Co-Presidents’ Welcome

We welcome all of you to read our 2020 Annual Report and review the work done by InterPride, its members, and its partners. While this past year has been a challenging one, we have strived to meet the mission and vision of InterPride.

Entering into this new era of InterPride, the organization starts with three Co-Presidents and new Bylaws approved by the membership. These new Bylaws allow for better organizational structure and representations on a broader global level.

Heading into the new year, the spread of the COVID-19 pandemic greatly impacted the LBGTQ+ Pride Events worldwide. Over 500 Pride Organizations worldwide were either postponed or canceled, some with significant impacts on their mission and survival. InterPride, working with its partner networks, developed Global Pride 2020, a 24-hour online live stream Pride Celebration featuring over 500 Pride Organizations with social and cultural programming. In doing so, the Global 2020 event fundraised over USD $125,000 to give back to Pride organizations struggling around the globe.

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

As you review the Annual Report, you will read the reports from our Committees and Executives who strive to voice the LGBTQIA+ community around the world. We work hard together to empower our member organizations in any way we can. From doing educational webinars, facilitating workshops, or using our social media platforms to reach out, InterPride continues to grow.

The Co-Presidents report gives an overview glimpse into the extraordinary work that goes into a volunteer-run organization. Without its members that join the executive and its committees, this work cannot get done. We are not perfect, but we sure aim to be. We strongly urge you to consider joining a committee and help move our organizations forward.

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

Yours in Pride,

Andrew, Linda, Julian

Our Vision
A world where there is full cultural, social and legal equality for all.

Our Mission
Empowering Pride Organizations Worldwide.

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

InterPride accomplishes its mission with Regional Conferences and a General Meeting and World Conference (GM&W). At the GM & World 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 LGBTQIA+ 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 that we are able to react internationally and make a difference.

About InterPride
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.
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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 September 30, 2020. This Annual Report is designed & edited by Jeff Prystajko. Cover: GP20 host Todrick Hall.
InterPride is managed by a Board, Committee Co-Chairs 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:**

**J. Andrew Baker**  
Co-President  
Geneva, Switzerland

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

**Julian Sanjivan**  
Co-President  
NYC, NY, USA

**Emmanuel Temores**  
Vice President,  
Global Outreach & Partnership  
Guadalajara, Jalisco, Mexico

**Marsha H. Levine**  
Vice President,  
Global Outreach & Partnership  
San Francisco, CA, USA

**Natalie Thompson**  
Vice President,  
Global Outreach & Partnership  
Washington D.C., USA

**Carlos Idibouo**  
Vice President,  
Accessibility, Diversity and Inclusion  
Toronto, ON, CA

**Sherri Rase**  
Vice President,  
Development  
Edison, NJ, USA

**Alan Reiff**  
Interim Secretary  
NYC, NY, USA

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

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

**Michele Irimia** *  
Secretary  
NYC, NY, USA

* notes individuals who resigned their positions in 2020
Member Pride Organizations in 20 world regions nominate and elect Regional Representatives to the Global Advisory Council (GAC). The members nominate and elect the Board members.

**REGION 1 GAC REP.**
region01directors@interpride.org

Jorge Solorio
Las Vegas, NV, USA

**REGION 2 GAC REPS.**
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**REGION 3 GAC REPS.**
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Lo Roberts
Houston, TX, USA

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Eve Keller
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**REGION 6 GAC REPS.**
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Tiffany Lyn Royster
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François Laberge
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Port-of-Spain, Trinidad & Tobago

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Andy Train
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Stein Østigaard
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Nairobi, Kenya

Matthew van As
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Kenneth Kwok
Hong Kong, China

Rahul Upadhyay
Gandhinagar, Gujarat, India

**REGION 20 GAC REPS.**
region20directors@interpride.org

Robyn Kennedy
Sydney, NSW, Australia

Russell Weston
Sydney, NSW, Australia
As Co-Presidents, we work collaboratively to represent the best interests of InterPride. We divide up the responsibilities and have weekly meetings to keep each other up to date on each of our tasks. Since the last GM&WC, we have tried to implement the requested changes that the membership requested to help move InterPride into the future and maintain its viability as a global umbrella organization. InterPride represents many member organizations as well as liaises with our Pride platform partners. We are keenly aware of this great responsibility. We look forward to continued collaborations with each member organization and all of our Pride partners.

Check-Ins and Improving Processes
Responsibility: Shared by the three Co-Presidents
Measure: Feedback from the Board, GAC Members, and Co-Chairs
Status: Ongoing
We implemented the following to help address the gaps in communication, increase involvement in decision-making and engagement, and improve processes:

- Co-President — Weekly meetings on Wednesdays
- Executive Team — Check-ins on first Sundays of every month
- Committee Chairs — Check-ins once every quarter
- Regional Representatives — Check-ins once every quarter
- Member Services Committee — Encouraged the Treasurer and the Co-Chairs to work together after James stepped down. This included providing a list of tasks and responsibilities for this year.
- Communications Committee — Recruited Jeff Prystajko to join as one of the Co-Chairs to help with the committee's workload.
- Finance Committee — Monthly check-ins with Trisha and Dave to ensure we manage our cash flow more efficiently.
- Interim Secretary — Engaged Alan to help with secretarial tasks including the pending minutes from 2019 and 2020.

Crisis Management
Responsibility: Shared by the three Co-Presidents
Measure: Annual review at the GM&WC
Status: Ongoing
We had a few crises that we had to address (and are still managing). This has taken the most amount of our time since the 2019 Athens GM&WC with various stakeholders’ regular communications.

- Montreal Pride — Concerns about voting irregularities as the host of WorldPride 2023 during the voting in the 2019 GM&WC in Athens.
- Pride 365 — Reviewing of contract.
- Pridelife — In January 2020, Jeff Altman, the owner of Pridelife, passed. The Co-Presidents thank him for his dedication to our organization for many years. InterPride continues to work with Pridelife and the Altman Estate on probate impacts on our partnership with Pridelife. We are currently reviewing the contract and the payment for 2020/2021.
- Region 16 — Made the difficult decision to ask a few members from Region 16 to leave since they contributed to a hostile environment.
- Auckland Pride — Engaging them as their membership made a difficult decision to leave InterPride due to some incidents in past WorldPride events.
- Sydney Lesbian and Gay Mardi Gras — Worked through some issues brought up regarding one of the 2023 WorldPride bidders.

Maintain Committee Oversight and Participation
Responsibility: Shared by the three Co-Presidents
Measure: Annual review at the GM&WC and feedback from the Co-Chairs
Status: Ongoing
Each Co-President is co-chairing or has taken the initiative to set up the following committees:

- Strategic Planning — Julian is one of the Co-Chairs and is currently working with Frank and Robyn to move the committee forward. The committee is currently working on creating a 5-year strategic plan and implementing the current restructuring plan.
- Human Resources — Julian moved forward with the application and creation of the committee. Andrew is currently one of the Co-Chairs, together with Marsha, Tinesh, and Rahul.
- WorldPride — Linda is one of the Co-Chairs with Kevin and Richard. The team implemented 2 subcommittees; The Copenhagen World Pride Working Group and the Standing Rules Review committee.
- Working Group for New Membership Management Platform — Julian worked with Sue to help set this up. Sue is the lead.
- IP Task Force — Julian helped set this up but facilitated the group to make their own decisions, carry out the investigations, and develop strategies for improvements with minimal supervision. The group is preparing the final report.

Working With and Contracting Subcontractors
Responsibility: Shared by the three Co-Presidents
Measure: Feedback from the Board
Status: Ongoing
- Darcie — Was brought onboard as the Organizational Change Expert. She started on January 6th and finished on April 6th.
- Cathy — Worked as a Communications Consultant very closely with the Communications Committee. She started in December and ended her contract in July. She has significantly helped with the branding and visibility of InterPride.
- Jessie — Is the current Legal Counsel and helps vet all our
contracts. She is instrumental in working on the Montreal and Pride 365 situations.

d. Media Minefield — Media Minefield has been brought onboard to assist with communications regarding crises. They are paid by the hour only when we need to use them.

**Addressing COVID-19**

*Responsibility: Shared by the three Co-Presidents*

*Measure: Annual review at the GM&WC*

*Status: Ongoing*

a. Initial COVID-19 Response Webinar — J. Andrew Baker led this webinar with Steve from EPOA. The concept was a joint project that is shared on our website. InterPride brought in 3 of the 4 speakers to the webinar.

b. COVID-19 Webinar Series — Julian planned a series of 8 webinars, including Mental Hygiene for Pride Organisers, Crisis Communications, COVID-19 Response Strategies, etc.

c. COVID-19 & Prides International Coordination Group (CPICG) — The Group has a slack channel on our system, a group email, a shared folder drive for COVID-19 related materials, and other items. The group has a focal point person from InterPride, EPOA, CSD Deutschland, UKPON, FCP, CAPI, USAP, South Asia, East Asia, Oceania, Africa, and Latin America. J. Andrew Baker and Steve Taylor are the leads on the CPICG. The Co-Presidents worked with regional directors and the executive to identify representatives from our partner organizations, national Pride Networks, and informal regional networks in Africa and Latin America. This group met weekly, as coordinated by InterPride during the first months of the pandemic. Natalie Thompson and J. Andrew Baker are InterPride’s representatives.

**Fundraising**

*Responsibility: Shared by the three Co-Presidents*

*Measure: Annual revenue*

*Status: Ongoing*

a. PrideNight with the Knicks — Julian worked with Darcie to get this promo for Knicks out, collaborating with Madison Square Garden in New York City.

b. WeWork — WeWork reached out to potentially sponsor InterPride. Julian led the scheduling of the call for the initial discussion with Sherri and the Co-Presidents. Dot prepared the initial sponsorship deck, which was revised by Andrew. Julian is coordinating and taking the lead with them. They want to revisit this in October.

c. American Psychiatric Association (APA) — APA reached out to work on a potential partnership. Julian led the scheduling of the call for the initial discussion with Sherri and the Co-Presidents.

d. Pride Condoms — Andrew secured a $100,000 sponsorship contract with Pride Condoms. However, they went bankrupt due to impacts from COVID-19 and are only able to contribute 3% of their total sales.

e. Happy Sox — Andrew initiated the discussion and passed it on to Sherri to manage the relationship. The sponsorship is for 2021.

f. Family Rainbow Mask — Together with Kenneth from Region 19, Julian took the lead in ensuring Kenneth could launch the sales of rainbow masks as a potential fundraising initiative.

g. List of Potential Sponsors — Julian and Andrew developed relationships with numerous partners, both sponsors and potential sponsors for Global Pride 2020. This list has been shared with Sherri to follow up on future partnerships for InterPride.

h. Other opportunities — Julian and Andrew shared other potential fundraising opportunities with Sherri, including Revry and merchandising.

**IT Infrastructure**

*Responsibility: Shared by the three Co-Presidents*

*Measure: Usage and feedback from the members*

*Status: Ongoing*

a. Slack — This was set up by Andrew and Julian in December 2019 to improve communications between Board members. Julian also developed a policy on using Slack.

b. Dashlane — This was set up by Andrew in February to help manage passwords more easily. It allows us to reset and share passwords selectively while terminating access when the person leaves.

c. Updating Google Groups — Julian and Andrew created and updated all our Google Groups to ensure they are current and functioning to ensure everyone can use them seamlessly.

d. Remove emails from spam filters — interPride.org was blacklisted and/or listed as spam by multiple spam filters. Andrew addressed this after numerous calls and emails with them.

e. Setting up Shared Drives — Julian and Andrew are setting up Shared Drives for each committee instead of using public folders.

f. Zoom — Julian has discontinued Go-To-Webinar and migrated the recordings to our archives. Andrew is now setting up a Zoom account for InterPride.

**Outreach**

*Responsibility: Shared by the three Co-Presidents*

*Measure: Usage and feedback from the*

*Status: Outreach was limited due to COVID-19*

a. Mumbai, India — In January, Julian traveled to Mumbai, India, to meet some of the key players there, such as Mumbai Pride, Kashish, and Humsafar. While there, they were able to network with local Pride Organizers and attend Mumbai Pride. Julian mentored Rahul from Gandhinagar Pride, who is now a GAC rep from this world’s region.
b. Irish Pride Network Formation — The Irish Pride Network held its first meeting in January. Similar in political significance as it is the first organization of any kind that combines The Republic of Ireland and Northern Ireland in one organization. EPOA also supported this.

c. Polish Pride Meeting — The National Polish Pride Network was formed at the EPOA meeting Andrew attended in January. 29 Polish Pride organizers were at this meeting.

d. Fierte Canada Pride (FCP) — FCP requested assistance with governance support due to structural changes. Andrew assisted the organization in this and presented at their annual conference in February.

e. Nordic Pride Conference — Andrew attended the Nordic Pride Conference in February in Copenhagen, Denmark. He met with Stein and one of the organizers of Barents Pride (a Russian activist-led Pride) regarding the 2020 and future events. The event is unique in its format and held in Kirkenes, Norway.

f. CAPI — Linda attended the CAPI conference in San Diego, held in February.

g. AIDS 2020 — Andrew joined the Indigenous Planning Committee, who led on Indigenous content at AIDS2020 (scheduled initially in San Francisco, then held virtually). The committee also produced a series of webinars throughout July and the Indigenous Pre-Conference Sessions for the global conference. This is the first Indigenous space where InterPride has formally contributed.

h. PANYC (Pride Alliance of New York City) — Together with other Pride organizers in New York City, Julian is part of an 11-member organization that supports and lifts each other through collaboration within the city. The group meets monthly, and different hosts organize the sessions. The group is currently formalizing its vision, mission, and goals.

Global Pride 2020
Responsibility: The Secretariat with the support of the Co-Presidents

Measure: Success of the broadcast, increased visibility, improved cooperation between Pride networks, and setting up of the Global Pride Fund, amount fundraised


a. Fundraising and Partnerships — Andrew was the Head of Partnerships for Global Pride. Both Julian and Andrew worked on securing close to $2 million worth of sponsorship, both cash and in-kind.

b. Structure and Vision — Andrew developed the idea for Global Pride together with Steve from EPOA. A secretariat was set up, including selecting the Co-Chairs and a vision for Global Pride itself. Global Pride was hosted on June 27th. It consisted of pre-recorded videos, including messages from key speakers from Pride organizers, performances by A-list and local artists from within the LGBTQIA+ community, etc.

c. EPOA and the other Pride Networks — The Co-Presidents were instrumental in ensuring that EPOA, InterPride, and all the regional Pride networks were able to come together to work on Global Pride 2020.

Racism and Oppression Month (ROAM)
Responsibility: Shared by the three Co-Presidents

Measure: Increased understanding and awareness of racism and oppression by members

Status: Launched in September 2020 but it will be ongoing

a. Statement on Racism — Linda worked on a statement for InterPride that was later passed on to Carlos to improve on it. The statement reinforces InterPride’s stand on racism and what we plan to do to address it. This will be launched on September 1st.

b. Working group — Julian started a working group, with members from all over the world, and developed a vision to plan and launch ROAM. Carlos was selected to lead this.

c. Initiatives — Various initiatives, including webinars, talks, and more, will be launched in September. This will be a precursor for more initiatives for the rest of the year.

Other Goals
Responsibility: Shared by the three Co-Presidents

Measure: Annual review at the GM&WC

Status: Completed

a. Confirmation of Committee Co-Chairs — All committees and their Co-Chairs were finalized by December 2019.

b. Numerous media interviews — The Co-Presidents conducted numerous media interviews to help promote Global Pride and put InterPride under the limelight. This included Time, Forbes, Vox, and many more.

c. Contract with USAP — Linda finalized a partnership agreement with USAP similar to EPOA and FCP.

d. Mid-Year Meeting — Julian developed the mid-year meeting agenda based on feedback received from the Board and Co-Chairs. Different facilitators helped with specific segments of the agenda. We had a great turn out with almost 100% attendance. There were ice-breakers, feedback sessions and two educational sessions, and business-related discussions and decisions.

e. 2023 WorldPride Contract — Linda and Jessie led the conversation with Sydney Gay and Lesbian Mardi Gras to finalize the contract, an in-depth contract that took over 6 months of negotiations.

f. Annual Report 2020 — Julian is working with Alan and Jeff to ensure the Annual Report for 2020 will be prepared and delivered on time.

g. Recruiting new GAC members — Julian worked on mentoring and bringing Rahul and Kenneth onboard to the Global Advisory Council.

Transparency Statement

A constant theme presented to the Co-Presidents has been transparency. As you review these projects worked on by the Co-Presidents, realize this has been paramount in our thought process. The implementation of various strategies to allow the Board to be wholly informed has been ongoing. Google Docs, Slack communications, a consistent meeting of the Excom, Co-Chairs, and VPs have allowed us to open up to the Board to be fully informed of all the work ongoing throughout InterPride.
The role of the Vice President of Accessibility, Diversity and Inclusion is to provide InterPride with support and strategies in addressing the challenges faced by the Board, organizations and individuals that share InterPride spaces.

After my election, I had a series of calls with some Pride Organizations to better understand what they would like me to bring to the Board in order to improve the accessibility of a section of our community dealing with visible and invisible disabilities. With the assistance of Julian Sanjivan, discussion regarding an Accessibility, Diversity and Inclusion Policy developed. This arose because InterPride did not have one as of yet. This has been my focus.

Creation of the working group “Accessibility, Diversity and Inclusion Policy”
Responsibility: Committee Co-Chair and committee members
Measure: Policy to be completed within 6 months’ time from start
Status: In progress

Work continues on this project.

Education on oppression and diversity & inclusion
Responsibility: Committee Co-Chair
Measure: Completed two workshops on these subjects at the mid-year
Status: Workshops completed, searching more training

The former Region 19 Regional Director shared these two informative presentations/workshops with me at the 2020 mid-year virtual conference.

BLM Support Statement by InterPride
Responsibility: Myself
Measure: Completion and publication of the statement
Status: Completed

As part of Racism and Oppression Awareness month I was asked to write an Anti-Racism statement on behalf of InterPride showing support of the BLM movement and in support of Indigenous and People of Color Communities. The statement was published as part of month-long activities to highlight the need for action and support.

Educational Programing on Racism and Oppression Awareness Month
Responsibility: Committee Co-chair and designees
Measure: Quantity and quality of programming in September 2020
Status: In-progress

This project’s goals are to develop a way to understand the global LGBTQIA+ situation of racism, oppression, unconscious bias, prejudice, microaggression, colorism, colonialism and how these are all interconnected — and how they exist within InterPride as well. The outcome of this project will be to find a way to move toward progressive change.

There will be online workshops, panels and interactive discussions throughout the month of September to achieve this. If it goes well, we will consider continuing this program longer.
It has certainly been a challenging year, for me and everyone else, when you consider the curveball the COVID-19 coronavirus has lobbed at us. It’s been a mix of both emotional responses and — unexpectedly — a great source of creativity and inspiration. To come from a place of darkness that can immobilize you and emerge with renewed energy is a blessing, despite the moments that might send you back into a short descent.

The role of Vice President is not new to InterPride, it has since been further defined with the addition of Global Outreach and Partnership Management to the title. Beyond that, one of the first duties of the four VPs in this modified role was to sit down and fill out the “job description,” with some specifics, to create guidance for us and future VPs to come. We did this shortly after the Athens 2019 General Meeting & World Conference (GM&WC). From there, we’ve had to pivot from the usual to flow with the change.

**Region Liaison**

VP Globals share the 20 InterPride regions among themselves, serving as a resource for their Regional Directors (RD), Global Advisory Council (GAC) members and leaders in their communities should they need assistance with their duties (I am assigned to Regions 1, 2, 3, 11, and 20). Over the last ten months I have been in communication mostly by way of emails, phone calls, and a few Zoom meetings.

Region 2 is my growth champion for 2020! After three or more years of little-to-no representation, through the efforts of Steven Herevia, President of OutSpokane (Washington), elected to the GAC in March — he has increased participation from just a scant few to about 35 Pride or Pride-related organizations in just six short months!

Starting long before the Athens 2019 GM&WC, Sydney Mardi Gras has tirelessly worked on Region 20’s visibility, as well as including neighboring Region 19 in their outreach — expanding both over the last two years. Their consistent commitment to InterPride is very much appreciated.

Regions 1, 3, and 11 have been stable regions for many years, with Region 1 being the genesis for CAPI; this was originally the California Association of Prides, Inc., but changed to Consolidated and has since included Regions 2 and 3.

VP Globals are in the process of updating all of the regional member lists to ensure we have current and complete communications.

**Regional Conferences**

Just before the coronavirus shut everything down, I was able to attend the CAPI Annual Meeting and Conference in San Diego, February 27-March 1, 2020. The workshops were very engaging, and it is bittersweet that we all got the chance to celebrate ourselves together within a week of facing a surprising shutdown.

Sadly, most of the other conferences were cancelled so physical attendance wasn’t possible. Through the magic of the Internet, I was able to enjoy the meeting portion of the NERP-POSE conference held in mid-March.

**Committees Chaired**

I currently Co-Chair the following Board committees: Alumni, Hiring, and Scholarship (please refer to their reports for more information). I sit on the Governance and Strategic Planning (previously Restructuring) Committees. Occasionally, I pop into the Fund Development and CSIC Committee meetings.

**Other Items**

Shortly before the 2019 GM&WC I was elected the female Co-President of USAP (The United States Association of Prides, consisting of Regions 1 through 6 of InterPride). We’re still very much in the formative stages and holding bi-monthly meetings (for more information, contact marsha.levine@usaprides.org). They are now a new partnership with InterPride and I serve as the VP Global liaison to USAP.

In March, with the mass cancelling of Pride events, the idea for Global Pride 2020 was conceived. A large-scale virtual event designed to share a view into how Pride is held worldwide was put together with 150+ volunteers — mostly from InterPride — who solicited, edited, and produced 27.5 hours of livestream content representing over 100+ countries including Africa, Asia, Oceania, India, the Americas, Canada and Europe. Hosted on Todrick Hall’s YouTube channel and other platforms, over 57 million viewers enjoyed Global Pride 2020. I joined the Secretariat of GP in late April and then volunteered on the Production Team, first organizing the list of countries under their correct UTC zones (24 of them) for the submission tracking sheet, then coordinating the content curation for the Americas (North, South, Central, Latin) with a handful of very dedicated volunteers (among them, IP Board members Mark Monk, Alan Reiff, Miki Martorell, Emmanuel Temores and Welton Trindade).

I am also employed as the San Francisco Pride Community Relations Manager after having served as their Parade Manager for 18 years and as a consistent member for 35 years. Mayor London Breed declared June 25, 2020 as Marsha H. Levine Day in honor of my 40 years of Pride activism.
In this non-ordinary and challenging time for the world, the Pride movement, and for InterPride as an organization, I have been able to get involved in most of the projects and workgroups that are addressing these issues such as Global Pride, CPICG Group, IPTF and the Racism and Oppression Awareness Group. The response to the COVID-19 crisis through InterPride generated a strong union not seen before between figures from all over the world and especially from Latin America. Other Board members and I are taking advantage of this opportunity to develop platforms and projects such as OLA, the ongoing Ibero American Pride Network.

In February I attended the annual conference of CAPI in San Diego. Due to the pandemic I did not attend any other conferences. I often contribute with documents translations from English into Spanish when needed.

My main objective during these months has been to achieve cohesive results and to work harmoniously on each of the projects and committees I participate in. It has been a year of much learning which ends for me with great respect and admiration for all my colleagues who have given more than 100%.

### Elections for GAC representatives
*Responsibility: Emmanuel Temores, Jorge Solorio, GAC*
*Status: Ongoing*

I coordinated elections for representatives in Regions 9 and Region 17 in December 2019 and August 2020. Welton Trindade (BR), Diane Rodriguez (EC), Javier Umaña (CR) and Rudolph Hanamji (TT) are serving in these regions. Elections in Regions 7, 13 and 14 will be held before the annual conference.

### Increasing membership and engagement in Central America
*Responsibility: Emmanuel Temores*
*Status: Completed*

The lack of participation from Region 9 in the past had complicated processes such as elections for GAC. InterPride is playing a more active role there and vice versa.

### Global Pride, co-chairing the leadership team
*Responsibility: Natalie Thompson, Kristine Garina (EPOA) and Patrick van der Pas.*
*Status: Completed*

I co-led the Global Pride Secretariat Team. We met twice weekly to drive the whole project forward and give strategic directions including on financial decisions.

### Global Pride Outreach and Content Curation
*Responsibility: Emmanuel Temores, Welton Trindade, Marsha Levine, Gardenia Partridge, Jen LaBarbera, the Global Outreach and the Content Curators Team*
*Status: Completed*

Since the beginning of the Global Pride project I worked on reaching out to folks and organizations from Regions 1, 9 and 17 to get involved with content; I also curated part of the content from these regions.

### OLA, Ibero-American Pride Network
*Responsibility: Emmanuel Temores, Diane Rodríguez, Welton Trindade, Juan Carlos Alonso*
*Status: Ongoing*

After months of more regular meetings and improved engagement generated with Global Pride, the workgroup is now working on its mission statements and organizational structure.

### Supporting Prides on COVID-19
*Responsibility: CPICG Group, J. Andrew Baker, Steve Taylor (EPOA)*
*Status: Completed*

I was one of the interlocutors between the CPICG group and Pride Organizers in exchanging information and best practices regarding the COVID-19 pandemic. CPICG met weekly to get updates.

### Boosting the Racism and Oppression Awareness Month
*Responsibility: Emmanuel Temores, Carlos Idibouo and the ROAM Workgroup*
*Status: Ongoing*

I am currently coordinating a webinar in Spanish to be included in the calendar of activities and I am participating in other dynamics of the group with the aim of generating appropriate content.

### Guadalajara 2021, WC&GM
*Responsibility: Guadalajara Pride and CSIC*
*Status: In process*

As a member of Guadalajara Pride, hosts of InterPride WC&GM in 2021, I am working constantly on details for the event.
Throughout this year, much attention was placed on updating communication strategies as this was a consistent issue among organization members. Working with the Communications Committee and the Co-Presidents, new strategies to connect Region members across committees and the Board were introduced such as Slack, Google Meet, GoToMeeting/GoToWebinar, Zoom, and updates were made to the Google email groups. This improvement in communication assisted in the organization’s ability to participate in significantly impactful events such as Global Pride 2020 and the Racism and Oppression Awareness Month initiative.

As the VP of Global Outreach and Partnerships, my goal was to understand the unique challenges and opportunities in each Region to determine how best to support. At the beginning of the term, meetings were set up to introduce myself and express my dedication to creating more streamlined processes for the organization. Throughout the year I made myself available for regional representatives to reach out for any needed assistance.

**Identify issues pertaining to each Region (Region 4,5,6,10,16)**

**Responsibility:** VP Global Outreach and Partnerships  
**Measure:** Meetings were set up with each region to discuss challenges and opportunities for improvement in the regions  
**Status:** Meetings were held, in collaboration with Co-President, Julian Sanjivan (Complete)

Each region expressed concerns around communication within InterPride and the need for more clarification on roles and responsibilities. Slack was introduced to assist with communication between regional members and organization-wide communications. Issues had arisen with Google groups and assistance was provided, if necessary, to regional representatives to get the necessary information to update membership lists.

Conversations were also held to discuss regional outreach. Strategies were discussed on ways to increase membership within regions with low numbers. Many regions used Global Pride 2020 as a platform for outreach to current members and non-member organizations. Non-members were encouraged to apply for membership with InterPride; this increased membership within Region 16, a traditionally underrepresented area.

**Global Pride**  
**Responsibility:** Secretariat Co-Chair  
**Measure:** 27+ hour International Virtual Pride event  
**Status:** Completed

Global Pride 2020 was held on June 27th, 2020 as a 28-hour virtual Pride Event streamed on YouTube, Facebook, and Revry TV. With over 57 million viewers, Global Pride 2020 was one of the largest Pride events ever held. Global Pride was a collaborative effort by Pride organizations around the world to address the overwhelming impact COVID-19 has had on the movement. Global Pride raised over $120,000 in fundraising dollars to support organizations and groups around the world to maintain/grow their efforts in their regions. Please see the Global Pride 2020 Annual Report for more details.

**Racism and Oppression Awareness Month**  
**Responsibility:** Committee Member  
**Measure:** In Progress  
**Status:** Ongoing

Racism and Oppression Awareness Month (ROAM) was created to highlight the issues that exist within the Pride movement as it relates to diversity and inclusion. This initiative is being led by Carlos Idibouo, VP of Diversity and Inclusion. The team is coordinating with leaders around the world to provide content to share on topics related to racism and oppression. Currently, the team is working on scheduling webinars and panel discussions to begin in September and continue throughout the year.

**InterPride Task Force**  
**Responsibility:** Committee Member  
**Measure:** Report to be submitted by WCGM  
**Status:** In Process

The InterPride Task Force (IPTF) was created to address issues that arose before, during and after the 2019 GM&WC in Athens, Greece. The Task Force will submit a final report of the investigation and recommendations for the organization to address those issues. Please see the final report for more details.
In recent years energy was put into the development of Pride Radar, the Story Telling program. This year the launch of Pride Academy took place with two online trainings. This platform can now be further developed.

For my role as Co-Chair of the Human Rights Committee and the Restructuring Committee (now Strategic Planning Committee) please check out the reports of both committees respectively.

As an Executive Board member, I have been involved in strategic debates that took place during (executive) Board meetings. Focus in those debates was on rationalization of decision making, ensuring inclusiveness regarding cultural differences, underrepresentation within regions, and strategizing Board policies that will help move the organization forward.

Due to COVID-19, connectivity with Prides and Pride platforms around the globe took place online.

**Maintaining Communication**  
Responsibility: Operations VP (as per assigned regional oversight)  
Measure: Increased levels of input from assigned region  
Status: Ongoing  
Due global COVID-19 pandemic, communications has been maintained by moving to a remote/online system.

**Pride Radar Updating**  
Responsibility: Operations VP and designees  
Measure: Updated version produced by end of 2020  
Status: Ongoing  
Pride Radar has been an ongoing venture that is partnered with Pride365 and InterPride.

**Story Telling Program Updating**  
Responsibility: Subcommittee members of Human Rights Committee  
Measure: Additional stories added to the program  
Status: Ongoing  
Update/Notes: This is a program that has been in progress for a few years and is constantly being updated.

**Active Participation as an ExCom VP**  
Responsibility: Myself  
Measure: Number of tasks taken on, completing assigned tasks  
Status: Ongoing up to 2020 GM&W and election  
This is a common goal of all InterPride Vice Presidents.
I am happy to take on this position to complete the term that was opened when the elected Secretary stepped down. I was able to assist her to get the backlog of work done. Having been the Board Secretary in the past and having been assisting the Secretary since the beginning of 2020, this is a role I can facilitate easily with continuity for InterPride. I will continue in this position till the close of the 2020 GM&WC at which time the newly elected Secretary will take over. I want to thank Michele Irimia for her work and for helping me with the Secretarial duties. I look forward to the productive next two months.

Transcribing Board Meeting Minutes & proper storage of such
Responsibility: Board Secretary or designee
Measure: Minutes are distributed and stored on Google Drive within 2 weeks after each Board meeting (pending emergency delay)
Status: November, December 2019, January – August 2020 have been transcribed and uploaded. (Completed)
Mid-year meeting held in April constitutes Board minutes for April 2020.

Transcribing 2019 GM&WC Plenary and Board minutes from Athens, Greece
Responsibility: Board Secretary or designee
Measure: Must be completed prior to 2020 GM&WC and distributed and stored accordingly
Status: Ongoing
Taped recordings and distributed agendas are being reviewed and used to transcribe minutes of required meetings/events.

Reviewing all emails sent to info@interpride.org for proper action
Responsibility: Board Secretary or designee
Measure: if the number of unanswered emails are high or not
Status: Effective from appointment, all emails coming in have been read; redirected to proper Board, GAC or Committee; or deleted as spam.
This is an Ongoing task that must be constantly monitored.

Assist with the production of the 2020 Annual Report
Responsibility: Jeff Prystajko, Julian Sanjivan, Alan Reiff and all Board, GAC, and Committee chairs to send in their submissions
Measure: Submissions due August 31, report to be distributed prior to the 2020 GM&WC
Status: Ongoing
If all goes well, the report will be sent out in early October.

Maintaining Correspondences and Emails
Responsibility: Board Secretary or designee
Measure: Quality of emails sent, satisfaction of constituents.
Status: Ongoing
General duties of the Board Secretary.

Taking accurate minutes, transcribing them, distributing them and storing them as well as assisting in disseminating agendas in a timely fashion at the 2020 Virtual GM&WC organized by Oslo Pride.
Responsibility: Board Secretary or designee
Measure: Quality of documents at the 2020 GM&WC and post recording of required data.
Status: Not started yet.
Based on agendas and virtual recordings, these documents will be transcribed, distributed and stored.
The overall financial picture for InterPride is positive because of increased income from WorldPride. While down from last year, membership fees are on track for the year. InterPride has also received over USD $100,000 in restricted funds as one of the fiduciaries for Global Pride.

Reconcile Accounts each month
Responsibility: Dave Wait
Measure: Balance Sheet and Budget Report available for each Board meeting
Status: Ongoing

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 records have been received by our membership partners: CAPI Fierté Canada Pride and EPOA; final payments from these members have not been received as of August 31, 2020.

Review investment strategy with Finance Committee
Responsibility: Dave Wait
Measure: Minutes of the discussion
Status: A call with our investment advisor is scheduled

Prompt Processing of Scholarship and Scholarship Requests
Responsibility: Dave Wait
Measure: That all requests for payment are completed within two weeks of receiving the completed request
Status: The form for submitting requests for scholarships has been revised. Due to COVID-19 no requests for payment have been received.

Maintain the Membership Database
Responsibility: Dave Wait
Measure: Maintaining an accurate membership database
The database is up to date for all regions except for 07. This is a difficult process since we have to rely on the assistance of Treasurers from our partners to receive membership information and payments from our partner organizations.
Action Item: Revision of the Standing Rules regarding membership payments and processing. The rule was developed so InterPride and our regional members can have up-to-date membership information for all members and to reduce the amount of time that is spent by the Member Services Committee and Treasurer to double check that all memberships are properly reconciled.

Additional Activities
The Treasurer has also assisted other committees as needs arose. The major items include:

InterPride Finance Committee
The Finance Committee changed its quarterly meeting schedule to every two months to review our accounts and activities that have taken place or will in the near future. Minutes of the meetings are filed with the InterPride Secretary.

Global Pride
The InterPride Treasurer became one of the co-Treasurers for Global Pride. This involvement consisted of:
- Attending the weekly meetings leading up to Global Pride
- Accounting for the income and expenses for Global Pride
- Developing and coordinating the grants that will be distributed from the funds donated to Global Pride

Member Services
With the resignation of the VP of Member Services, the Treasurer has been working closely with the Co-Chairs of the Member Services Committee.
- Meeting with the Co-Chairs
- Developing a form to credential and vet voting members for the GM&WC
- Providing information to the committee to vet the voting members
- Developing a work plan for the committee

Accounting Procedures Manual
A draft accounting procedures manual has been developed and will be shared with the Finance Committee for their input.

Hiring Committee
The Treasurer has been attending meetings of the Hiring Committee to ensure that the hiring and processing meets financial reporting rules and laws and to make sure that we have the proper documentation to pay individuals in a timely manner while retaining the documents needed for our financial filings.

Goals for 2021:
- Finalize InterPride’s Accounting Procedures Manual
- Select a membership portal to accept and maintain membership records
- Work with Treasurers of our membership partners to streamline the sharing of data between our organizations.
The COVID-19 pandemic has had a devastating impact on Pride organizations worldwide with hundreds of marches and events cancelled or postponed. Global Pride 2020 was created to provide a unique opportunity for the LGBTQIA+ community around the world to virtually come together and celebrate diversity and equality through a 27+ hour streaming event that took place on June 27, 2020. The goal of Global Pride 2020 was to raise funds to support organizations and groups impacted by COVID-19 and was expanded to assist with diversity, equity and inclusion initiatives within LGBTQIA+ organizations and groups to address the most pressing issues within the movement.

This project was a collaborative effort led by InterPride and EPOA with assistance from Pride Networks worldwide.

Pride organizations who assisted with Global Pride 2020:
- CSD Deutschland
- Fierté Canada Pride
- Orgullo Latinoamérica (OLA)
- Svenska Pride
- UK Pride Organisers Network
- US Association of Prides
- Sydney Gay & Lesbian Mardi Gras (Outreach and content curation for the Asia-Pacific Region)
- Beirut Pride

Volunteers

The Global Pride 2020 team was comprised of over 100 volunteers from 24 countries including the United Kingdom, Canada, United States, Italy, South Africa, Brazil, Ireland, Spain, Mexico, Portugal, India, Latvia, Sweden, France, Denmark, North Macedonia, Lebanon, Australia, The Netherlands, Estonia, Switzerland, Germany and Norway. The Leadership Team — identified as the Secretariat — included three Co-Chairs and team leads responsible for Communications, Outreach, Partnerships, Finance and Production. Volunteers were divided into the teams previously listed and day-to-day tasks were managed by the team leads.

The Secretariat team met online twice a week to drive the project forward and give strategic direction and support to the teams along with the support of a Project Manager.
Outreach

Content curators were tasked with reaching out to groups from all over the world in order to obtain a diverse collection of content for the project. Strategic outreach was conducted to make sure that all groups were represented with much focus on groups supporting Youth, Seniors, Faith-Based, Trans, and Gender Non-Conforming communities.

Over 1,500 submissions were received from more than 500 individuals, organizations and groups worldwide.

Communication/PR

With the assistance of PR Consultant Cathy Renna and the Communications Team led by Steve Taylor, Global Pride created a robust communication strategy which resulted in garnering worldwide media attention and a viewership estimated at about 57 million. Global Pride 2020 was featured in Reuters, Forbes, Gay City News, Time Out, GQ, NBC News, DIVA Magazine and The Washington Blade to name just a few.

Partnerships

Global Pride 2020 would not have been possible without the support of businesses such as Queerty, Gilead, Time Out Group, DIVA Media Group, GIPHY, TripAdvisor and 32 other partners. These partners helped to elevate the Global Pride brand and bring in sponsorship dollars to contribute to the Global Pride 2020 Fund.

Fundraising

Global Pride 2020 raised approximately $120,000 from sponsors and individual contributors. These funds have been divided into three grant programs (Global Pride Relief Fund for Pride impacted by COVID-19, a Support Fund for under-represented communities, and a Support Fund for Pride organizations creating/sustaining programming dealing with racism, oppression, and injustice in their region). Funds are scheduled to be fully distributed by November 2020. Groups who receive funds are tasked with completing reports on the use of funds within 60 days of work completed with a firm deadline of December 31, 2021.

Details

With Michelle Meow leading the production group, the final product was released as follows:

- 27+ hour broadcast hosted by Todrick Hall and streamed on YouTube, Facebook and Revry TV.
- More than 700 pieces of contributed content were arranged by region to include spoken segments, performances, films and celebrity cameos. (All speakers and artists donated their appearances and none were paid by Global Pride 2020 or the partner organizations.)
- Major Artists/World Leaders Included: Laverne Cox, Elton John, Denise Ho, Adam Lambert, Olivia Newton John, Pussy Riot, Kesha, Pabllo Vittar, former USA VP Joe Biden, Canadian Prime Minister Justin Trudeau, and HRH Crown Princess Mary of Denmark. (For a complete list please visit globalpride2020.org.)
- Content from 111 countries and territories representing all continents was utilized in the final production.
- Viewership from 163 countries and territories.
- Content was produced in 33 different languages.
- English captions and International Sign Interpreters were provided to assist with accessibility needs.
Alumni

Thanks largely to Perin Hurewitz, who was responsible for creating, verifying, and maintaining the first database of InterPride conference registrants from inception in 1982 to updating in 2020. The Alumni Committee caretakes the list of those who have contributed to the history of the organization.

The Alumni Committee currently recognizes those who have reached milestones within InterPride (5, 10, 15, 20, 25, 30, 35 years of attendance) and assists the Governance Committee with verifying that Board of Director executive officer candidates meet certain criteria.
Normally, the Alumni Committee (and previously, Perin and Sue Doster), would get the registration list from the CSIC Committee and/or host city of the GM&WC to organize and order the milestone badges for those attending. However with the pandemic this year, there is no physical conference for us to hand these out. Thus, we’ll suspend the honor for this year, unless we determine we wish to order them and mail them out post-conference, depending upon the revenue status and budget. We will resume in 2021, pending a physical conference in Guadalajara.

We often participate in the History of InterPride orientations. We will check in with Oslo to make sure this is scheduled and has a moderator. The Governance Committee will ask the Alumni Committee to verify that candidates nominated meet the criteria set in the Bylaws and Standing Rules.
The Communications Committee held five meetings throughout 2020. The Co-Chairs had additional planning meetings throughout the year to discuss strategy with PR consultant Cathy Renna. The Co-Chairs also communicated at least once daily to follow through on strategy implementation and to discuss ongoing programs/projects.

The committee worked on prioritizing goals to more effectively support the work being done within InterPride and its other committees. The Committee had ambitious goals to transform methods of outreach in ways that would better support the organization, allowing InterPride to participate in global initiatives such as Global Pride 2020 and Racism and Oppression Awareness Month (ROAM).
**Increase Social Media Engagement**

**Responsibility:** Committee  
**Measure:** Engagements steadily increased across all social media platforms due to the promotion of InterPride’s participation in global initiatives  
**Status:** Ongoing

InterPride Social Media outreach had increased in comparison to previous years, specifically within the last six months of the InterPride 2020 fiscal year. The Communications Committee created campaigns to celebrate Transgender Day of Visibility and worked on covering news for Global Pride. An increased frequency of postings resulted in an increase in engagement amongst all platforms including Twitter, Facebook and Instagram. On April 1, the InterPride Facebook Page content had a reach of 44.3 thousand, by far the largest engagement on this platform at that point. Due to Global Pride, InterPride’s social media engagements reached numbers in the millions due to the promotion of the event and sharing of other media coverage.  

The Committee developed a calendar in Google Drive to also assist with organizing other campaigns. We encouraged others to contribute to the calendar in order to have diverse content across committees. Committees were encouraged to submit content to the calendar throughout the year providing images, links and instructions for each post. For time-sensitive content requiring a quick turn-around, committees were encouraged to email Co-Chairs and Cathy, or use Slack to share with the committee along with adding the information to the calendar for tracking purposes.

**Develop LGBTQIA+ and mainstream media lists for future use**  
**Responsibility:** Communications Committee  
**Status:** Ongoing

Along with the support of PR Consultant Cathay Renna, InterPride has begun to compile a list of media contacts within the LGBTQIA+ community and other mainstream media outlets. Global Pride allowed for more media coverage of the work being done by InterPride and media outlets taking a greater interest in the organization. InterPride has been utilizing this newfound media interest to compile a comprehensive list of media contacts to share press releases and other communications. As an ongoing project, the committee will regularly add contacts to the list to increase our outreach efforts.

**Strategize best practices for communications and provide support for InterPride Committees**  
**Responsibility:** Committee  
**Measure:** Increased engagement with committees  
**Status:** Ongoing

The Communications Committee met with other Committee Chairs to get insight on the types of support needed for their global outreach. We noticed in meetings with the Human Rights and Diversity Committee leadership that a Marketing component was needed to attain the goals of other committees regarding the visibility of InterPride. The Committee utilized these meetings to understand their needs and provide a clearer understanding of their responsibilities as it relates to communication. This is an ongoing process and will remain a goal for the next year as we continue to solidify the best methods of communications outreach.

Also, with the assistance of members from other committees, a Translation Subcommittee was created to assist with content accessibility as well as the development of a lexicon for organizational use.
The Conference Structure and Integrity Committee (CSIC) is tasked with assisting members hosting the General Meeting and World Conference (GM&WC) and the Mid-Year Meeting of the Board of Directors (MYM) deliver impactful and well-organized meetings that respond to the needs of the membership of InterPride. CSIC also works with the members bidding to host these meetings in the future.

This year the committee started its involvement in the WorldPride Human Rights Conference, offering support and insight at the pleasure and need of the organizers. The last GM&WC that took place in October 2019 in Athens offered a perspective into the demands of InterPride members who called for an improved leadership and for the multiplicity of caucuses. After the GM&WC, CSIC expanded on these demands and asked the membership to complete an assessment form, which served to inform the planning of the next GM&WC while addressing shortcomings and complaints.

The Co-Chairs published a public, in-progress CSIC report which members can consult and comment on, in addition to staying up to date with the committee meetings and the conversation happening around the MYM and the GM&WC.

Next to this thematic document, CSIC established a subcommittee tasked with facilitating the caucuses, hence contributing to an enlarged participation in the GM&WC organization. The COVID-19 restrictions shifted our MYM and GM&WC format from an in-person meeting to an online gathering. CSIC, along with the entire membership and the host city, adapted to the new modalities and came together for a fruitful MYM and a soon-to-happen impactful GM&WC.

- CSIC has contributed to ushering InterPride into an online and accessible format of meetings that would turn into a hybrid model of in-person and online gatherings after the COVID-19 restrictions are lifted.
- CSIC caucus approach allows for willing members to take ownership for the GM&WC.
- CSIC report in-progress offered an accessible and timely document to follow up the committee work and to participate in decision making.
Organizing the General Meeting and World Conference (GM&WC)
Responsibility: Oslo Pride, CSIC, Caucus Subcommittee
Measure: Review of the evaluation after the conference
Status: Ongoing
This goal changed drastically due to COVID-19. Oslo Pride, as the conference host, and CSIC have worked together to shift the conference to an online offering.

Accompanying the WorldPride Human Rights Conference
Responsibility: Copenhagen Pride, CSIC
Status: Ongoing
The Human Rights Director of Copenhagen 2021 attends the monthly CSIC meetings and updates the committee on the WorldPride Human Rights Conference while also asking for input and committee contribution.

Organizing the Mid-Year Meeting (MYM)
Responsibility: CSIC, InterPride Board
Measure: The MYM had the greatest number of Board Members since its inception participating to conduct the business of InterPride
Status: Completed
The success of the meeting will be used to help plan future online meetings.

Bidding for the GM&WC 2022 and for the MYM 2021
Responsibility: CSIC
Measure: When the host of the conferences have been selected
Status: Ongoing
This has been placed on hold until January 2021, once we know the long term challenges of COVID-19 and if Guadalajara Pride will be moving the 2021 conference to 2022.

Review CSIC Standing Rules
Responsibility: CSIC
Status: Ongoing
No changes in the standing rules are being proposed this year.

Members
Lars Arnesen, J. Andrew Baker, Denis-Martin Chabot, Parker Chapple, Linda DeMarco, Jessie Destefano, Lilly Dragoeva, Kristine Garina, Mo George, Uwe Hörner, Bianca Humady Rey, Barry Karlenzig, Deepak Kashyap, Alf Kjeller, Michael Kroeger, Jen LaBarbera, Aron LeFevre, Marsha H. Levine, Mark Liberson, Mario Longhi, Mark Monk, Sherri Rase, Juan Carlos Alonso Reguero, Alan Reiff, Julian Sanjivan, Ashley Smith, Emmanuel Temores, Patrick van der Pas
The 2020 Budget was approved at the 2019 General Meeting & World Conference (GM&WC) in Athens, Greece. The Balance Sheet and Budget to Actual Report will be distributed during the 2020 General Meeting. InterPride maintains six different accounts:

- Bank of America that serves as the operating account
- Commonwealth accounts are linked for our investment accounts. During the year we combined our two Commonwealth accounts into one.
- Two accounts are held with Infinex Investments. One is for long term investments, one is a shorter term money market account.
- PayPal for transactions as needed

The balance in each account as of August 31, 2020 is:

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<th>Account</th>
<th>8/31/19 Balance</th>
<th>8/31/20 Balance</th>
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<td>Bank of America</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$335,706.52</strong></td>
<td><strong>$483,485.93</strong></td>
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### Finance

**Budget vs. Actuals: FY 20**  
**January - August, 2020**

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<thead>
<tr>
<th>Total</th>
<th>Actual</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
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<td>200 Fund Development</td>
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<td>Unapplied Cash Payment Income</td>
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<tr>
<td><strong>Total Revenue</strong></td>
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<td><strong>Expenditures</strong></td>
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<td>4000 CSIC/Conferences</td>
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<td>17,500.00</td>
</tr>
<tr>
<td>5000 Communications</td>
<td>5,000.00</td>
<td>5,000.00</td>
</tr>
<tr>
<td>6000 Human Rights/Solidarity</td>
<td>3,250.00</td>
<td>5,000.00</td>
</tr>
<tr>
<td>7000 WorldPride</td>
<td>6,067.47</td>
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</tr>
<tr>
<td>8000 Scholarship</td>
<td>3,000.00</td>
<td>3,000.00</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$22,972.04</strong></td>
<td><strong>$84,400.00</strong></td>
</tr>
<tr>
<td><strong>Net Operating Revenue</strong></td>
<td><strong>$16,239.34</strong></td>
<td><strong>-$24,145.00</strong></td>
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<tr>
<td><strong>Other Revenue</strong></td>
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</tr>
<tr>
<td>320 Investment Income</td>
<td>16,559.72</td>
<td>25,000.00</td>
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<tr>
<td>400 Restricted</td>
<td>106,473.11</td>
<td></td>
</tr>
<tr>
<td>601 Global Pride Income</td>
<td>151,885.53</td>
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<tr>
<td><strong>Total Other Revenue</strong></td>
<td><strong>$274,918.36</strong></td>
<td><strong>$25,000.00</strong></td>
</tr>
<tr>
<td><strong>Other Expenditures</strong></td>
<td></td>
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<tr>
<td>491 Condom Agreement</td>
<td>62,965.00</td>
<td>65,000.00</td>
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<tr>
<td>600 Global Pride Expense</td>
<td>71,652.36</td>
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<tr>
<td><strong>Total Other Expenditures</strong></td>
<td><strong>$134,617.36</strong></td>
<td><strong>$65,000.00</strong></td>
</tr>
<tr>
<td><strong>Net Other Revenue</strong></td>
<td><strong>$140,301.00</strong></td>
<td><strong>-$40,000.00</strong></td>
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<tr>
<td><strong>Net Revenue</strong></td>
<td><strong>$156,540.34</strong></td>
<td><strong>-$64,145.00</strong></td>
</tr>
</tbody>
</table>
# Statement of Financial Position

## As of August 31, 2020

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Total</th>
<th>As of Aug 31, 2020</th>
<th>As of Aug 31, 2019 (PY)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
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<tr>
<td>Bank Accounts</td>
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<tr>
<td>1 BOA Checking</td>
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<td>20 First Commonwealth Investment</td>
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<td>25 First Commonwealth Checking</td>
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<tr>
<td>30 Infinex Money Market</td>
<td>$55,875.70</td>
<td>$45,969.13</td>
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<tr>
<td>40 Infinex Mutual Funds</td>
<td>$223,088.83</td>
<td>$206,001.94</td>
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<tr>
<td>60 PayPal</td>
<td>$6,643.44</td>
<td>$5,312.10</td>
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<tr>
<td><strong>Total Bank Accounts</strong></td>
<td><strong>$483,485.92</strong></td>
<td><strong>$335,706.52</strong></td>
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<tr>
<td>Other Current Assets</td>
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</tr>
<tr>
<td>12000 Undeposited Funds</td>
<td>$750.00</td>
<td>$10,690.00</td>
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<tr>
<td><strong>Total Other Current Assets</strong></td>
<td><strong>$750.00</strong></td>
<td><strong>$10,690.00</strong></td>
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</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$484,235.92</strong></td>
<td><strong>$346,396.52</strong></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$484,235.92</strong></td>
<td><strong>$346,396.52</strong></td>
<td></td>
</tr>
</tbody>
</table>

| LIABILITIES AND EQUITY | | | |
| Liabilities | | | |
| **Total Liabilities** | | | |
| Equity | | | |
| 30000 Opening Balance Equity | $219,111.83 | $219,111.83 |
| 32000 Unrestricted Net Assets | $108,583.75 | $39,677.14 |
| Net Revenue | $156,540.34 | $87,607.55 |
| **Total Equity** | **$484,235.92** | **$346,396.52** |
| **TOTAL LIABILITIES AND EQUITY** | **$484,235.92** | **$346,396.52** |

## Restricted amounts:

<table>
<thead>
<tr>
<th>Restricted amounts:</th>
<th>8/31/20 Balance</th>
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</thead>
<tbody>
<tr>
<td>Scholarship</td>
<td>$60,569.96</td>
</tr>
<tr>
<td>Solidarity</td>
<td>$40,311.45</td>
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<td>Pride Radar</td>
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<td>Global Pride</td>
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<td><strong>Restricted Total</strong></td>
<td><strong>$146,829.41</strong></td>
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## Summary:

<table>
<thead>
<tr>
<th>8/31/20 Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restricted Funds</td>
</tr>
<tr>
<td>Investments</td>
</tr>
<tr>
<td>Budgeted Funds</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

## Members

J. Andrew Baker, Dawnie Chin, Hadi Damien, Linda DeMarco, Uwe Horner, Mark Monk, David Reichlin, Julian Sanjivan
Fund Development

Fund Development had a slow start to our content year as COVID-19 demands required two of the four Co-Chairs to step down due to work load outside InterPride. We have a very active committee whose accomplishments include:

- Creating a flow for how leads coming in from outside sources are handled
- Creation of a Sponsorship Deck
- Research and set up of a new Online Store
- Initiation of contact with widely varied potential funding and networking sources including:
  - Amazon Smile
  - American Psychiatric Association
  - Family Mask
  - Happy Socks
  - Pride Basics
  - Pride Condoms
  - Revry
  - RPR Marketing Communications
  - WeWork

Future projects include working toward a Planned Giving initiative and seeking grant opportunities to fund the work of InterPride with a special focus on Solidarity, Scholarship and the new Diversity, Equity and Inclusion initiative launched in September 2020 by InterPride.

Fund Development anticipates our work in a broad range of areas will raise awareness of InterPride’s work as well as raising much-needed funds. The goal is for everyone who wants to support InterPride around the world to be included in all that we do at every level.
Protocol for Lead Distribution
Responsibility: Fund Development Co-Chairs
Measure: Completed in March 2020
Status: In process. Awaiting implementation by Co-Presidents

Creation of Sponsorship Deck
Responsibility: Fund Development Committee, Communications Committee
Measure: Completed in March 2020
Status: Ongoing
A living document, it continues to be refined.

Creation of Online Store – Pride Basics
Responsibility: Fund Development Co-Chairs
Status: In process
Launch expected mid-September.

Fund Raising – Amazon Smile
Responsibility: Fund Development Committee
Status: Ongoing
Need to provide Communications with text reminder.

American Psychiatric Association
Responsibility: J. Andrew Baker, Sherri Rase
Status: In process
On hold, due to COVID-19.

Happy Socks
Responsibility: J. Andrew Baker, Sherri Rase
Measure: Finalizing contract. Awaiting Co-Presidents’ signatures
Status: In process
Update/Notes: Planning work is happening now for global initiative in 2021.

Pride Basics
Responsibility: Fund Development Co-Chairs
Status: Ongoing
Campaign in place for Fall 2020, 2021 in planning stages. 2021 plans await determination of logo and legend at the GM&WC.

Family Mask
Responsibility: Co-Presidents, Fund Development Committee
Measure: Launch September 2020
Status: In process
Disposable masks in boxes imprinted with InterPride logo are available at an affordable rate to all InterPride member organizations. Aggregation of shipping makes for even greater discounts. Details at launch.

Pride Condoms
Responsibility: Co-Presidents
Measure: Contract/revenue share in place
Status: In process
Revenue share has been adjusted downward due to COVID-19.

Revry Initiative
Responsibility: Co-Presidents, Fund Development Chairs
Status: In process
Three part offer:
1) A code is provided for Revry Premium, ad-free LGBTQIA+ content for a month. After 30 days, those who continue pay a subscription. Revry will split the subscription fee for those individuals, monthly through the length of the initiative. This may be extended through 2021.
2) The organization will get a slide ad on Revry to bring awareness to their group, from 25K impressions (US$500 value).
3) Organizations that choose to purchase an ad get 50% off rack rate for the length of the initiative.

RPR Marketing Communications
Responsibility: J. Andrew Baker, Sherri Rase
Status: In Process
Future opportunity with relationship from Global Pride.

Sentient Art Films
Responsibility: Fund Development Co-Chairs
Status: In process
Determine how to utilize LGBTQIA+ film to raise awareness/funds.
Governance

The Governance Committee managed to revise several Bylaws and Standing Rules in the past year despite having to deal with a multitude of grievances submitted. Additionally, to improve the Grievance processes we installed a Grievance submission form for new grievances. The form provides specific and more detailed information which makes it easier for the committee to evaluate the grievances. The Governance Co-Chairs also monitored the actions of the Executive Board and highlighted the missing minutes of Board meetings.

With the revised Grievance submission processes the Governance Committee limits the submission of incomplete grievances or grievances that go beyond the scope of the committee. Furthermore, by addressing the issue of missing minutes of the organization to the Board, the committee prevented the organization from being in a precarious position. Overall the committee made a substantial impact by the revised Bylaws and Standing Rules to improve the organization as a whole.
Governance Committee
Responsibility: Governance Co-Chairs
Measure: Improve structure of the Governance Committee
Status: Ongoing

Although the improvement of the organization of the committee is a continuous effort, a lot of improvements have been completed. Next to improving the Grievance submitting procedures, the Co-Chairs strengthened the structure of the committee by installing a Secretary. Additionally, the three Governance Co-chairs are actively seeking a fourth. Furthermore, the Governance Co-Chairs secured access to committee folders as well as increased security on grievance folders. This restricted access protects the confidentiality of the grievance folders and grants access to only those who need access.

Bylaws and Standing Rules
Responsibility: Governance Committee
Measure: Revising Bylaws and Standing Rules
Status: Ongoing

A variety of Standing Rules and policies were revised in the past year. So far, the revision of the ‘Standing Rules for Governance’ and the ‘Rules and Regulations for Global Advisory Council (GAC)’ have been completed. Furthermore, the Bylaws of ‘Present and Voting’ and the ‘Standing Rule 03.04 (Grievances)’ have been revised and are in the late stages of being implemented.

Onboarding
Responsibility: Governance Co-Chairs (with help of Governance Committee)
Measure: 100% Score on onboarding new members
Status: Ongoing

The Board Agreements were revised and translated into Spanish. All new Board and GAC members were onboarded successfully and in a timely manner. Additionally, the Board Handbook remains under review, but significant work on this has been done already. The Vetting Subcommittee was established in time and a Hiring Subcommittee was established which has put out our first paid vacancy for the organization. Julian, Jessie and Miik are working on the ombudsperson. It is suggested to revise the policies around the ombudsperson in 2021.

Grievances
Responsibility: Governance Committee
Measure: Follow up on grievances submitted
Status: Ongoing

The Governance Committee has dealt with six grievances in the past few months. Next to these grievances the committee and its chairs also assisted people who are in doubt of filing a grievance. To improve the grievance handling processes several steps were taken. The grievance files are better secured, and a form was created to have grievances more clearly submitted. Furthermore, the grievance standing rules were updated.
The Hiring Committee (HC) is newly formed this year and is a subcommittee under the Governance Committee. The main purpose of this committee is to recruit candidates for InterPride, including for the various projects or positions that require a consultant, temporary hire or full-time staff hire.

Currently, the Hiring Committee is recruiting a Strategic Planning and Implementation Consultant. This individual would support the Co-Chairs of the Strategic Planning Committee in the research, completion and implementation of tasks as defined by that committee and/or the Board of Directors and InterPride members, while providing wide and varied administrative and organizational support.

The SPIC application period is over and the screening of applicants is ongoing; soon the committee will begin the interview process.
Recruitment of Strategic Planning and Implementation Consultant
Responsibilities: Drafted job description based upon qualifications submitted by the SP Committee and general research, set up application portal, schedule screening of applications, schedule interviews.
Measures: Steps taken to reach the end result
Status: Ongoing, in the final phases
Job description was prepared, reviewed, and accepted by the other committee members (both SP and HC). A Google form was created and circulated for accepting application submissions for the job posting. A total of 11 applications have been received to date and are being screened for subsequent recruitment process.

Develop committee roles and responsibilities
Responsibility: Draft list posted via Google docs for committee review
Measure: Suggestions being solicited
Status: In process
Will have the list before the 2020 Global Meeting and World Conference (GM&WC).

Develop human resource/hiring guidelines
Responsibility: Collecting examples from other/similar organizations
Measure: Documentation will establish steps
Status: In process, halfway through collection
We would expect this to still be one of the 2021 (early) work plan goals post-GM&WC.

Employee/Contractor recruitment
Responsibility: Identifying resources, creating criteria check-offs
Measure: Process for request form to be created and distributed internally
Status: Beginning phase
This would align the ways and means toward establishing a pool of potentials for upcoming possible positions.

What InterPride needs – Reach out to stakeholders
Responsibility: Getting feedback and opinions from other committees, members and stakeholders
Measure: Documenting suggestions derived from various surveys
Status: In process
Some comments and suggestions have been received. They will be collated.

Resolving Interpersonal/Intra-InterPride Communications
Responsibility: Working to identify the apparent issues with the way we communicate with each other
Measure: Noting issues and solutions (on a Google doc)
Status: In process
We will present the initial findings for comment close to the GM&WC.

Board/Staff Self-Assessment Tool
Responsibility: Pass tool to Governance for review; for use by the Board of Directors, GAC, Committee Co-Chairs.
Measure: Number of forms returned
Status: Governance needs to approve
This is a self-evaluation form to be used by the receiver to identify their strengths and highlight what skills InterPride’s leadership lacks.
During the year, the Human Rights and Diversity Committee (HRD Committee) reviewed its goals and methods. A detailed survey of Committee members was undertaken with 18 members participating.

Overall there was strong support for both reformulating the current objectives of the HRD Committee as well as introducing new mechanisms and strategies to advance the work of the Committee.

Responses to the survey indicated a high level of commitment to achieving tangible outcomes. It was noted that Committee members have a depth of relevant skills that could potentially be better utilized through clearer goals and a defined work program.

Based on the outcomes of the survey, meeting agendas have been restructured to enable an improved focus on areas of particular interest among Committee members including:

- Racial justice and inequality
- Trans rights
- Gender identity and equality
- State-sponsored homophobia and attacks on LGBTQIA+
- Freedom of expression and the right to peaceful public assembly
- Raising the profile of countries where the public expression of Pride is constrained and/or participants face a threat to personal safety and security
Developing a Strategic Work Plan for the Committee

A subcommittee has been established to draft a Strategic Work Plan that sets out:

- Aims/role of the HRD Committee
- Priorities
- Strategies/mechanisms
- Achievements/outcomes (updated on an ongoing basis)
- Itemised work program which includes project description, output, responsibility, time frame

Active participation in Human Rights Conferences

The Committee has formed Working Groups to review and develop proposals for the “Pride as a Global Human Rights Movement” theme at the WorldPride 2021 Human Rights Conference, as well as workshop topics for inclusion in the 2020 InterPride GM&WC.

Timely responses to global issues of concern

As part of the HRD Committee’s reformulated approach, more timely and focused responses will be implemented in relation to global issues of concern. Issues discussed by the HRD this year included the Black Lives Matter campaign, repression of LGBTQIA+ rights in Poland, multiple arrests of people at Mumbai Pride and the failed attempt by activists in Singapore to have homosexuality decriminalised.
Member Services

The Member Services Committee this year has been focusing on ensuring our membership list is current, and also re-vetting membership to check that all our members have the correct membership level ready for this year’s GM&WC.

Earlier this year James Hermansen-Parker, VPMS, stood down from the role, and we as a committee would like to thank him for all the work he has done.

2020 has been a very unusual year and we as a committee have been working on ensuring that no member falls short of our Bylaws in regards to not being able to host a physical Pride Event in 2020.

The Co-Chairs this year have been on a steep learning curve to ensure we are fully up to speed with the role to make sure we provide the best for our members.
New Database
Responsibility: MSC
Measure: Once it has been implemented
Status: Ongoing
This is an ongoing project aimed at making our membership database easier to use and more accessible. Work on this is an ongoing project with multiple people involved.

Membership Communication
Responsibility: MSC, Comms Committee, Exec
Measure: Monthly Member Update
Status: Not Started
We strive to work across multiple committees to increase our communication across the membership, bring a more personal touch to the organization, ensure everyone knows what is going on and educate each other on issues from across each region on how members can help each other going forward.

Membership Vetting
Responsibility: Treasurer, MSC Co-Chairs, GAC Regional Directors
Measure: Completed Members List
Status: In-Progress
Currently vetting all members to ensure correct membership levels and to ensure all members are accredited and ready for the GM&WC. Will be completed prior to GM&WC 2020.

New Member Applications
Responsibility: MSC Co-Chairs
Measure: Monthly
Status: Ongoing
Working on a process to ensure the swift application for new members to ensure vetting and application are done at the same time. We’re also allowing time to gather additional information on new members where needed.
This year due to other big projects within InterPride and the pandemic, it has been challenging to dedicate time to the committee’s work and towards the changes and recommendations necessary to apply the methods and standards that best suit the present and near future of the organization.

Our work was curtailed during the Pride season, however we have been able to update ourselves on our work plans. Methods and Standards members elected a Secretary (Bobby McPherson) for the first time at the beginning of the year in order to support the Co-Chairs in following up on items as well as taking minutes.
E-Ballot for 2020 GM&WC
Responsibility: M&S and Linda de Marco
Status: In Process
Currently overseeing the electronic voting and the process for the 2020 GM&WC.

Organize documents/Google Drive
Responsibility: Darcie Bauman
Status: Completed
Organizing our Google Drive to ease the consultation of files for the committee members, as well as organizing the folders with all documents from current and previous years of the committee.

Updated the Standing Rule list
Responsibility: Darcie Bauman
Status: Completed
Committees and InterPride workgroups can now easily identify the owner of each standing rule as well as its most recent version.

Translation Procedure for IP Business
Responsibility: M&S, proposed by Hadi Damian
Status: Completed
A Proposal by Hadi Damien for an InterPride standing rule related to translation was introduced and approved by the Board. A group of voluntary translators are joining the workgroup to apply the methodology.

InterPride Bylaws changes/ COVID-19
Responsibility: M&S
Status: Ongoing
Due to the discouraging panorama caused by COVID-19 in reference to Prides, several changes in the Bylaws have been applied in order to cover the necessities of the organization.
Established many years ago, the Pam O’Brien Memorial Scholarship Fund helps financially challenged organizations attend the annual General Meeting & World Conference of InterPride. Over the years, dozens of Pride organizations have received the benefit of networking and learning from seasoned Pride organizers from around the World.

This opportunity is made possible only through the generosity of individuals and member organizations. We are very grateful for 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, Cape Cod Pride and was a former Chair of the InterPride’s Scholarship Committee. She was a respected community leader 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 as well as 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.

In May 2020 we announced to membership that all unused scholarship funds scheduled for use in 2020 will be carried forward to the next conference in 2021.

**Using Scholarship Funds to Provide Access to the Internet**

Over the course of May-August, conversations occurred about using scholarship funds to help members who may need assistance securing safe access to secure Internet with sufficient bandwidth to participate in the virtual GM&WC. The committee accepted the task of exploring the possibility of facilitating a few dollars so a Pride member can safely access the Internet and participate in the conference activity.

**Further Discussion on Providing Internet Access to GM&WC**

The Scholarship Committee is quick to acknowledge that we are not technical experts that should be coordinating Internet access to participate in a GM&WC. During the August 16 Board meeting, it was suggested a VPN be set up to allow safe and secure access to participants. The VPN may certainly be the way to go. However, we suggest this is a task of someone with VPN expertise and not a function of the Scholarship Committee. We suggest this might be a task for a technology committee of InterPride to oversee.

**Provide a path for committee members to have ownership of key scholarship program roles**

- **Auction Coordinator** – this individual will take the leadership role in organizing, promoting and managing the actual auction at the GM&WC. This includes procuring items for the auction, soliciting donations and tracking all donations that come in. Also responsible for organizing/lotting auction items, assigning starting bids and printing lot description and bid sheets for the night of the event. Solicit volunteers at the GM&WC and assign jobs to everyone to assist with coordination and setup of the actual auction.
- **Scholarship Award Traffic Coordinator** – this individual is responsible for managing the flow of communication to ensure that each scholarship recipient is securing necessary travel documents, making travel arrangements, hotel bookings, registering for the conference etc. The coordinator will ensure tasks are completed on time to obtain necessary travel visas and to meet registration deadlines. They also ensure that recipients understand what is required of them at the GM&WC.

**Authentication of applications submitted**

Ensure that only authorized representatives of member organizations submit scholarship applications.

Prior to scholarship recipients being selected, the committee will send email confirmations to all organization applicants.
The Pam O’Brien Memorial Scholarship Fund

InterPride offers scholarships to delegates in the form of reimbursable grants so they can attend the annual General Meeting & World Conference. The funds are voluntarily donated by our member organizations and sponsors.

The grant amount can be used for conference registration, accommodations, meals and transportation.

Each delegate applying completes a Scholarship application which includes a statement of need and is reviewed by the Scholarship Committee. A member of the committee is usually assigned to assist an applicant or to assist applying organizations with any questions they have, in order to complete the application correctly prior to being reviewed by the entire committee.

Scholarship distributions are made based on a submission amount requested by the applicant and the amount that the applicant is able to contribute to the actual expenses as well. Grants are usually awarded in May and August prior to the annual General Meeting & World Conference held in October.

The grant is based on reimbursement upon producing expense receipts and submitting reports at the conference related to their attendance. A scholarship recipient cannot receive a grant more than two years in a row unless extenuating circumstances can be substantiated to the committee.

The goal of attendance is to elevate each delegate’s awareness and activism through workshops, plenaries and networking/mentoring opportunities, which they can then turnkey with their colleagues when they return home.

Make scholarship funds available to a wide variety of member organizations

Some members have access to a variety of sources of funding directly from InterPride and from members of InterPride. The intent of the scholarship program is to provide funding to organizations that have a financial need. The committee will endeavor to give priority to fund those who do not have access to other funds. This will help remove perceptions that a scholarship recipient is double dipping. The committee will strive to make funds available to the widest applicant pool as possible.

Complimentary Funding Sources

a. EPOA — EPOA is managing a 2020 GM&WC scholarship program for their members. InterPride will connect with the EPOA Scholarship Committee and ensure resources are utilized to the best of each organization's effort.

b. Solidarity Committee — The Scholarship Committee has pledged to keep communication channels open and identify scholarship applicants who may also be recipients of Solidarity Grants. This does not imply that a solidarity grant recipient will receive special favors during the scholarship application process. The intent is that the two committees work together toward the possibility of creating a streamlined communication channel with solidarity grant recipients who may apply for a scholarship. It is strongly recommended that the Solidarity Committee award extra funds to solidarity recipients so they have the means to attend the GM&WC.

c. InterPride Board members — if funding is available to a Board member from InterPride they will not qualify for a scholarship.

d. FCP, CAPI, POSE, and NERP — Since InterPride scholarships are guided by financial need, the Scholarship Committee will pay particular attention to applicants who may receive funds from other sources that other applicants may not have access to.

Special Thanks to Donors

<table>
<thead>
<tr>
<th>Amount</th>
<th>Organization</th>
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</thead>
<tbody>
<tr>
<td>$10,000</td>
<td>Montreal (Pledged for April)</td>
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<tr>
<td></td>
<td>Heritage of Pride</td>
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<tr>
<td>$5,000</td>
<td>San Diego Pride</td>
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<tr>
<td></td>
<td>LA Pride</td>
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<tr>
<td>$3,200</td>
<td>John-Ross Parks (from Gala Auction)</td>
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<tr>
<td>$850</td>
<td>Bradbury-Sullivan Pride</td>
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<tr>
<td>$500</td>
<td>Winnipeg Pride</td>
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<td>Motor City Pride</td>
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<tr>
<td></td>
<td>Rhode Island Pride</td>
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<tr>
<td>$100-$150</td>
<td>Jared Markowitz</td>
</tr>
<tr>
<td></td>
<td>Alan Reiff</td>
</tr>
<tr>
<td></td>
<td>Staten Island PrideFest</td>
</tr>
</tbody>
</table>

Members

J. Andrew Baker, Madonna Cacciatore, Hadi Damien, Linda DeMarco, Sue Doster, Jean-Pierre Enama, Bianca Humady Rey, Lars Henriksen, Edwin Ivey, Mark Monk, Lucas Salvador, Julian Sanjivan, Carrie West
Solidarity

The main work of this committee includes distributing money to LGBTQIA+ organizations in the global Southern and Eastern regions. Specifically, this committee aims to support events hosted by organizations in regions where LGBTQIA+ work is emerging or dangerous, or that support and represent marginalized groups. This year was an unusual year due to the COVID-19 pandemic as many organizations did not hold in-person events.

As such, much of the work this year of the committee was aimed at finding ways to support organizations while maintaining our specific mandate of providing funds for events. We sent out a call for more information on the events that the organizations were planning on hosting given the COVID-19 situation and limitations.
Receive applications from LGBTQIA+ organizations for funding
Responsibility: Committee
Measure: We received 43 applications in total; 5 in Spanish, 4 in French, 20 in English and 14 in Portuguese. This number is lower than previous years. A trend is emerging of having fewer but more appropriate applications.
Status: Completed

Receiving updated applications reflecting changes due to COVID-19
Responsibility: Committee
Measure: We have received some updates from organizations, but many have not replied to our requests for more information. This information is necessary to confirm that there will be an event for us to fund.
Status: In process

Distributing money
Responsibility: Committee and Finance
Measure: Grant money sent to all grantees
Status: Not started
We are waiting for translations on some of the applications and then will meet to determine who we will distribute funds to. We are planning to hold a portion of the money to transfer to 2021 as we are expecting fewer contributions to the fund and more applications for grants given the current pandemic. The specific amount will be decided while this year’s applications are being reviewed.
This year the Restructuring Committee was renamed the Strategic Planning Committee. Our goals are to reflect InterPride’s commitment to a new process that addresses existing limitations and barriers to inclusion and participation. The strategic planning process will explore the overarching question of what a global umbrella organization of Prides should look like. This process will be implemented through a broad outreach and consultation strategy about what structure, operational methods and governance would enable InterPride to effectively meet the challenges of an evolving Pride movement. To date, the following have been accomplished in 2020 and have had a positive impact on our organization:

- Formally changed the name of the committee from Restructuring to Strategic Planning, as approved by the Board
- Submitted amendments to the Standing Rules that impacted our committee
- Appointed a third Co-Chair in recognition of the increased workload and to ensure diversity and inclusion
- Commenced the process of hiring of a consultant to assist with the strategic planning process
- Commenced design of an Action Plan to implement the goals of the strategic planning process
- Commenced the planning of a workshop for the 2020 Virtual GM&WC as the first step in a much longer, more focused process of consultation
**Drive Cultural Change**  
*Responsibility:* Committee Co-Chairs and committee members, input from community stakeholders  
*Measure:* One year re-evaluation prior to the 2021 GM&WC  
*Status:* Ongoing  
- Engender a culture of inclusion within InterPride to enable all voices to be equally heard  
- Ensure that the voice of members and stakeholders is reflected in policy, governance, and strategic directions on an ongoing basis  
- Develop forms of consultation and interconnection appropriate to respective regions and cultures

**Ensure a Global Focus**  
*Responsibility:* Committee Co-Chairs and committee members, input from community stakeholders, the soon to be hired administrative assistant  
*Measure:* One year re-evaluation prior to the 2021 GM&WC  
*Status:* Ongoing  
- Prepare InterPride for the new realities in the fast moving and changing global environment  
- Enable InterPride to become a recognized leader of Pride organizers globally through its culture of inclusivity

**Develop a Strategic Plan**  
*Responsibility:* Committee Co-Chairs and committee members, input from community stakeholders, the soon to be hired administrative assistant  
*Measure:* Once approved, assess each year of the 5 year plan; final assessment at the end of the 5 year plan  
*Status:* Being created and approved  
- Develop a 5-year strategic plan for 2021-2025 through a bottom-up process of inclusive outreach and consultation with members and the wider global Pride movement  
- Ensure all stakeholders are consulted regularly throughout the strategic planning process  
- Ensure the implementation of the 5-year strategic plan for 2021-2025 is smoothly carried out with multiple feedback loops  
- Ensure feedback and data is collected to see what is working and what is not  
- Communicate and discuss ongoing plans such as timelines and executions with members

**Advise on Incorporation of Strategic Directions**  
*Responsibility:* Committee Co-Chairs and committee members, input from community stakeholders, the soon to be hired consultant  
*Measure:* One year re-evaluation prior to the 2021 GM&WC  
*Status:* Ongoing  
- Advise on operational changes reflecting agreed strategic directions  
- Guide InterPride Committees on reviewing roles and responsibilities consistent with strategic directions

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**Members**  
J. Andrew Baker, Yonas Bennour, Hadi Damien, Sue Doster, Steven Herevia, Uwe Homer, Robyn Kennedy, Marsha Levine, Mark Monk, Juan Carlos Alonso Reguero, Alan Reiff, Lo Roberts, Julian Sanjivan, Jorge Solorio, Emmanuel Temores, Patrick Van der Pas, Dave Wait, Frank Van Dalen
WorldPride

The Committee worked to support Copenhagen, ensure compliance with hosting requirements and lay the groundwork for InterPride’s presence and participation in WorldPride 2021. The Committee also worked with the Co-Presidents to support WorldPride Sydney 2023 and inform the contract negotiations. In addition, the Committee began the work of reviewing and revising the WorldPride Application and Licensure Standing Rules in advance of the 2021 bidding year. However, this work has been put on hold pending the outcome of the InterPride Task Force.

The Committee’s work has advanced the working relationships with future host cities, begun preparations for the 2021 bidding year and InterPride’s presence at Copenhagen 2021, and laid the groundwork for the 2021 WorldPride bidding year.
Support host cities
Responsibility: Committee
Measure: Host city reporting schedules determined, reports received and considered, plans in place for support
Status: Ongoing
The WorldPride Sydney 2023 contract is now in place and reporting has begun. Regular discussion in a working group has advanced planning for Copenhagen 2021, including InterPride’s presence.

Review WorldPride Applications and Licensure Standing Rule
Responsibility: Committee
Measure: Recommendations submitted to Board for consideration
Status: In Process
A working group has been struck and has met multiple times for a line-by-line review of the Standing Rule. However, this work has been put on hold until the results of the Task Force are available, and will be complete by the end of the calendar year.

Seek/Develop future WorldPride bidding organizations
Responsibility: Committee
Measure: Number of member organizations expressing interest in hosting future WorldPrides
Status: Ongoing
At least one member organization has been identified for each of the upcoming WorldPride years, with additional conversations being held with other potential hosts.

Continue to liaise with other InterPride committees
Responsibility: Committee
Measure: Committees engaged
Status: Ongoing
The Committee has engaged with the Human Rights Committee on Copenhagen 2021, Methods and Standards and applications and licensure, Finance on budgeting, and the Executive Committee on the WorldPride Sydney Contract.

Reach out to other organizations, individuals, and regions to participate in committee activities
Responsibility: Co-Chairs, Committee
Measure: Number of individuals and organizations engaged
Status: Ongoing
The Committee Co-Chairs worked extensively to ensure that the committee membership list reflects an engaged membership rather than simply names on a list. At the outset, the membership was over 50, but through consultation, it has been determined that a smaller set of people are actively engaged and remain on the committee.
Our goal is to raise awareness of the advantages for Pride Organizations 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.

Our regional conference was hosted by San Diego Pride in February. This year we welcomed LGBTQIA+ Organizations in addition to Pride Organizations.

There we included workshops and networking. The topics covered CAPI/USAP/InterPride business, inclusion in Prides, sustainable partnerships and challenges within our community. We welcomed Linda DeMarco and Emmanuel Temores from InterPride.

The next regional conference in 2021 will be hosted by Las Vegas PRIDE.

We are working towards an even stronger and more formalized collaboration in our region and to share as many best practices as possible.

Shortly after our conference the whole region was heavily affected by the pandemic. Each week more and more organizations were forced to postpone/cancel their events. Jorge has been assisting CAPI and USAP in keeping a list of all the organizations affected.

In addition we worked on encouraging the member Prides to promote and engage in the Global Pride project. We noted that some of the cancelled Prides announced Global Pride as an alternative project.
Jorge Solorio
Region 2 is home to both a few of the largest Pride celebrations in the U.S. as well as Pride celebrations that have just formed for the first time this year. Regardless of their size or influence, every organizer understands the need for our mission and vision to be galvanized by the current political and social climate. Many find themselves asking the questions: What does Pride mean in 2020? And what is the future of Pride? Black Lives Matter. Black Trans Lives Matter. And until the pendulum for justice begins to swing toward the least of us, many of our Region 2 organizations understand the need for us to be engaged and at the forefront in the work of equity and liberation for all.

Given the impact of COVID-19, all have shifted their output of Pride for this year. Some have had the capacity to shift programming to later in the year. Others have had the resources to develop online programming. A few have been faced with the reality that they are unable to sustain any plan going forward. Any iteration these organizations have had, the energy to re-develop or re-design has been rooted in the need to reflect a safe and healthy expression of our LGBTQIA+ identities.

Still, hope is present. As a region, we have supported the work Prides in Idaho have been doing to turn around recent anti-Trans laws by developing a signed response from Prides across the region. We have developed calls giving leaders the opportunity to check-in amidst COVID-19 and network. At the beginning of June, we collectively took a stand to affirm Black Lives Matter in our communities and in our region. Finally, we continue to build stronger communication methods and practices to ensure that all have a seat at the table.
This past February Region 3 convened and voted in two new representatives. The meeting provided clarity to many participating organizations and built bridges in the perception of InterPride and Region 3. Over the past few years there has been a large decrease in participation of Region 3 members and yet an increase of Region 3 members and participation in CAPI. These issues were discussed and we are currently in the process of ongoing ways to change this narrative. Region 3 has also met bi-weekly in the past few weeks to discuss the climate in which we are in the world today as well as best practices moving forward in this pandemic.

Region 3 proudly helped to support the BLM movement throughout the region through various initiatives to shine light on the marginalized within an already marginalized community.

Since the widespread impact of COVID-19, Lo Roberts has been actively engaging with the region to try and increase morale and participation. As the virtual world expands we have been working together to navigate different ways to work and support one another. In the midst of COVID-19 Region 3 maintained to help cultivate two new Pride Organizations.
Membership Drive and Regional Outreach
Responsibility: Lo Roberts
Measure: An increase of Pride membership in both CAPI and InterPride
Status: Ongoing
Currently Lo Roberts is actively reaching out to both members and non-members for membership retention. There has been an ill attitude towards the organization and its diversity and development; we aim to reach out and help to develop growth and more diversity and perspective.

Increase Regional Participation in CAPI and InterPride
Measure: Number of regional organization members and participation in conferences
Status: Ongoing
We are actively reaching out to individual members to see what we can do to get participation, whether it will be a virtual participation or in person.

We also provide scholarships and help less fortunate regional Prides apply for scholarships to participate in both CAPI and InterPride.

Increase Regional Communications/Development
Responsibility: Lo Roberts
Measure: Active Participation in all modes of communication
Status: Ongoing
Lo Roberts has scheduled monthly zoom calls (more frequent upon request) to collaborate with current regional members, develop Prides/incoming members with business continuity and best practices, and increase Pride participation around the region.

We are actively engaging members in our Social Media outlets by posting and promoting regional accomplishments and developments.
The Region 4 conference was planned to be in St. Louis in April. Due to the pandemic that event was canceled. We considered doing a virtual conference; however with most of our Pride celebrations also being canceled and converted to virtual, no one had capacity to create the conference. We are hopeful that a 2021 Region 4 conference will be held in St. Louis. Milwaukee PrideFest will host the conference in 2022.

Most Pride events in our region were canceled, postponed or held virtually. As the largest fundraiser for our nonprofits this is a huge hit to budgets. Delta Foundation, which hosts Pittsburgh Pride, has announced it is dissolving due to not having a Pride this year. Some of the smaller Prides may follow suit.

For the rest of 2020 we will be collecting contact information and inviting nonmember Prides to participate in the 2021 regional conference.

Since we did not meet at the GM&WC in Athens or in the spring to elect new GAC members, we are meeting electronically before the Oslo GM&WC to elect new representatives.

Indy Pride has been meeting with Prides in Indiana on a regular basis. Pride Radar reports an additional 40 Prides in our region that are not members of InterPride.
Identify Pride organizations in Region 4
Responsibility: Co-Directors
Measure: Comparing to Pride Radar and our own contacts
Status: Ongoing
Several new Prides have joined in our region.

Contact Pride Organizations in Region 4
Responsibility: Co-Directors
Measure: Invitations
Status: Ongoing
Inviting non-InterPride members to connect.

Regional Conference in 2021
Responsibility: St Louis Pridefest Committee
Measure: Successful conference
Status: Ongoing
Rescheduling from 2020.
Last year Jason Gilmore, our previous RD, focused on identifying Pride organizations not represented in InterPride. Our intent is to grow the region by getting more Prides involved in InterPride. We’ve found many smaller organizations are unaware of InterPride and would benefit from our collective experience.

COVID-19 has impacted all of our organizations, canceling our Pride events. Through this we’ve seen our members find creative ways to keep Pride alive and work to help each other. Jeff Prystajko of Come Out With Pride Orlando initiated monthly Zoom meetings with Prides in Florida to create an open forum to discuss the challenges we’re facing and find solutions. We'll introduce this program to the entire region in 2021. Miami Beach Pride initiated a Pride Collective along with Palm Beach Pride, Gay 8 Festival, Stonewall Pride Wilton Manors and Pride Fort Lauderdale. The Collective raised funds through their Virtual Pride towards food distribution and support services for their community. Creative ideas like these could help inspire our members as we enter the uncertainty of 2021.

While 2020 has been challenging, the creativity and ingenuity of our members and their efforts to engage each other during these critical times has brought us all closer together. Opening up these lines of communication between members could serve as a lifeline for our members seeking help in the future.

Next year we’ll continue engaging other Prides by visiting and volunteering at their events. We’ll work to pair up larger and smaller organizations, creating “Sister Prides”, and assisting them in their growth.
Create an inclusion platform where member organizations can engage a more diverse audience and expand their reach and attendance. Diversity would not only include people of color but also people with accessibility issues.

Responsibility: Regional representative will create a committee to develop and implement this program

Measure: Project will be measured on participation and the overall success each organization has seen after program implementation

Status: Not Started

Through the work that Pride Fort Lauderdale has done to engage Prides internationally for the Pride of the Americas festival, we will have a good base to start from.

Identify Pride organizations and expand membership of the region

Responsibility: Regional Representative will focus on this along with key individuals throughout the region

Measure: We will measure our progress by the net gain in new Prides discovered and new members recruited

Status: Ongoing

We will continue to identify and reach out to new Prides in our region.

Create a website and shareable document storage for region

Responsibility: Regional Representative will form a committee to develop and implement this project

Measure: This goal will be considered complete when the website and document storage has been completed and all members are able to access files

Status: Not Started

By introductioning new collaborative programs like the “Sister Prides” Initiative we hope to expand our membership.

Implement the “Sister Prides” program where a smaller and larger Pride that are fairly close in distance are teamed up to help each other learn and grow

Responsibility: Regional Representative will create and work closely with a committee to design and implement this program

Measure: This will be measured based on participation and interest from organizations. The plan is to make this as an ongoing program

Status: Not Started

By introducing new collaborative programs like the “Sister Prides” Initiative we hope to expand our membership and improve productivity. This could potentially reduce volunteer fatigue and increase volunteer retention.

Implement monthly regional Zoom meetings

Responsibility: Regional Representative will reach out to Jeff with Come Out With Pride Orlando to help get this project off the ground

Measure: We will measure the success of this project based on the number of participants attending monthly meetings

Status: Not Started

Better communications are necessary within our region. In the past, we only met at our regional conference and the GM&WC. We have never had this type of consistency in our communication so this could really be a game changer for our region.
Even in the interesting times in which we currently live, we are on track to grow the region as per our membership goal. Region 6 members are supporting one another and reaching out to nonmember Prides all the while offering support and friendship.

Right now times are hard and terrifying. A social media presence for the region takes time to build but we are creating one. The team we have is so different but that is what makes our region so beautiful.

We would like to extend a huge THANK YOU to Alan Reiff for his time, dedication and love to NERP. Over the years he has given so much to us and we’d be remiss to not acknowledge the work he has put in to make our region phenomenal! With that, we will be creating our mentorship program for NERP with Alan as a lead. While we are in the early stages of what that looks like, we are excited to work with him in a new capacity.

In this time, the work that is important is making sure folks in our region are ok.
Membership Drive
Responsibility: Both Regional representatives, will divide the region up
Measure: An increase of a minimum of 5 Pride organizations by NERP 2021
Status: Increase of three new members since NERP virtual meeting in May 2020
Currently NERP has 29 paid members as of August 31, 2020 out of a potential of 70+ regional Pride Organizations. The Region 6 Team will be coordinating efforts to increase member organizations. We will continue to seek past member organizations to renew and find new organizations to join as well.

Regional Outreach
Responsibility: Both representatives will each attend 4-5 Pride events in the region besides their own. Each Member Organization will have representation at one other Pride event
Measure: Quantifiable committees and events with Region 6 presence
Status: Ongoing goal – COVID-19 has canceled/postponed many Pride events
NERP members continue to serve on a plethora of InterPride Committees. Greater participation was called for. Both Regional representatives have committed to try to attend and be present at more member organizations in this region. Also increased communication with member organizations with emails, website, phone calls and Facebook.

Electronic Visibility
Responsibility: Marcy Carr — Website, Tiffany Royster and Marcy Carr — FaceBook
Measure: Current up-to-date status of website and Facebook page
Status: Ongoing
The NERP.co website will continue to be updated. It will continue to be used as a conduit for information and regional updates. Also, the Facebook page will continue to be kept current with InterPride and USAP information.

Developing Future Regional Leaders
Responsibility: Both Regional representatives and specific regional individuals
Measure: Number of future members stepping up to leadership
Status: Tiffany Royster is now a full regional representative, we continue to seek to empower young BIPOC members to apply for and fill leadership roles throughout both InterPride and USAP as well as Regionally
The regional team will work to identify, foster and educate BIPOC individuals within the region who express a desire to move up to leadership positions within the region as well as within InterPride as a whole.

2021 NERP Conference
Responsibility: OUTCT in New London, CT will host the NERP 2021 conference. All Region 6 representatives will work with the host.
Measure: Increased participants, timely notices sent out to the region
Status: Ongoing up to conference. Discussions occur on a monthly basis
Both Regional representatives will contribute and will play a participatory role in the planning of the NERP 2021 conference. Planning sessions will be scheduled to give OUTCT any assistance they require. Future bids will be taken at NERP 2021 for future conferences beyond 2021. So far Queens Pride has expressed an interest for 2022.
(NERP/POSE 2020 was cancelled due to COVID-19 outbreak and national quarantine, a regional virtual meeting took place in May 2020 for updates and to hold elections.)

The NERP Scholarship Fund
Responsibility: Both Regional representatives and member organizations
Measure: Quantifiable increase in funds available in the fund to be collected by NERP2021
Status: Ongoing
Spotlight and emphasis will be put on the growth of the NERP Scholarship Fund. This fund will be used to assist member organizations to send delegates to the annual regional conference. This fund could be used as a member benefit. Funds collected will be held by the InterPride Treasurer. A regional donations campaign will be started. 2021 will be a year for better organization and a more-timely advisement plan for recipients.

Organize Delayed Regional Elections at the Oslo GM&WC 2020
Responsibility: Both Regional representatives
Measure: Number of regional organization members voting (in person and electronically)
Status: Completed in May 2020
Due to the cancellation of the NERP/POSE 2020 conference, regional leadership elections had to be postponed. The region held a virtual meeting in May 2020 and elected Tiffany Royster to the dual position of GAC Representative (InterPride) and Regional DVP (USAP).
Fierté Canada Pride (FCP) held its National Conference and AGM in February 2020 in Regina, Saskatchewan — home of Queen City Pride. The Conference consisted of workshops, dedicated time for Councils and Caucuses to connect, strategic planning sessions and social events.

One of FCP’s member organizations holds the Canada Pride Festival every two years and was scheduled to happen in Winnipeg, Manitoba in May 2020, but due to travel restrictions has been rescheduled for 2022.

A major project over the 2019/20 winter season was strategic planning and working with external consultants to re-define FCP’s mission, vision, and values.

In the meantime FCP has been holding webinars and town hall meetings with its membership.

(Read the full FCP report on page 88.)
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: Ongoing

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). FCP is currently restructuring to better represent several of these groups.

National Conferences within Canada

Responsibility: Fierté Canada Pride Board and volunteers

Measure: They happen :)  

Status: Ongoing

FCP conference 2020 in Regina.

FCP conference 2021 hosted by Thunder Bay.

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: Ongoing

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 planning to host WorldPride
• Pride Winnipeg submitted its bid to host the InterPride Conference and Annual General Meeting for 2021

A significant number of Canadian delegates attended the 2019 InterPride Conference and Annual General Meeting.

A significant number of Canadian delegates plan on attending the 2020 InterPride Conference and Annual General Meeting digitally.

Numerous individuals from various Pride organizations in Canada sit on InterPride Committees.
Region 8 does not currently have representation on the Global Advisory Council (GAC) of InterPride at the moment. InterPride encourages pride organizers who are able to join the GAC to bring the voice of organizers from the region.

In January 2020, EPOA supported Polish Pride Organizers to hold their first national meeting in Warsaw. Almost 50 Pride organizers from across Poland gathered in Warsaw to discuss the challenges they are facing as their government expands Anti-SOGIESC law, including the LGBT-Free Zones program. 27 of the 29 Pride Organizations in Poland were present for the meeting.

InterPride’s co-president J. Andrew Baker was present at the meeting, listening to the issues the organizations were facing around safety and freedom of assembly, providing support for the facilitation of dialogues, and sharing about InterPride’s solidarity fund and regional conference support.

This part of the world continues to face human rights violations against LGBTQIA+ people. There is forward movement in some countries (e.g. Latvia, Lithuania and Estonia) but there is much work to be done.

Russia continues to restrict freedom of assembly for LGBTQIA+ communities and ban Prides. LGBTQIA+ people continue to be wrongly detained in Chechnya and other parts of Russia. Hungary has implemented anti-Trans laws during the COVID-19 pandemic. In April 2019, the European Lesbian* Conference faced disruption and violence by radical nationalist groups.

Mass protests have erupted throughout Belarus following the 2020 Belarusian presidential election. The country faces instability and significant risk to LGBTQIA+ people as democracy has destabilized. Many LGBTQIA+ activists have participated in the protests this year and have faced detention as recently as the last week of September.

Prides around the world can support organizations within the region by donating to InterPride’s Solidarity Fund.
Membership and engagement in Region 9 this year has increased by more than double. Almost all countries of the Spanish-speaking Central Americas (except Nicaragua) have representation in InterPride. Rudolph Hanamji from Trinidad and Tobago and Javier Umaña Rivera from Costa Rica were recently elected as the new regional representatives in the GAC. Before August there were no regional representatives from Region 9 in the GAC.
GAC Training and Workplan  
Responsibility: Javier Umaña Rivera, Rudolph Hanamji, Jorge Solorio and Emmanuel Temores  
Status: Not Started  
As new members in the InterPride workgroups, the priorities are an introduction from Javier and Rudolph to other teams as well as preparing a workplan.

Global Pride regional participation  
Responsibility: Emmanuel Temores and Miik Martorell  
Status: Completed  
Almost two hours of content from Region 9 was included in the Global Pride broadcast.
This has been a challenging year massively impacted by COVID-19. However, being involved with setting up the Ireland Prides Network (IPN) with 14 member Prides and continuing to support the UK Pride Organisers Network (UKPON) have been two notable accomplishments.

Region 10 has over 200 Pride Events with 44 being members of InterPride, mainly through their membership in the European Pride Organisers Association (EPOA). Many more Region 10 Prides attended the InterPride GM&WC 2019 and Conference in Athens due to its relatively close location. Many Region 10 Prides were proudly involved with the first Global Pride providing content but also assisting in facilitating the online event in the case of Prides in Cornwall, Weston-Super-Mare and Dublin with overnight moderation by Prides in Cornwall and Witney.

A successful conference was held in October 2019, hosted by Doncaster Pride at which UKPON’s Co-Chair Jenny Dewsnap was elected to succeed outgoing Co-Chair Mazz Image.

Future Region 10 Pride network conferences and meetings have been postponed until 2021; Northern Pride, UK Pride 2020 is to be held in 2021 and Weston-Super-Mare UK Pride 2021 in 2022.

Despite the impact of COVID-19 we were able to maintain support to the LGBTQIA+ communities of Region 10.
Assist EPOA in the formation of the Ireland Prides Network
Responsibility: Support and advisory role by Regional Directors
Measure: That the network is formed and continues to develop
Status: Ongoing
The initial gathering of Prides in Ireland from both Northern Ireland and Republic of Ireland was held in January 2020; subsequent meetings have been held online and the process of establishing a constitution, structure and purpose continues. The unique situation in Northern Ireland and Republic of Ireland shows the sensitivities and respect for each other’s communities is immense. The unification and amount of mutual support to be had by Prides within this network by forming cannot be underestimated.

Encourage Participation in Global Pride 2020
Responsibility: Work with and support the international facilitation team
Measure: That the event had good involvement from Prides in Region 10
Status: Completed
Global Pride 2020 was borne from a need to ensure that despite the COVID-19 pandemic which has made it impossible to safely gather without increasing the risk to people’s health, the global LGBTQIA+ community still had a Pride opportunity during 2020. As well as providing content many Region 10 Prides — namely Cornwall, Weston-Super-Mare and Dublin — helped facilitate while Prides in Cornwall and Witney helped with overnight moderation of the event. Viewed by 57 million people worldwide and lasting 27 hours, its legacy is the continuation of Pride.

Support and attend UKPON Annual Conference
Responsibility: InterPride Ambassadors role by Regional Directors
Measure: Evidence of attending the conference and ongoing dialogue through membership
Status: Ongoing
The last conference was held in October 2019 and hosted by Doncaster Pride. The function to elect a new Co-Chair (Jenny Dewsnup) was completed, UK Pride 2021 — Weston-Super-Mare Pride, and next conference venue — Cheltenham Race Course hosted by Pride in Gloucestershire which has subsequently been postponed to early 2021. UK Pride 2020 Northern Pride will now be held in 2021 and Weston-Super-Mare 2022. This was mutually agreed. The conference also allowed for networking and discussion of organising a Pride Event as well as social activities to celebrate another successful year of Pride Events.

To ensure event continuation locally despite COVID-19 restrictions
Responsibility: Individual Prides
Measure: That Pride Event organizations continue into 2021 and hold events
Status: Ongoing
Many Prides in Region 10 have become online opportunities during 2020 using websites, social media and local media channels (both radio and TV) to hold something that communities can easily access to enjoy entertainment, connect with agencies that provide support during the year and address issues of isolation during this difficult time.

Promote membership of InterPride
Responsibility: Regional Directors
Measure: Members are retained and membership increases
Status: Ongoing
The current arrangement between EPOA and InterPride allows for membership of both organizations.
COVID-19 has of course diminished our ability to gain new members. Most Prides have had enough on their plates trying to cope with the situation and find solutions to their challenges as large events have been closed down. We foresee that Prides here in Region 11 will survive, and we expect that as soon as the pressure of COVID-19 eases we will see Prides popping up again with equal resilience and strength as before.
Organize a 2020 Regional Conference
Responsibility: Regional Reps with designated assistance
Measure: Realization of and participation at such conference
Status: Completed February 2020

The regional conference took place during Copenhagen Winter Pride.

Participation included: Kolding Pride, Århus Pride, Aalborg Pride, Copenhagen Pride, Oslo Pride, Malmö Pride and West Pride as well as Barents Pride by special invitation. We decided, as Barents Pride does not really have other Prides to meet with and share knowledge and experiences — at least for the time being where the situation is in Russia the way it is, and as Barents Pride takes place on Norwegian territory — we have asked them to participate in Region 11. They were very happy to be included and we will continue with this in the coming years.

WorldPride 2021 - Copenhagen
Responsibility: Regional Reps + event specific organizers
Measure: Success of event scheduled in 2021
Status: In process

We are looking forward to a successful WorldPride in Copenhagen in 2021. It is expected to be one of the largest global events ever organized. With the inclusion of the Euro Games, a larger audience will feel included and welcomed. One of Region 11’s representatives is the liaison for InterPride and Copenhagen Pride regarding WorldPride, so we plan on making sure InterPride is well informed and involved.

Organize a 2021 Regional Conference
Responsibility: Regional Reps + host committee
Measure: Realization of and participation at such conference
Status: In-process

Next year’s regional Conference will be in Gothenburg, Sweden and will be organized by West Pride. It will take place in February 2021.

Organizing Pride Events in Region 11
Responsibility: Regional Reps alongside each individual Pride Organization in this region
Measure: Ability to realize an in person, virtual, or blended Pride Event
Status: Ongoing

Many of the smaller Prides in our region — especially those that were scheduled in the spring — have been cancelled this year. However, all large Prides have managed to create an online program. This is also the case for some of the smaller Prides that were scheduled later in the year. For Copenhagen and Malmö, our Prides have been a combination of physical events, online formats and streaming.

Denmark Specific Events in 2021
Responsibility: Regional Reps alongside Malmo and Copenhagen Pride organizers
Measure: Success of events scheduled in 2021
Status: In process

Malmö Pride and Copenhagen Pride still plan for a stunning event in 2021 and we look forward to seeing you all in a virtual Oslo soon.
Since the last GM&WC in Athens 2019 we had our autumn regional conference October 25–27, 2019 in Munich. 21 German Prides had been represented as well as Zurich Pride Festival from Switzerland. The conference had enormous input thanks to a number of Bavarian Prides attending as their Pride took place for the first time in 2019. One of the highlights of the meeting was a video about the German delegation at WorldPride 2019 in New York.

Uwe Hörner presented the WorldPride promo video 2021 Copenhagen and all attendees got a handout with all upcoming dates of international conferences (InterPride and EPOA), WorldPrides and EuroPrides, and LGBTQIA+ sport events such as the Gay Games, EuroGames and OutGames.

We have a strong interest in deepening Pride cooperation in Europe. We are very happy that the idea we developed of using existing twinning agreements for Pride partnerships between British and German cities became more and more vibrant and we’ll be extending this to our Polish neighbours as well.

In Munich we had speakers talk about the accessibility of Prides to elder people, and about the puppy movement from munichkyivqueer, the longterm Pride partnership between Kiev and Munich.

Zurich Pride Festival invited the Board of EPOA to hold their Board meeting on November 9, 2019 in the biggest city of Switzerland. Besides plenty of hard work in the meetings there was some time for sightseeing and fondue (Swiss cheese soup).

Due to the global pandemic a lot of events for the Pride 2020 season had to be canceled. Nevertheless, some organizations put great effort into finding other ways to get some visibility of our postulations. There were a
lot of smaller online Pride events (besides Global Pride), collaborations with local radio stations and newspapers for campaigns, and Prides on bikes or with cars.

On the political level in Region 12 we celebrated the ban of conversion therapy for minors in Germany. In Switzerland on February 9, 2020 the people voted with 63% for a law that forbids agitation and hate speech against homosexual and bisexual people.

The next regional conference was scheduled for March 20-22, 2020 at Waldschlösschen Akademie near Göttingen. Due to the COVID-19 pandemic we had been forced to cancel the event last minute and replace it with an online zoom meeting about the measures to contain the epidemic. That was the first online webinar hosted by CSD Deutschland and 51 individuals attended. Currently our main task is to support Prides in their planning against the pandemic and to share this with the community.

CSD Deutschland as co-organizer of Global Pride 2020 put a lot of effort into promoting the event and collecting as much content as possible.

Currently there are 109 Prides in Region 12. We’re glad that the number of Prides is still slightly increasing in our region: +14 in 2019/2020 — and we know about some upcoming new ones in 2021.

**Gain new members in Region 12**

The goal is to gain new members and convince them to collaborate and develop the global Pride Organizers platform. Our main target for 2021 will be to restart the movement if the pandemic will allow.

**Regional Conference**

Outlook: The next regional conference is planned to take place at Rostock/Germany October 25-27, 2020.
For this region, as any other, the support for Prides and stimulating membership are ongoing processes. Next to these activities this year’s support concentrated around the responses to COVID-19 and its consequences. For several Prides the Regional Director was able to provide sufficient support for them to either have an alternative Pride this year or gain visibility for their cause in a different manner. Furthermore, a lot of new relationships amongst Prides were established, resulting in more visibility and strength as a movement despite the challenged caused by the global pandemic.

A big win for the region is both the establishment of a Pride network in France as well as in The Netherlands.

In these platforms there is a lot of support amongst each other and experiences and knowledge are shared, which already has proven to strengthen the Prides significantly. Further support to the development of these platforms would be suggested for InterPride.
Support Prides
Responsibility: RD 13
Measure: Successfully support Prides with issues they cannot solve alone
Status: Ongoing
Many Prides were supported on several levels throughout the year, especially in regard to Global Pride and in their COVID-19 response.

Stimulate InterPride’s Membership
Responsibility: RD 13
Measure: Increase in EPOA/InterPride members in the region
Status: Ongoing
The number of members in the region increased annually over the past two years.

Dutch Pride Platform
Responsibility: RD 13
Measure: Having the platform up and running
Status: Completed
The Pride platform in The Netherlands, Pride Netwerk Nederland, is initiated and realized by Patrick van der Pas, and is now up and running.

Strengthen Pride Movement
Responsibility: RD 13
Measure: Establishing new connections for Prides
Status: Ongoing
Prides in the region were strengthened through information facilitating, linking them with key speakers for their events, a few (potential) partnerships and more media exposure through a variety of communication platforms.
The last few months have been filled with the consequences of COVID-19. The whole of Region 14 was heavily affected by the pandemic. The majority of Prides in our region will not go on as planned and will be cancelled or postponed. More info can be found in the overview created by EPOA. (See pages 86-87.)
Increase InterPride’s Visibility in the Region
Responsibility: Regional rep(s)
Measure: Quantity of events attended
Status: Ongoing

There have been a lot of meetings with national & International Associations and Organizations to increase communication and participation of InterPride in Region 14. We continue to liaise with both InterPride and EPOA to increase communication and increase the number of Prides to be associated to EPOA and automatically with InterPride. We have also worked jointly with the Oslo Pride team and with the CSIC Committee to coordinate and include the EPOA AGM 2020 with the InterPride GM&WC in October hosted by Oslo Pride that will be held virtually. We have participated in “World AIDS Day Events” on November 30, as has been done every year. Finally we also participated in HELP (Solidarity Week) in collaboration with COGAM and FELGTB to tribute the AIDS victims in Puerta de Alcalá, Madrid.

Participation with Global Pride 2020 Event
Responsibility: Regional rep(s)
Measure: Completed tasks assigned
Status: Completed

The Regional Directors and the EPOA Board worked to promote the Global Pride Project in Region 14. Many Prides that postponed or cancelled later announced Global Pride as an alternative Project.

Maintain Spanish National Presence
Responsibility: Regional rep(s)
Measure: Quantity of events attended
Status: Ongoing

There have been meetings with COGAM (LGBTQIA+ Association from Madrid), FELGTB (National Federation LGBT from Spain) & 28June Platform: a group of Associations and LGBTQIA+ groups in the Region of Madrid. We have also created the Spanish Prides Network to work on joint strategies, exchange experiences and analyze the effects of COVID-19 on Spanish Prides. This network is made up of the following Prides: Madrid, Barcelona, Bilbao, Pride Maspalomas, Winter Pride Maspalomas, Valencia, Torremolinos, Coruña, Vigo, Asturias, Ibiza Gay Pride, Palma de Mallorca, Los Palomos (Extremadura), Rivas and Leganes (Region of Madrid). We have participated in the VI National Meeting of Companies engaged with HIV & AIDS in Spain, organized by the “Federación Trabajando en Positivo” (Federation Working in Positive).

Maintain International Presence & Attend IP Meetings
Responsibility: Regional rep(s)
Measure: Quantity of events attended
Status: Ongoing

We have held meetings in:
- Brussels (February 4-7), with European Parliament, Belgian Pride and Visit Brussels.
- Oslo (February 28 - March 2)
- Bilbao, to prepare the next EPOA AGM jointly with InterPride next October and prepare the EPOA AGM Agenda
Since the Athens GM&WC, the Pride organizers from Region 15 were very active in internal communication and discussing possible collaboration — mainly in the light of the upcoming Thessaloniki EuroPride 2020 in June where we have been planning to organize the first Regional Conference in the framework of Thessaloniki EuroPride. Thessaloniki is the first city in the Balkan Region to win EuroPride.

Unfortunately with the COVID-19 outbreak Thessaloniki EuroPride was postponed. This also means that the first Balkan Regional conference was postponed; the hope is we will be able to have it later in the year.

As of April 25, a total of five Prides in the region have announced their status regarding the COVID-19 outbreak — four have been postponed (Bucharest Pride, Novi Sad Pride, Thessaloniki EuroPride and Sofia Pride) and Cluj-Napoca Pride has been cancelled. Online alternatives are being explored. The rest of the Prides are still assessing the situation. Overall, the hope is that if Prides couldn’t take place in May and June, they will be postponed for later in 2020.

A booster for activity and collaboration in the region was that Belgrade Pride won their bid to host EuroPride 2022. This is the second time that a Balkan city was licensed to host EuroPride.
2020 has been a year of cleaning house and creating spaces for Prides to start joining together to create a framework that truly represents the African continent. There have been a few ups and downs but the dust is finally settling and we are pulling together as a community to create a united front. The main goal has been to create visibility and community in our various countries and provinces as in a majority of the continent it is still illegal to be part of the LGBTQIA+ community. At present we are creating a loosely affiliated Pride Organization called “United Prides of Africa” which has been registered in South Africa to create a support network for Prides all over the African continent.

Communication has always been a problem in Africa as it’s a vast continent. We are finally coming together under one umbrella to speak as one voice.
Uniting Prides
Responsibility: RR and VPGO
Measure: Where we have Pride organizations from all African Countries represented
Status: Ongoing

We are slowly building up a database of Prides and Pride-like organizations to join InterPride. We are hosting events for visibility and to raise funds to promote these.
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

We have had coordinated several meetings in order to structure Prides in Latin America. After Global Pride, it seems that the influx of the workgroup has decreased. We also consider that it has to do with the return to habit in some countries after the initial quarantine. At the last meeting held on OLA (Orgullo Latinoamérica) we talked about legalization and the gathering of information as a draft to be later shared with the rest of the participants of Prides in Latin America and Latin America.

The motivation for the participants in InterPride has continued, starting with the re-election of Welton Trinidade in region 17 of Brazil. Members registered in interPride from Ecuador, Brazil and Argentina participated in the election.

Se han desarrollado varias reuniones, cerca de 2 con la finalidad de estructurar los orgullos de Latinoamérica. Después del Global Pride, parece ser que la afluencia del grupo ha bajado. Consideramos también que tiene que ver con el retorno a la habitualidad en algunos países que ya se encuentran saliendo del COVID-19. La última reunión mantenida sobre OLA, conversamos sobre la legalización, el levantamiento de información a modo de borrador para luego ser socializada con el resto de participantes de los Orgullos en latinoamerica e hispanoamerica.

Se ha continuado con la motivación para que los participantes en InterPride incluso, a partir de la elección de Welton Trinidade para la región 17 de Brasil. En la elección participaron los miembros registrados en interPride de Ecuador, México, Brasil y Argentina.
OLA (Orgullo Latinoamérica)
Responsibility: Support of OLA’s coordination
Measure: We have clearer goals to move forward
Status: In Process
Structuring of Latin America Prides as a platform.

OLA (Orgullo Latinoamérica)
Responsabilidad: Apoyo a la coordinación de OLA
Medida: Tenemos metas claras a continuar
Estado: En proceso
Estructuración de los Orgullo a nivel latinoamericano.
Region 18 was officially activated on 25 May 2020 with the current InterPride members Beirut Pride, Lebanon; Tbilisi Pride, Georgia; and Trans Pride, Pakistan. The countries listed under Region 18 are challenging to LGBTQIA+ individuals who face severe discrimination, abuse, jail and even the death penalty for identifying as an LGBTQIA+ person. No State support or protection is available to respond to the violations, most of which are state-sponsored themselves. As each of these three Pride organizations bravely fends for itself, resources remain scarce and badly distributed, and Prides are met with suspicion. This slows down both their impact and contribution to bettering LGBTQIA+ realities in the spaces they exist.

Nevertheless, Region 18 generously participated in Global Pride in June 2020. In order to offer a wider insight into the Region and its specificities, and in order to engage its countries with Pride events, the three Pride members reached out to local LGBTQIA+ individuals and groups in the Region that have been doing public work on visibility. This led to contributions from Afghanistan, Armenia, Azerbaijan, Georgia, Iran, Iraq, Lebanon, Pakistan and Syria, in addition to the participation of other countries from the Middle East and the Arab World such as Egypt, Libya, Morocco, Palestine, Sudan, Tunisia, and groups from the Arab diaspora. The participation of these countries received good media visibility and adapted Global Pride in Arabic, Armenian, Persian and Kurdish.

Activating Region 18 has brought together the three existing Prides. It has also created ties that translated into membership publicity, visibility and funding opportunities.
Activating Region 18
Responsibility: Hadi Damien
Status: Completed
We activated Region 18 and brought together the three existing InterPride members.

Building ties between the member Prides of Region 18
Responsibility: Beirut Pride, Tbilisi Pride, Trans Pride Pakistan
Measure: Bringing together the three exiting Prides has created ties that translated into membership publicity, visibility and funding opportunities
Status: Ongoing

Offering insight into the specificity of the Region
Responsibility: Beirut Pride, Tbilisi Pride, Trans Pride Pakistan
Status: Ongoing
We have participated in Global Pride and shed light on the challenging realities of LGBTQIA+ people in the countries of Region 18. We have also celebrated Pride accomplishments and shared messages of existence, persistence and resistance with Global Pride participants.

Engaging the Region with Pride events
Responsibility: Beirut Pride, Tbilisi Pride, Trans Pride Pakistan
Measure: Participation of countries and local media visibility
Status: Ongoing

Expanding the membership of Region 18
Responsibility: Beirut Pride, Tbilisi Pride, Trans Pride Pakistan
Measure: We continuously monitor the emergence of any new Pride event in the Region to reach out to the organizers and offer support and insight at their pleasure and discretion
Status: Ongoing
We have started approaching Pride Organizations from underprivileged regions. We had our first Regional meeting of the year 2020 on July 26 and had some important discussions on memberships, Asia Pacific Pride Network and Associations (APPNA), and getting underprivileged Pride Organizations on board. Our future projects include getting Pride Organizations from the region, building and enriching APPNA and Asia Pacific Pride networks, organizing Region 19 events and conducting webinars.

Region 19 currently has 16 member organizations. We aim to have 50 Pride member organizations by end of 2021.
Regional Meetings
Responsibility: GAC members to coordinate
Measure: Meeting summary at end of every meeting to be submitted
Status: Completed

We aim to conduct Region 19 Regional meetings once every two months. Our first meeting in the year 2020 was conducted on July 26. 14 Pride Organization representatives joined the meeting, allowing us to know the COVID-19 situation in different regions. The pandemic situation in some regions like Taiwan and Shanghai is comparatively better than other regions like in India where the situation is worse. There were discussions on membership renewal, getting new members, reaching out to Pride Organizations from underprivileged regions, and how Region 19 and InterPride can help the Pride Organizations in their events and build stronger networks.

The Next Region 19 Regional meeting is on September 27, 2020.

Asia Pacific Pride Network and Associations (APPNA)
Responsibility: GAC and Region 19 members to coordinate and build the Asia Pacific Network
Measure: Having regular meetings, building APPNA structure
Status: In Process

We are working on building a Pride network association of Asia Pacific Pride organizations. This was also discussed in the regional meeting held on July 26. Soon we will be reaching out to Pride Organizations in the Asia Pacific region to come on board and work together for APPNA.

The work is in its very initial stage and we look forward to building a team very soon.

APPNA would also assist us in supporting an InterPride GM&WC to be held in Region 19 in the near future.

50 Pride member organizations by 2021
Responsibility: GAC and Region 19 members to approach Pride Organizations to get them onboard
Measure: Region 19 intends to recruit at least 2-3 new members every month following the next GM&WC. This is due to fees starting on January 1, 2021.
Status: In Process

We aim to have 50 new Pride Organizations in Region 19 by 2021 and have already started working on this goal. We also understand that there might be some Pride Organizations which can’t afford the membership fee, so we are working on how to get them on board with scholarships. Region 19 has also applied for a grant for USD $200 as part of the GAC budget to subsidize such organizations.
The successful bid by Sydney Gay and Lesbian Mardi Gras (SGLMG) for WorldPride 2023 was the most significant achievement by the region this year. It is anticipated that the successful bid by Sydney will act to inspire Prides in other parts of the southern hemisphere and in Asia to bid for future WorldPrides.

The momentum from Sydney’s bid has generated significant interest in InterPride and supported the establishment of a monthly regional Pride forum. The forum has provided an opportunity to share information about members and Pride issues, as well as develop the appointment process for representatives to the Global Advisory Council. Developing strong networks is a key strategy with respect to the significant human rights challenges in the region. Homosexuality is still illegal in the Cook Islands, Kiribati, Papua New Guinea, Solomon Islands, Tuvalu, Tonga and Samoa. This represents 35% of countries in the region and 10% of all countries where homosexuality is criminalised.

WorldPride 2023 will be the first to be held in the southern hemisphere and the first to feature a significant focus on the Asia Pacific region including First Nations.

The region was very actively involved in Global Pride. In addition to many content submissions by regional Pride organisers, representatives from individual Prides were involved in the Global Pride Secretariat as well as outreach, content curation, editing, production and social media management. The region was also represented on the Pride COVID-19 International Coordination Group.

The impact of COVID-19 on Pride events has not been as great in Region 20 as in other regions as most major Pride festivals and parades including those in Sydney, Melbourne and New Zealand were completed by March 2020, prior to COVID-19 restrictions.
InterPride received a significant boost to its membership from Oceania generated by the campaign by SGLMG to win the right to host WorldPride 2023. A large number of Pride organizations from Australia, New Zealand and the Pacific islands joined InterPride to support the bid. The bid also generated membership from many countries in Asia given the focus of the bid on the Asia Pacific region.

A future objective is to formally establish the Oceania Pride network as an incorporated body as well as a recognised regional Pride platform. The establishment of the Oceania Pride network is a significant step forward in supporting the development of Pride in the region and engagement in InterPride.

Increase membership and participation by the Region

There have been challenges in maintaining membership following the completion of the WorldPride bid process, but establishment of the Oceania Pride network and support from SGLMG’s Solidarity Fund has increased participation.

Support Sydney WorldPride 2023

Regional Prides strongly support successful delivery of WorldPride 2023 and participation in a range of potential voluntary roles can be anticipated.

Enhance LGBTQIA+ human rights in the region

LGBTQIA+ communities in the region continue to face social justice and human rights issues ranging from criminalization of homosexuality to attempts to reverse decades of anti-discrimination legislative protection of the rights of LGBTQIA+ people.

In March 2020, the Cook Islands staged its first Pride Day as the country’s LGBTQIA+ community continues to fight to have homosexuality removed from the Crimes Act. Last year a select committee reinstated homosexuality as a crime in a bill to replace the Act after it was initially removed. The country’s government is also considering expanding criminalization to include lesbians.

The participation of Police and the military in Pride parades in Australia and New Zealand remains a divisive issue within the Pride community. In Sydney, opposition to participation of Police in particular has escalated amid ongoing deaths in custody of Aboriginal people and Police violence at events including recent Black Lives Matter marches. The participation in Pride parades of political parties associated with anti-LGBTQIA+ rights is also generating dissension in Pride communities.

Raise the profile and understanding of the region in InterPride

Prior to Sydney’s bid to host WorldPride 2023, Region 20 had a relatively low profile in InterPride. While the region has a comparatively low total population, it covers a large geographic area and includes unique, highly diverse cultures and communities such as Samoa’s Fa’afafine, sometimes described as the “third gender” in Polynesian culture.

The Region also presents unique social justice challenges for LGBTQIA+ communities such as the multiple discrimination of race, gender identity and sexuality faced by Aboriginal LGBTQIA+. The fight to achieve social justice for communities such as Aboriginal LGBTQIA+ people would be strengthened by international exposure and support.
None of us could have predicted 12 months ago the year that was ahead of us. With more members than ever and a more representative Board with an ambitious workplan approved by our AGM, our year began in a buoyant mood.

Our biggest and most successful AGM awarded EuroPride 2022 to Belgrade, Serbia in the biggest sign yet that EuroPride still has a deep and important political meaning. Belgrade Pride’s journey is from riots only a decade ago to relative peace in 2019 and soon to be hosting Europe’s most significant LGBTQIA+ event.

Of course, Pride remains difficult in many countries and regions. Over the years we have kept in close contact with activists from METU Pride in Ankara, Turkey who are being prosecuted for organising Pride and face four years in prison if convicted. Their trail has been adjourned until December 10 — Human Rights Day, no less — and we urge all InterPride members to join with us in supporting their calls for the case to be dropped and for the ban on Prides to be lifted.

In the summer of 2019 a number of Prides in Poland had been attacked by neo-Nazis and nationalist groups. As the number of Pride events grew, so did the concerted and well-organised opposition, supported by leading politicians who were also advocating ‘LGBT Free Zones’ across much of the country. Colleagues from Prides in Poland had spoken passionately at our AGM, calling on members across Europe to give them support and visibility. Poland was included as a strategic priority in our workplan for 2019-2020.

With the financial support of Prides in Amsterdam, Copenhagen, London, Stockholm, Oslo, Dublin, Gothenburg, Brussels and Sydney, EPOA funded the first seminar and workshop of Pride organisers from across Poland. We met with them in Warsaw in January to provide support and find out what further assistance is required. This includes training and resources; whilst COVID-19 has put this on hold, we remain committed to supporting Polish Prides in these incredibly difficult circumstances.

As COVID-19 began to take hold in Europe, we invited InterPride to join with us in hosting a webinar to look at how Pride events could be planned under the World Health Organization’s guidance for mass gatherings. Even as the webinar took place in late February we could not have imagined how quickly it would become irrelevant as Prides across the world began to cancel
their physical events. We started a log of all affected Prides across Europe and internationally, a log that quickly grew into the hundreds. Also with InterPride we began the COVID-19 coordination group to monitor the impact of the pandemic on Prides around the world.

A month on from the webinar in late March we invited InterPride for an initial discussion around the feasibility and practicality of hosting an online Pride — for the whole world. Little did we know that in three months we would be delivering a Pride for many millions of people worldwide. We thank and pay tribute to the hundreds of volunteers from across the world who contributed time and expertise to the Global Pride project. It should stand the test of time as one of our movement’s greatest achievements and a comprehensive report will come later, alongside plans for possible future Global Pride events.

Global Pride took place on what was due to be the main day of EuroPride 2020 in Thessaloniki but which had understandably been cancelled. As COVID-19 began to emerge, we visited Greece for a site visit, giving support to the organizing team and helping them to navigate some challenging political situations. We were devastated that they had to cancel EuroPride — the first time there has not been a EuroPride since 1999 — and we express our gratitude and solidarity to the Thessaloniki Pride team.

Our members are always our core focus. We are delighted that we maintain more than a hundred members from every corner of Europe and that we continue to recruit new members from countries and regions where organizing Pride remains a challenge.

We have continued to advocate for the Pride movement in Europe, and in February we attended a meeting at the European Parliament with members of the LGBTQIA+ Intergroup and the new EU Commissioner for Equality, Helena Dalli. We also met with members of national Parliaments, other elected officials and representatives of the Council of Europe.

Looking ahead is impossible given the ongoing and fluctuating nature of the global pandemic but our resolve to support our movement across Europe remains. Global interconnectedness and solidarity has never been more important. We look forward to working with InterPride and other global partners as we navigate the ‘new normal’ and we hope to be joining you with rainbows aplenty at Copenhagen 2021.
Fierte Canada Pride

Conferences and Meetings

Fierte Canada Pride (FCP) held its National Conference and AGM in February 2020 in Regina, Saskatchewan, home of Queen City Pride. The Conference consisted of workshops, dedicated time for Councils and Caucuses to connect, strategic planning sessions and social events.

One of FCP’s member organizations holds the Canada Pride Festival every two years. This was scheduled to happen in Winnipeg, Manitoba in May 2020 but due to travel restrictions has been rescheduled for 2022.

In the meantime, FCP has been holding webinars and town hall meetings with its membership.

Campaigns and programs

A major project over the 2019/2020 winter season was strategic planning for the organization and working with external consultants to re-define FCP’s mission, vision and values.

Our Communications team also worked to create a resource bank for organizations navigating the challenges around the Black Lives Matter movement, COVID-19 and moving to virtual festivals.

In addition, FCP has supported a number of community campaigns including the “All Blood is Equal” campaign, which seeks to challenge the ban for many potential blood donors including men who have sex with men, sex workers, and Trans* individuals.

Areas of growth

Over the past few years, FCP has created four Councils to advise the Board of Directors: the Women’s Council, the Black and People of Colour Council, the 2-Spirit Council, and the Angry Flamingos, who represent Trans* and gender-diverse members. These Councils are self-governed, and each has an Ambassador who attends all FCP Board Meetings and advises on all decisions made.

Challenges faced

During the AGM held in February 2020 members from the Advisory Councils brought forward concerns with regard to the current FCP Board structure. The Board agreed to consult with the four Councils and then propose updates to the existing Bylaws that would ensure that the Councils were centred and served by the Board. A new structure was proposed for the Board with representation for all of the Councils.

FCP is excited for this transition that will mean better alignment with its membership. These changes will serve to strengthen FCP as an organization and make FCP more representative of the organizations and people it seeks to support through its efforts. In doing this work, FCP can establish itself as a role model for other organizations in decolonizing their own practices and focus on uplifting the voices that are often marginalized by institutions.
CAPI (Consolidated Association of Pride, Inc.) like every other region is dealing with the COVID-19 virus — currently each member is dealing with its community and government’s rules and regulations. At this time Regions 1, 2 and 3 are not allowed to host large events. All CAPI members are waiting for lifted restrictions to host local events and raise funds for their organizations since many members’ funding is produced through their festival/parade events.

Corporate Sponsorship has also been a challenge of all CAPI Membership with many local businesses’ funding also eliminated due to adjustments of budgets.

Many are just watching/waiting to see where 2020 is going and mostly planning for 2021 since predictions of recovery is changing daily. All we can do is wait and see when planning can pick up once again. We shall recover — “This too shall pass.”

**Membership Committee**

Follow up continues on all CAPI members to be engaged. The change this year is we are following up on cancellations of festivals and parades and highlighting any alternative safe events being held.

**Scholarship Committee**

The committee is following up on pending donations to the 2021 scholarship. They are also finding creative ways to produce fundraising events to build the 2021 scholarship fund, knowing the demand for scholarship will be high in 2021.

**CAPI Conference**

Las Vegas PRIDE will be hosting CAPI 2021 — March 25-28, 2021. Due to the pandemic, the CAPI Board is not sure if this will happen; worst-case scenario, the CAPI Conference will be postponed until 2022.

**CAPI Special Corvid Scholarship**

*Responsibility: CAPI Board*

*Measure: Looking for creative ideas to raise funds*

*Status: In process*

Looking at doing an online Bingo.
About the United States Association of Prides

In October 2018, representatives from 24 U.S. Pride organizations established the United States Association of Prides (USAP) during the InterPride World Conference in Saskatoon, Saskatchewan, Canada. USAP was formed with the primary purpose to engage in activities to promote public education and awareness of the personal rights and civil liberties of Lesbian, Gay, Bisexual, Transgender and gender-nonconforming individuals.

The association of Pride organizers has a United States geographic focus and is focused on developing a national identity of Pride while also building vibrant and strong US Pride organizations through collaboration, support, networking and the providing of resources and advocacy for its members.

Working hand-in-hand with InterPride, USAP focuses its efforts on national activities while InterPride focuses on issues of international concern. There are several regional Pride groups including NERP (North East Regional Prides), POSE (Prides of the South East), and CAPI (Consolidated Association of Pride).

USAP membership is composed of U.S.-based Pride organizations. As a benefit of membership, USAP members enjoy membership in InterPride.

Global Pride 2020 — A Partnership of Prides

With the growing pandemic in early spring, we sadly watched as many Pride events postponed and/or ultimately cancelled their events. Quite quickly, the idea sprung up among our large network of universal Prides to create 24 hours of Pride-related content which we could livestream around the world. A call to submit content went out to the hundreds (500+) of known entities, and a group of over 100 volunteers skilled in sponsor engagement, technology, social media, outreach, and production amassed to help create a story that would showcase global Pride. Launching the morning of Saturday, June 27, the 27.5 hours of diverse greetings, stories, speeches, and entertainment was viewed by over 57 million attendees. Many of USAP's member organizations proudly participated by contributing song, dance, performance and viewpoints in a display of diversity.

You Are Not Alone — Getting through COVID-19

As members of the United States Association of Prides (USAP), we are united in our movement and in ensuring the health and well-being of each other, those dear to us and of our attendees as we deal with COVID-19.

We are here to support you and we encourage all USAP members to support one another in the weeks and possibly months ahead and as this global outbreak recedes.

There are many resources available to you regarding planning and organizing mass gatherings during the COVID-19 outbreak. Guidance from your local and state officials as well as the World Health Organization are available online at www.usaprides.org.

USAP Operational Support Fund — Helping Pride Organizations Who Need Us Now

USAP has committed to support United States Pride organizations impacted by the COVID-19 pandemic. USAP will evaluate the need for future support as additional funds become available.

Grants are available for 501(c)(3) nonprofit organizations that have suffered significant financial hardship from the outbreak of the COVID-19 virus. Applicants must be a Pride organization in the United States with a primary mission of producing Pride events for their greater LGBTQIA+ community as one of its purposes or activities. Pride events may include a parade, march, rally, festival, arts festival, cultural activity, event or activity organized for people identifying as Lesbian, Gay Men, Bisexual, Transgender, Intersex and/or other emerging sexual identities.

One-time grants are available for unexpected costs and losses related to the COVID-19 virus. Applications can be submitted at any time as long as funds are available.
Directly Support Pride Organizations Who Need Us Now

The United States Association of Prides (USAP) is deeply concerned by the continuing global spread of the novel coronavirus and the resulting impact on Pride organizations.

Pride organizations in the United States mobilize more than 20 million individuals in communities across the country. The COVID-19 virus has caused many nonprofit Pride organizations to cancel fundraising events.

These events provide essential financial support for nonprofits in the Pride movement to deliver their mission throughout the year. The USAP Pride Operational Support Fund provides a one-time grant award to organizations that, due to COVID-19, have had to cancel or postpone critical fundraising events and programming, resulting in a significant hardship on the organization. Intended to provide emergency gap funding, this general operating support grant can support general operating, administrative and non-recoverable expenses.

To help support financially struggling local Pride organizations impacted by COVID-19, USAP has launched an immediate appeal to build our Pride Operational Support Fund allowing us to respond rapidly to the most vulnerable organizations at greatest risk from this health crisis.

Cash assistance will be made available for Pride organizations in the United States hit hardest by the spread of COVID-19 with cancelations or postponements.

Pride organizations can apply for the funds:

- All Pride organizations that have been affected by the pandemic can be considered for the funds with priority being given to those who are at risk and in precarious financial positions.

- Emergency funds will be available to organizations based on need.

Ways to Give

If you’ve been looking for a way to support the Pride movement during this time, this is one way to help. Please give to our Pride Operational Support Fund.

Are you an individual, company or foundation interested in making a gift to the Fund?

Please donate online at https://ipforms.formstack.com/forms/contribution.

Checks can be sent to:

United States Association of Prides
2926 Delcourt Drive
Decatur, GA 30033

Please note Operational Support Fund in the memo field.

For more information contact Ron.deharte@usaprides.org.

United States Association of Prides is a registered 501(c)(3) nonprofit organization. All donations are tax-deductible in full or in part. Our Federal Tax ID is #84-3505503.

USAP Conference

One of the main purposes of USAP will be to hold educational conferences for our members. The conference will concentrate on planning Pride events and discussing issues that are common for USAP members. We are hoping to be able to hold our first conference in a virtual format in January. Stay tuned for more information.
Members by Region

**Region 1**
All Yuma Center, Inc.
Aloha Maui Pride
Build Our Center Inc.
City of Cathedral City
Community Link, Inc.
Diversity Dessert Hot Springs
Folsom Street Events
Fournier Group
Fresno Rainbow Pride
Greater Palm Springs Pride
Guadalajara Pride
LA Pride Christopher Street West
Long Beach Lesbian & Gay Pride
Marcha del Orgullo LGBTI de la Ciudad de México
North County LGBTQ Resource Center
Northern Arizona Pride Association
Orange County LGBT Pride
Pacific Pride Foundation
Phoenix Pride
Rainbow Advocacy
San Diego LGBT Pride
San Francisco Pride
Sonoma County Pride
Southern Nevada Association of Pride
Temecula Valley Pride
Tijuana LGBTI Pride
Utah Pride Center
Vallarta Pride
Venice Pride

**Region 2**
Aliki Beach Pride
Capital City Pride (WA)
Kitsap Pride Network
OutSpokane
Pacific Northwest Black Pride
Pride Day Equality Project
Yakima Pride

**Region 3**
Albuquerque Pride Inc.
Austin Pride Foundation
Dallas Pride
El Paso Sun City Pride
North Texas Pride Foundation
Panhandler Pride Inc.
Pride Houston, Inc.
Pride San Antonio
SMTX Pride

**Region 4**
Alton Pride Inc.
Fort Wayne Pride
Great Lakes Bay Pride Festival
Indy Pride, Inc.
Kansas City Diversity Coalition
Kenosha Pride, Inc.
Milwaukee Pride
Motor City Pride
Northalsted Business Alliance
Peoria Proud
Pride St. Charles
Pride St. Louis, Inc.
PRIDEChicago
South Central MN Pride
Spencer Pride, Inc.
Stonewall Columbus, Inc.
Twin Cities Pride

**Region 5**
Atlanta Pride Committee
Augusta Pride
Blue Ridge Pride Center, Inc.
Caribbean Pridefest
Central Arkansas Pride
Come Out St Pete
Come Out With Pride, Inc.
Compass Community Center
Hialeah Pride
Kentuckiana Pride Foundation
Kindred Pride Foundation
Miami Beach Gay Pride
Mid-South Pride
Northwest Arkansas Equality, Inc.
Pasco Pride Inc.
Pride Community Center of North Central Florida
Pride Ft. Lauderdale
Pride Puerto Rico
Pride Winston-Salem
Reston Pride
Salisbury Pride Inc.
South Georgia Pride, Inc.
Space Coast Pride Inc.
St Pete Pride
Tampa Pride, Inc
Tidewater LGBT Interfaith
TransPride Fort Lauderdale
Tri State Black Pride
Trojan Pride
Upstate Pride SC

**Region 6**
Boston Pride
Bradbury-Sullivan LGBT Community Center
Brooklyn Pride, Inc
Cape Cod Pride, Inc.
Capital Pride Alliance
Caribbean Equality Project
Center for Black Equality
CNV Pride
Delaware Pride, Inc.
Destination Tomorrow
Hartford Pride /Claro Inc
Hentlage of Pride/NYC Pride
Jersey Pride, Inc.
New Hope Celebrates
NoHo Pride
North Jersey Pride
North Shore Pride, Inc.
NW PA Pride Alliance
NYC Center for Black Pride
Out Rockaway
OUTBronx
OutCT
Parity
Philly Pride Presents
Pride Center of Maryland
Pride Center of Staten Island
Queens Lesbian & Gay Pride Committee
Rhode Island Pride
WCGSA
Worcester Pride

**Region 7**
2 Spirits in Motion Society
Airdrie Pride Ltd.
Alberni Valley Pride Society
Alliance Arc-en-ciel de Quebec
Bay of Quinte Pride
Borderland Pride Inc.
Burnaby Pride
Capital Pride / La Fiert dans la Capitale
Charlotte County Pride
Chatham Kent Gay Pride Association
Choeur Gai de Montreal
Edmonton 2 Spirit Society
Enfants Transgenres Canada
Euphorie dans le genre
Fernie Pride Society
Fierté Fredericton Pride
Fierté Litteraire
Fierté Montreal
Fierté Sherbrooke Pride
Fierté Simcoe Pride
Fierté Sudbury Pride
Fierté Timmins Pride
Fierté Val-D Or LGBTQ+
Fondation Emergence
Four Feathers Society
Fruit Loop Society of Alberta
Georgian Pride
Halifax Pride Society
Jasper Pride Festival Society
Kelowna Pride Society
Kemptville Pride Inc.
Kingston Pride Inc.
L’Espérance Culturel Centre Culturel De Caraquet
Labrador West Pride Inc.
Les Soeurs de la perpetuelle indulgence de Montreal
Lethbridge Pride Fest Society
Minden Pride
Moose Jaw Pride Inc.
Muskoka Pride Community
Nanaimo Pride Society
North Bay Pride
North Peace Pride Society
Oxford County Pride
Peak Pride - Rebellious Unicorns
Pender Island Pride Society
Pictou County Rainbow Community Association
Positive Space Nunavut
Pride Calgary Planning Committee
Pride Central-LUSU
Pride PEI Inc.
Pride Toronto
Pride Winnipeg Inc.
Prince Albert Pride Inc
Queer Yukon Society
Rainbow Alliance of Dryden
Rainbow Sauga Alliance
Regina Pride Inc.
Saskatoon Diversity Network
Simply Good Form Consultancy
Sioux Lookout Pride
South Okanagan Similkameen Pride
Surrey Pride Society
Thunder Pride Association
Two-Spirited People of Manitoba Inc.
Vancouver Pride Society
White Rock Pride Society
Yarmouth Pride
Yorkton Pride

**Region 8**
Asociacion Lituovos Vinius
Equality Dignity Pride
Institute of Equality
Kaliski Marsz Rownosci
Kharkiv Pride
Kosice Pride
Marsz Równo´sci w opolu

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As of September 30, the membership list includes 380 full, provisional, associate and affiliate members.

Region 9
Costa Rica Pride
Eastern Caribbean Alliance
OASIS
Pride Panama
PRIDE TT
PRIDESV - ELSALVADOR

Region 10
Banbury Pride
Belfast Pride Festival
Bury Pride
Capital Pride/Pride Edinburgh
Carlow Pride Festival
Cork LGBT Pride Festival
Cornwall Pride
Cumbria Pride
Doncaster Pride
Dublin Pride
Exeter Pride
Isele of Wright Pride
Kildare Pride Events
Lancaster Pride UK
Limerick Pride
Liverpool Pride
Manchester Pride
MardiGla/Glasgow Pride
Morecambe Pride
Newbury Pride
Northumberland Pride
Norwich Pride
Outing Festival
Oxford Pride
Pride Cymru
Pride in Gloucestershire
Pride in Hull
Pride London Festival
Pride of the Deise
Reading Pride Ltd
Salford Pride
Suffolk Pride Ipswich
Swansea Pride
Trans Pride Northern Ireland
UKPON
Warwickshire Pride
Weston Super Mare Pride
Witney Pride

Region 11
Aalborg Pride
Copenhagen Pride
Hinsegin Dagar - Reykjavik Pride
Malmo Pride
Oslo Pride
Regnbuedagene Bergen
Stockholm Pride
Swenska Pride
Tromsoe Arctic Pride
West Pride

Region 12
Cologne Pride
CSD Berlin
CSD Bielefeld
CSD Deutschland e.V.
CSD Frankfurt e.V.
CSD in Konstanz e.V.
CSD Magdeburg e.V.
CSD Monchengladbach e.V.
CSD Munchen
CSD Nordwest e.V.
CSD Rhein Neckar e.V.
CSD Rostock
Geneva Pride
Hamburg Pride e.V.
HOSI Wien
KLUST
VSE e.V. Braunschweig
Zurich Pride Festival

Region 13
Antwerp Pride vzw
Baham ARTS
Couleurs Gaies
Fierté Marseille
Girofard
Inter LGBT Paris
Pride Toulouse
Rosa Letzburger
Rotterdam Pride
Stichting Alkmaar Pride
Stichting Amsterdam Gay Pride
Stichting Roza Zaterdagen
Stichting Zwolle Pride
The Belgium Pride vzw/asbl

Region 14
ACEGAL Pride Barcelona
AEGAL Madrid Pride
Allied Rainbow Communities
Arcigay Milano
Arcigay Roma (Lazio Pride)
Arcigay Varese / Varese Pride

Region 15
Belgrade Pride
Festival Yperifaneies Athinas
METU LGBT+ Solidarity
Queer Montenegro
Sarajevo Pride
Sofa Pride
Subersive Front Skopja Pride
Thessaloniki Pride

Region 16
Cape Town Pride
Empowerment for Sustainable Livinghood
NMB Pride
Pretoria Pride
Swengerc Foundation

Region 17
Asociacion Silueta X
Associaacao da Para do Orgulho GLBT de Salo Paulo
Brasilia Orgulho
Mesa por la Igualdad Nequen
ORQUIO
Parada do Orgulho LGBT de Santos
SASOD

Region 18
Beirut Pride
Tbilisi Pride
Trans Pride Pakistan

Region 19
Better Together Foundation
Chandigarh Pride
China AIDS Walk
Gandhinagar Pride
Gay Harmony
Goa Rainbow Trust
Hong Kong Lesbian and Gay Film Festival
Inclusive Bangladesh
Kaohsiung Pride
Marriage Equality Coalition
Taiwan
NASHA
Orenda
Proud to be Us Laos
Queer Chennai Chronicles
Seoul Queer Culture Festival Organizing Committee
Shanghai PRIDE
SWEKAR
The Huntsafar Trust
Tianan Pride
Development Movement
Tokyo Rainbow Pride

Region 20
Ambassadors & Bridge Builders International
Association Cousins Cousins
De Ta
Auckland Pride Festival Inc
Boutokaan Inaomatia ao Mauriia Binabainane Association (BIMBA)
Brisbane Pride Festival Inc
Broome Pride Inc.
Central Coast Pride
ChillOut Festival
Darwin Pride (NT) Inc
Dayenu - Jewish LGBT+ Sydney
Dykes on Bikes Sydney Australia
First Mardi Gras Inc.
First Nations Rainbow Aboriginal and Torres Strait Islander Corp
Geelong Rainbow Inc.
Goulburn Valley Pride Inc
Hume Phoenix
National LGBT Health Alliance
Original 78ers Collective
Pacific Sexual and Gender Diversity Network
Rainbow Pride Auckland
Rainbow Pride Foundation
Sydney Gay & Lesbian Mardi Gras
Sydney World Pride
Team Rainbow Inc
The Pollys Club
Trans Pride Australia
Trikone Australasia Inc
Wellington International Pride Parade
Women Walk Something Australia
<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
<th>Region</th>
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<tbody>
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<td>2 Spirits in Motion Society</td>
<td>Canada</td>
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<td>Albuquerque Pride Inc.</td>
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<td>All Yuma Center, Inc.</td>
<td>Yuma, AZ, United States</td>
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<td>Alliance Arc-en-iciel de Quebec</td>
<td>Canada</td>
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<td>Allied Rainbow Communities</td>
<td>Malta</td>
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<td>Ambassadors &amp; Bridge Builders International</td>
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<td>Antwerp Pride vzw</td>
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<td>Arcigay Milano</td>
<td>Milan, Italy</td>
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<td>Arcigay Roma (Lazio Pride)</td>
<td>Rome, Italy</td>
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<td>Arcigay Varese / Varese Pride</td>
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<td>Atlanta, GA, United States</td>
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<td>Auckland Pride Festival Inc</td>
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<td>Augusta, GA, United States</td>
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<td>Baham ARTS</td>
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<td>Belgrade Pride</td>
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<td>Hong Kong, China</td>
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<td>Blue Ridge Pride Center, Inc.</td>
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<td>Tarawa, Kiribati</td>
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<tr>
<td>Bradbury-Sullivan LGBT Community Center</td>
<td>Allentown, PA, United States</td>
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</tbody>
</table>
As of September 30, the membership list includes 380 full, provisional, associate and affiliate members.

<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
<th>Region</th>
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<tbody>
<tr>
<td>Brasilia Orgulho</td>
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<td>Cape Town Pride</td>
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<td>Capital Pride / La Fiert dans la Capitale</td>
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<td>City of Cathedral City</td>
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<td>CSD Rhein Neckar e.V.</td>
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<td>Destination Tomorrow</td>
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<td>Dykes on Bikes Sydney Australia</td>
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<td>Empowerment for Sustainable Livelihood</td>
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As of September 30, the membership list includes 380 full, provisional, associate and affiliate members.

<table>
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<th>Location</th>
<th>Region</th>
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## Member List

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<td>Saskatoon Diversity Network</td>
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## Member List

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<tr>
<th>Organization</th>
<th>Location</th>
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<tr>
<td>SASOD</td>
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<td>The Pollys Club</td>
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As of September 30, the membership list includes 380 full, provisional, associate and affiliate members.

<table>
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<th>Organization</th>
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