica Pride" (Costa Rica)
- WorldPride & Stonewall 50, New York (USA)
- Madrid Pride (Spain)
- Copenhagen Pride (Denmark)

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 Málaga and Spain.
- I have participated in the V National Meeting of Companies engaged with HIV & AIDS in Spain, organized by the “Federación Trabajando en Positivo” (Federation Working in Positive), Madrid, 28th of February 2019.
- Begoña Alley Association Meeting, 4-5 April, Málaga, Spain. Begoña Alley of Torremolinos is the historical site and birthplace of LGBTQI+ rights and freedoms in Spain during the 60’s (from 1962 to 1971) more info: www.pasajebegona.com
- Torremolinos, Spain, 23-31 July 2019. I have had meetings with Pride Torremolinos organizers for to be a member in EPOA & INTERPRIDE, also with representatives of the Torremolinos City Council, Business organizations, Begoña Alley Association and social co-institutes preparing a project of international positioning LGBTQI+ for Torremolinos, Málaga and Costa del Sol.
- Las Palmas de Gran Canaria, Spain, 23 September - 1 October 2019

INTERNATIONAL MEETINGS
- I have held meetings in Bilbao, in April 11 & 12Th and in September 11 & 12th to prepare the EPOA AGM in September and with the objective of increasing the presence of delegates from the Region 14, and prepare the EPOA AGM Agenda including InterPride Europe Regional Caucus.
- I participated in the Skype calls of INTERPRIDE Board from November 2018 to September 2019. (Also in the World Pride Committee, Human Rights Committee & Restructuring Committee).

Work performed as Conference Coordinator from EPOA Board of Directors.
Work intensively with the organizers of the EPOA AGM in Bilbao (2 different teams in the last 12 months), have several meetings with the Bilbao team and representatives of the Bilbao City Council and the Basque Government, a press conference with them (12th of September) and two inspection visit to Bilbao.
- In Bilbao, 20-22/09/2019 EPOA celebrated its Annual General Meeting. The EPOA AGM was hosted by Bilbao Bizkaia Pride & Ortzadar LGBT who arranged with EPOA Conference Coordinator and EPOA Board, reflecting the heritage and future of the Organization. For 3 days were held two EPOA Board Meeting, three plenary sessions, workshops, more than 14 speakers, one Institutional Ceremony, and a full “social events” program. It has been an EPOA AGM record attended by 150 delegates.
- Prepare the “contract and type document” for all Organizations that want host the EPOA AGM in the future.
-Represent the voice of EPOA and INTERPRIDE Region 14 at the ILGA Europe Conference.
- I have attended the “EPOA extra Board Meeting” that had taken place to date: Barcelona (Spain) from 12th-14th October 2018
- Lisbon (Portugal) from 18th-20th January 2019
- Vienna (Austria) from 13th - 16th June 2019
- Copenhagen (Denmark) from 15th - 18th August
- Also I have participated in all Skype call of EPOA Board of Directors.

REGIONAL UPDATES:
On January 25, 2019, in Madrid I coordinated a meeting, which was attended by representatives of the Prides of: Bilbao, Barcelona, Ibiza, Benidorm, Maspalomas, Torremolinos, Málaga, Seville, Valencia and Sitges. This meeting served to create
the Prides network of Spain. Prides that are not members of EPOA have been invited to become members of our Organization.

During the months of February March and April I have contacted other Prides of Spain to participate in a second meeting that took place in Madrid, Thursday 4 of July 2019.

On January 18 and 19, 2019, in Lisbon, I held meetings with ILGA Portugal and Varações (Lisbon).

Meeting with Torremolinos Pride Organizers, Torremolinos, Spain. (23 - 31 July 2019)

I have attended at 1st LGBT Atlantic Conference, Bilbao, Spain, September 19, 2019) more info: www.bilbaoisready.com

Meeting with Maspalomas Pride Organizers & Maspalomas Winter Pride (28 September - 1 October 2019) Las Palmas de Gran Canaria, Spain.

OTHER ITEMS

WorldPride Committee:
- Coordinate meetings in Madrid between a delegation of Montreal Pride and the Spanish members of EPOA. (January 2019)
- From 6 to 9 February: Copenhagen Winter Pride Week and meetings with the Organizing Committee of the WorldPride 2021, sharing with them our experience as organizers of the WorldPride of Madrid 2017.

Human Rights Committee:
- Attend and participate in the ILGA-Europe’s Annual Conference in Brussels, Belgium, from October 24 to 27, 2018.
- 15 - 16 February, 2019, Madrid, Spain. SPORTS & DIVERSITY CONGRESS.
- 26 to March 20, 2019: “Madrid & Madrid Pride Save the Date 2019”:

Visit to Mexico City organized jointly with the Madrid City Council to present the events that will take place in our city during 2019, highlighting among them the Pride of Madrid and the commitment of our city to Diversity and Human Rights, Agenda for meetings with activists, LGBTBQI organizations, COMX Pride Organizers, COPRED, COMX government public institutions, LGTBQI Media and LGTBQI influencers.
- 8th - 10th of May, 2019, Madrid, Spain. I have attended like speaker in CIBE-COM 2019, 2nd IBERO-AMERICAN Summit of Strategic Communication.
- 17th - 19th of May, 2019, Brussels, Belgium. I have attended like activist and Rainbow Rose member at Rainbow Rose & PES (Socialist & Democrats) meeting in Brussels Pride

I have participated in several meetings with LGBT associations in Costa Rica and Central America. I have participated in an extensive Social program. I also have attended a press conference and I have had a meeting with the Vice President of the Republic, Epsi Camp-bell, and government representatives to discuss on the situation of LGTBQI rights in the Region.
- 1st - 5th of July, Madrid Spain. “Madrid Summit”:

I have directed the edition of Madrid Summit 2019, during the Madrid Pride 2019. More than 45 Speakers from 15 different Countries around the world. more info: www.madrid-summit.com

REGION 15

Regional Directors: Lilly Dragoeva (Committees Served On List: Human Rights, Member Services), Athanasios Vlachogiannis (alternate)

Region 15: Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Greece, North Macedonia, Montenegro, Serbia, Slovenia, Turkey

Goal: Regional directors in Region 15
Responsibility: Vice President of Operations overseeing Region 15
Measure: Have Regional Directors appointed
Status: Ongoing
Update/Notes: Since the AGM of EPOA in Vienna in September 2018, Goran Miletic (Director for Europe, Civil Rights Defenders) and Lilly Dragoeva (Coordinator, Sofia Pride) served as new regional directors and Athanasios Vlachogiannis as alternate regional director. In August 2019, Goran Miletic was removed from his RD position as a result of 3 consecutive meetings missed and no communication regarding attendance.

Goal: Grow the membership
Responsibility: Regional Directors
Status: Ongoing
Update/Notes: Since August 2018, the membership within the region has grown extensively with five new prides joining the EPOA: BiH Pride (Bosnia & Herzegovina), Queer Montenegro/ Podgorica Pride (Montenegro), Skopje Pride (North Macedonia), Bucharest Pride (Romania), Cluj Pride (Romania).
As part of RDs tasks, we do reach out to new members and raise awareness about the situation of LGBTI rights in the region. As a result, Lilly attended a number of prides: Sofia, Skopje (first Skopje Pride), Thessaloniki (host of EuroPride in 2020), Copenhagen (host of WorldPride 2021), UK and Ireland pride in Newry.

List of EPOA members within Region 15:
- Belgrade Pride, Serbia
- Athens Pride, Greece
- Thessaloniki Pride, Greece
- Sofia Pride, Bulgaria
- Podgorica Pride, Montenegro
- Cluj Pride, Romania
- Bucharest Pride, Romania
- Skopje Pride, North Macedonia
- Sarajevo Pride, Bosnia and Herzegovina

Goal: Solidarity and support
Responsibility: Regional Directors with Human Rights and Co-Presidents
Status: Ongoing
Update/Notes: 2019 is a historic year for the Pride family in Region 15 – Novi Sad, Skopje and Sarajevo successfully hosted their first ever marches for Pride, love and equality!

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The first Novi Sad Pride Parade was successfully held on May 17th which made Novi Sad the second city in Serbia after Belgrade to successfully hold a pride parade. Over 250 participants, over 30 delegates from the embassies of EU countries and other officials and 40 journalists attended the event organized under the slogan “Let’s go out together”. The First Pride of Novi Sad was organized by the IZAJI Group in cooperation with the City of Novi Sad and the Youth Capital of Europe Novi Sad in 2019, as well as with the support of the Belgrade Pride, the Embassy of the Netherlands, Labris - Women’s Lesbian Rights Organization, Yes! and the ERA of the Equal Rights Alliance of LGBTI Persons.

The first pride march in the capital of North Macedonia Skopje was held on June 29 and was preceded by a Pride forum with focus on the Regional dialogue supported by the Ministry of Labor and Social Policy. Close to 1 500 participants from North Macedonia and many Balkan countries attended the first equality march on the streets of Skopje. Region 15 RD Lilly Dragoeva also attended the event and had the honor of addressing the crowd during the official ceremony right after the march. Unfortunately, an incident occurred in Saraj (a suburban settlement in Skopje), immediately after the end of the Pride. Several Balkan LGBTI rights activists, among which Pride organizers from Albania and Bosnia and Herzegovina, were attacked and were taken to the local police station where they give their statements.

In April, Bosnian human rights activists also announced that Bosnia’s first-ever Pride Parade will take place this year! “Bosnia is finally getting its Pride Parade, which will be held on September 8,” group of activists from North Macedonia and many Balkan countries attended the first equality march on the streets of Skopje. Region 15 RD Lilly Dragoeva also attended the event and had the honor of addressing the crowd during the official ceremony right after the march. Unfortunately, an incident occurred in Saraj (a suburban settlement in Skopje), immediately after the end of the Pride. Several Balkan LGBTI rights activists, among which Pride organizers from Albania and Bosnia and Herzegovina, were attacked and were taken to the local police station where they give their statements.

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At the same time, the situation in the region remains difficult. Police pushed back crowds celebrating Istanbul’s 17th gay pride march on June 30, an event Turkish authorities had banned for the fifth year in a row. The rally, on a side street off Istanbul’s main pedestrian avenue, drew several hundred people who cheered and waved rainbow flags. Chants of “shoulder to shoulder against fascism” and “we will not be quiet” were heard among the crowd.
REGION 20

Regional Director: Paul Savage

Report:
Up until this year Region 20 was focused on building capacity and solidarity across the Oceania region of the world that includes the major population centers of Australia and New Zealand. Following the 2018 AGM, informal agreement was reached with the Regional Director for Region 19 that the focus for Region 20 would expand into most of East Asia and South East Asia. There have been a number of factors driving this expansion of focus.

- In the major population centers in Australia and New Zealand, as much as 25% of the population are either born in other Asian countries or are of Asian descent
- This community exerts significant influence both, culturally and politically, across challenging and hostile territories in East Asia and South East Asia
- Australia and New Zealand are amongst the most LGBTQI friendly countries in the world and refuge is most frequently sought in these two countries by LGBTQI people fleeing persecution in many hostile territories across Asia
- Sydney Gay and Lesbian Mardi Gras’ bid to host WorldPride in 2023 has sparked a phenomenal increase in applications for InterPride membership by Pride and LGBTQI community organisations across both Oceania and Asia. This interest has allowed these organisations across East Asia, South East Asia and Australasia to unite in solidarity to build Pride across global south and global east on an unprecedented scale. Strategies will need to be developed to maintain this level of participation and involvement going forward.

Goal 1: Increase membership and participation across the Region(s)
Since the 2018 AGM, membership across Region 20 (and its expanded focus into East Asia and South East Asia) has increased from less than 10 to just under 100 member organisations. This is a significant achievement in growing the InterPride organisation global footprint.

The region is culturally diverse and laws and attitudes towards LGBTQI people vary greatly from country to country. In at least seven countries in Region 20 (19 across all Asia), homosexual activity (mostly between males) continues to be illegal and Pride events are often banned or cancelled by authorities. The Human Rights experiences for LGBTQI people across the expanded region are some of the worst in the world. In addition to existing severe violations in many countries across the region, in the last couple of years we have witnessed a number of worrying regressive trends with countries moving backwards in the treatment of their LGBTQI citizens. This means that solidarity across the expanded footprint is now more important than ever. These developments have included:

- Enforcement of Sharia law and public punishments for LGBTQI people in the Aceh province of Indonesia
- Attempts by the Sultanate of Brunei to accelerate the implementation of new laws permitting the stoning to death of men engaging in gay sex
- Current proposals to implement a ban on extra marital sex across all of Indonesia – that would ultimately lead to a ban on homosexual activity by default
- Ongoing threats to democracy in Hong Kong that will inevitably diminish the rights of LGBTQI people

Goal 2: Support Sydney Gay and Lesbian Mardi Gras in the development of its bid to host WorldPride for the first time in AsiaPacific and the Southern Hemisphere
Sydney Gay and Lesbian Mardi Gras (SGLMC) has submitted its bid to host WorldPride in 2023 and as Regional Director I have continued to collaborate with SGLMC and contribute to the development of that proposition. The organisation deserves huge recognition for their continued leadership, support and engagement across the AsiaPacific Region and this effort has been the driving force behind the unprecedented growth in membership. SGLMC should be congratulated on this achievement and they should be supported in continuing this level of engagement and support by the board and global membership of InterPride. The expanded Region hosts over 50% of the world’s population and significant effort will be required in future years to maintain this momentum.

Goal 3: Collaborate with the Regional Directors in other developing regions to share experiences, grow membership and build capacity in supporting InterPride’s core objective of ‘empowering Pride worldwide’
I view the potential to host a WorldPride event in the Region as a major driving force to encourage growth in membership, not only in Australia, but across the entire region. In addition, I have been working with other Regional Directors in Eastern Europe, South Africa and South America to share experiences and provide support in their own initiatives to increase representation and membership in developing regions. There have been encouraging conversations around developing a model and guidelines that will see a stronger appetite for safe and accessible locations in developing regions to submit future bids to host major InterPride events including WorldPride, AGM and World Conference and the Mid Year Conference - with the ultimate goal of supporting InterPride’s primary objective of ‘empowering Pride worldwide.’