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Welcome to the 2017 InterPride Mid-Year Report. We hope you enjoy reading about the advocacy work done and still to complete over the ensuing year and beyond. Whether you’re involved with a Pride or a supporter of our community, thank you for your work and your contribution to the Global Pride Movement.

The work of InterPride is predominantly done through our amazing and hard working committees, led by a team of both Board and Non-Board volunteer Co-Chairs. These vital components of our organization cover Governance, Membership, Operational Rules, Human Rights, Internal and External Communications, The Production of our event and brand WorldPride and our project PrideRadar, Finance, Fund Raising, Support for Pride in Hostile Environments through our Solidarity Grants, Scholarships for members and Planning our AGM & World Conferences. We thank everyone who serves, enabling InterPride to effectively represent our members and the LGBTQ+ community worldwide.

InterPride’s International theme this year is Viva la Vida – meaning “live life”. Since its inception, our movement has been about our communities’ insistence to be able to Live our Lives without compromise. Over the years we have, and continue to, stand tall in the face of oppression and discrimination. And today, in these uncertain and perilous times, it is more important than ever. InterPride celebrates and values the lives of all LGBTQ+ people around the world, and defends the right to live life, free from discrimination. Viva la Vida.

InterPride, the International Association of Pride Organizers, strives to promote Lesbian, Gay, Bisexual and Transgender visibility, internationally, through conferences, communication, education and Pride events. Our members span six continents with a combined reach of over fifteen million people. While most of our members are based in the United States, we work closely with our International Pride Partners – EPOA (the European Pride Organisers Association) and FCP (Fierté Canada Pride). These
relationships allow us to expand our reach to LGBTQ+ communities around the world, enabling InterPride to be a global Pride organization.

Several regional conferences took place in the first few months of 2017 in Western Europe, Canada and in the US – one in the western US and one in the east. Pride organizers came together to learn, network and share experiences. The feedback from these conferences highlight the thing we have in common as Pride organizers.

We hope you’re able to join us in both Indianapolis, Indiana, USA for the 2017 InterPride Annual General Meeting and World Conference in October, and in Spain this summer, when Madrid hosts their largest event to date: WorldPride Madrid 2017.
Committees Served on: Fulfilling one of the duties of Secretary, I proudly serve as Co-Chair of the Scholarship Committee which administers the Pamela O'Brien Scholarship Fund.

Report:
Now in my final term as Secretary, I’ve had nearly perfect attendance at all board meetings, missing one meeting this year while volunteering at another Pride event, and leaving one other meeting early due to family obligations. I enjoy fulfilling the duties of Secretary which are intertwined with several other officers. I work closely with the Co-Presidents to record and distribute minutes of the AGM and meetings of the board and I maintain the board and committee chair roster for attendance and recording of board activity. Each month, minutes are distributed and archived on the InterPride Google Drive.

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

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

My appreciation to Co-President Hayhoe for assisting with correspondence and assisting with meeting notes in my absence.
Attendance at Pride Events
In addition to participating in the Annual General Meeting (AGM) and World Conference in Montpellier, France, October 4-8, 2016, I attended the combined Region 1, 2 & 3 (CAPI) conference, February 9-12, in Las Vegas, Nevada, and I will attend the Mid-Year board meeting, April 20-22 in Indianapolis, Indiana.

I volunteered at Phoenix Pride, March 30 – April 1, in Phoenix, Arizona and will attend several Pride events including Long Beach, Los Angeles, San Diego and a new Pride event in East Coachella Valley, CA.

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

Treasurer's Report
By Linda DeMarco

Committees Served On: Member Services, Scholarship, Fund Development, Finance.

Report
The overall financial picture for InterPride is positive.

The past fiscal year of 2016 for InterPride worked out of 2 bank accounts. We chose First Commonwealth to do our domestic banking and we maintain our relationship with Bank of America to maintain our international banking needs. In addition to our Bank accounts, the Finance Committee manages an Investment account. This past year Calvert Investments changed its name to Infinex Investments, Inc.

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

- First Commonwealth: $18,622.14
- Bank of America: $54,285.23
- Infinex Investments: $171,464.80

At the Annual General Meeting (AGM) and World Conference in Montpellier, France, the membership approved the budget presented for fiscal year 2017.

At the AGM, the membership pledged $18,560 towards restricted funds. Scholarship $9,210 - Solidarity, $9,350. Of these pledges, we have received 85% and anticipate receiving 100%. In addition, Scholarship received $3,042 in additional funds from a silent auction.

The line of credit, secured against our Infinex Investment funds of $50,000.00, was not utilized during the fiscal year. This line of credit is part of InterPride’s future strategy of growth.
As Treasurer, I have worked closely with our Co-Presidents throughout the year to ensure transparency in any transfers of funds. I hope to spend more time during the next few months with my Co-Chair Dave Wait, to bring him up to speed on the bookkeeping and overall finances of InterPride.

Our CPA Julia A. Siska has completed and filed our taxes for 2015. The 2016 files are in process for transfer to our accountant for the filings of taxes.

Goal:
Work closely with my Co-Chair to transition for a new Treasurer.

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

Committees Serving On: Governance (Co-Chair), Scholarship, Methods & Standards, Fund Development, Communications (only in the sense that I am helping design and produce the newsletters).

Report:
It's been a busy six months since we were in Montpellier for the 2016 AGM and World Conference, and my first two months (of my second year of service) were occupied mainly with the mediation of three (3) grievances, in my role as Governance Committee Co-Chair. This worked out very well, as the Vice Presidents of Operations were in somewhat of a slight limbo, while awaiting the filling of our two (2) open seats (female identified, non-U.S. and Trans*).

During our meetings while the above occurred, the three seated Vice Presidents of Operations, with the Vice President Member Services, met to go over the Vice President of Operations workplan created for the 2016-2017 year. We redistributed the regional liaison roles, identified key goals we would work on, and discussed our need to further define the Vice President of Operations role(s).

It was felt that while there’s a very general description in our Methods & Standards Guide as well as our bylaws that defines the role of Vice Presidents of Operations, there's not much else there to help orient and guide new (or current) Vice President of Operations personnel. This often makes for a slow start when almost the whole Vice President of Operations crew is new and there's not been any succession planning possible. Thus, we are currently working on identifying our individual skills, and matching them with the current Board committees.

Some of us have natural fits, for example, in my case I already chair Governance, and as Governance works somewhat seamlessly with Member Services and Methods & Standards, and since I identify as having strong governance and administrative skills, I would propose one possible Vice President of Operations title adjustment become - instead of Vice President of Operations, Female Identified - Vice President of Operations, Administration. Doing so, we can assist the Co-Presidents by serving as committee liaisons and instead of them
having to attend every committee meeting, the Vice Presidents of Operations can split them up, and then in one meeting with the Vice Presidents of Operations, the Co-Presidents can be updated. This would take some of the workload off the Co-Presidents, and give the Vice Presidents of Operations personnel more duties (they are under-utilized as is). There will be a full proposal upcoming, if not before the 2017 AGM and World Conference, then at it.

The other key points we will be working on are:

- Securing/hiring paid staff
- Transforming the AGM and World Conference (survey results needed, will work with CSIC and hosts)
- Global inclusiveness, will work with Member Services, Solidarity, Human Rights
- Improve/increase member programs (with Member Services, Fund Development)
- Expand member resources, (with Member Services and Regional Directors)

It's a pretty lofty set of goals, and we recognize this might be more of a two-year plan, than possible within the next six months. Much of this also coincides with what was part of the original strategic plan put together a few years ago, just updated.

Vice President of Operations Report
By Frank van Dalen
(Vice President Operations – Male Identified – Non U.S.)

Report:
In the light of the work performed by Pride United (as a contractor to InterPride) in order to make PrideRadar a success, there are still ongoing efforts to connect with Prides around the world and contribute to the idea of regional and national Pride platforms. Furthermore, specific attention has been paid to replacing the InterPride management system. A proposal in collaboration with Sue Doster will be presented to the board soon. There moreover seems to be a need to reconsider InterPride regions. A discussion paper will be brought to the board. After the AGM and World Conference - during the first meeting - the board decided to appoint Emmanuel Temores as Regional Director of Region 17 – South America - as part of the ongoing efforts to connect InterPride with the South American Pride Movement. Similar efforts are being made in Asia.

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

The following conferences have been visited:

- The regional conference of NERP/POSE (1 workshop delivered),
A collaboration with WorldPride Madrid has been established to support the programming and organization of the Human Rights Conference during WorldPride 2017.

**Progress on Goals:**

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

**Goal:** Professionalization of InterPrides Communications  
**Responsibility:** Co-Chairing Communications Committee  
**Measure:** See specific Human Rights Mid-Year report.  
**Status:** Ongoing  
**Update/Notes:** Key priorities: get the committee up and running with professionals; replacement of the newsletter system.

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

**Goal:** Regional and National Pride platforms  
**Responsibility:** together with Regional Directors and Vice President's of Operations.  
**Measure:** 1) Pride platforms in Asia, Africa and South America; 2) Discussion about national, regional and international Pride platforms  
**Status:** Ongoing  
**Update/Notes:** More and more countries establish national pride platforms. It is essential to connect with these platforms. For InterPride these platforms create opportunities to connect, but there also is the need for a discussion how to structure national, regional and international Pride platforms when it comes to collaboration and membership structures. Support is given to Emmanuel Temores and contacts from Pride United and as a spin off from PrideRadar are used to support ongoing conversations about the creation of a Pride platform in South America and Asia. In Asia some Pride representatives had a meeting in Tokyo. In South America a network is slowly developing as the aftermath of the Spanish webinar delivered by Emmanuel Temoros. A discussion document about the future of the split of InterPride regions will be brought forward.
Goal: Develop a webinar program  
Responsibility: -  
Measure: webinars delivered  
Status: Ongoing  
Update/Notes: Support is given to boost webinars and the live broadcasting of events. For the AGM and World Conference in Indianapolis one room will be fully equipped in order to broadcast the workshops. The workshops in this room will be selected on the basis of workshop structure (presentations and lectures are more easy to broadcast) and quality of presenters. Attention will be paid to light, presentation, internet-connection. A manual for webinar presenters will be made available shortly. So far 4 webinars have been delivered.

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

Committees Served On: Solidarity Committee, WorldPride Committee

Report:
This year was a late start for me as I was voted in as a Vice President of Operations in November, as I was not able to attend the AGM and World Conference. Regardless, myself along with the other Vice President’s of Operations have met numerous times to get ourselves situated and work on new goals for the coming year.

I believe that my success is measured in the team of Vice President’s of Operations success. We, as a team have really put our heads together to create a strong support for our Co-Presidents, Regions, Members, and Board. We are still working towards some goals for this year, as we have added a new position, Vice President of Operations Trans* Identified. We would like to come up with a Position Description distinct to Vice President of Operations and our individual talent pool. We will be meeting at the end of April at the Mid-Year meeting in Indianapolis to solidify these goals.

InterPride’s mission of a world where there is full cultural, social and legal equality for all is far-reaching and ongoing. As a Vice President of Operations member, I am working towards this by providing a strong structure to our Board who are working towards achieving our mission. It is essential that the Co-Presidents be supported in all that they do, and this is where myself and the other Vice Presidents of Operations step in.
Our (Vice Presidents of Operations) biggest accomplishments are honestly having monthly meetings to really nail down what our position is and how best we can serve our board and membership. This is a process that is still going.

For the rest of the year, the Vice Presidents of Operations will be working on creating and fostering our new and stronger Position Descriptions. We will also work on succession planning, and taking a lead in InterPride’s strategic plan.

Unfortunately I was unable to attend the regional conferences this year due to financial restrictions. I was able to participate remotely however.

**Progress on Goals:**
- **Goal:** To Solidify the Vice President of Operations position description
- **Responsibility:** Vice Presidents of Operations
- **Measure:** A new job description
- **Status:** In Process

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**Vice President of Operations Report**

By J. Andrew Baker

(Vice President Operations – Male Identified)

**Report:**
I was elected into the role of Vice President of Operations (Male-Identified) in October at the AGM and World Conference held in Montpellier. Since that time I have worked with the Executive Committee and numerous other committees to move forward the mission of InterPride.

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

My focus over the past 6 months has been to understand my new role as Vice President of Operations, to support the regions I have been assigned and to create educational and revenue opportunities for the organization.

During the months of February and March, I have been in transition to a new professional role with ILGA World as their Senior Development Officer. This new role required relocation from Waubaushene, Ontario, Canada to Geneva, Switzerland. While this transition has taken much of my time, I have been able to fulfill the duties of my role.
Additionally, I have been re-elected as Vice President of Governance at Fierté Canada Pride in February for a two year term at their AGM in Halifax, Nova Scotia. In March, I stepped down as President & Chair of the Board of Fierté Simcoe Pride, but accepted a voting board role as Past President with the organization.

Over the next six months, I intend to complete a variety of tasks focused on Methods & Standards, Fund Development, Human Rights (focusing on education) and to support other key tasks in the organization.

Progress on Goals:

**Strategic Plan**

**Goal:** Secure Paid Staff  
**Status:** In-Progress  
**Update/Notes:**  
1. Reviewed Job Description  
2. Suggested project style funding of position(s) for key target areas of the role

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

**Goal:** Expand Global Inclusiveness  
**Status:** In Process  
**Update/Notes:**  
1. Investigated funding sources for translation and outreach  
2. Communicated with regions under my portfolio  
3. Supported Carlos to request appointment as a regional director via membership registration and support during FCP AGM  
4. Attended NERP-POSE Conference  
5. Joined Membership Committee  
6. Investigated registration with ECOSOC at the United Nations in Geneva (February 2017)  
7. Active membership in the Human Rights and Solidarity Committees  
8. French Translation supports for the Solidarity grant program  
9. Coordinating an educational webinar about the status of Pride and LGBT Human Rights in the Caribbean with Maurice Tomlinson
Goal: Evaluate and Transform the Board  
Status: In Progress  
Updates/Notes:  
1. Provided education, outreach and governance development towards bylaw amendments to the board structure within Region 7

Goal: Improve and Increase Programs  
Status: In Progress  
Updates/Notes:  
1. Secured and finalized two member benefit contracts as co-chair of Fund Development.  
2. Investigated partnership funders for human rights, scholarship and Solidarity programs.  
3. Working with Co-President (female-identified) on establishing an educational program for InterPride including curriculum development activities, technology supports (Vimeo and other services) and program planning.  
4. Co-Chair Fund Development Committee

Goal: Evaluate, Increase and Expand (Member) Resource Library  
Status: In Progress  
Updates/Notes:  
1. Editing 5 recorded workshops and seminars from the InterPride AGM in Montpellier and the FCP AGM in Halifax for addition to the new educational program.  
2. Developing webinar on InterPride through role as Co-Chair Methods & Standards.  
3. Supporting Membership Committee Co-Chairs in development work.

**Fund Development Committee**  
Role: Co-Chair  
Updates/Notes:  
1. Working on current application to Lush Charity Pot  
2. Discussing with Canadian Grant source for Emoloyment Funding  
3. Approached numerous LGBT specific funders to support InterPride programming

**Methods & Standards Committee**  
Role: Co-Chair  
Updates/Notes:  
1. Confirmed AGM votes  
2. Completed review of bylaws and standing rules  
3. Investigated UN ECOSOC registration and benefits
Membership Committee
Role: member
Updates/Notes:
1. Support co-chairs in communications with Fund Development
2. Supporting the creation of an InterPride Members Webinar

Human Rights Committee
Role: member
Updates/Notes:
1. Outreach to potential webinar presenters
2. Promotion of educational benefits to member organizations
3. Communication support

Solidarity Committee
Role: member
Updates/Notes:
1. Supporting call for applications with outreach promotion and french translation

Governance Committee
Role: member
Updates/Notes:
1. Participated in grievance process as a supportive participant (for any grievances that I was in a position of perceived or actual conflict of interest I withdrew my participation)
2. Supported in review of Carlos's request for regional director appointment

Finance Committee
Role: member
Updates/Notes:
1. No updates

March for Pride and Equality
Updates/Notes:
1. Participation in multiple calls
2. Provided requested support to Co-Presidents
3. Support to the event for Indigenous Participation

Regional Support
Regions: 5, 7, 9, and 17
Updates/Notes:
1. Attended Regional conference for regions 5 and 7
2. Outreached to prides in all regions
3. Collaborated with Human Rights Committee to plan a webinar on the status of Pride and LGBT Human Rights in the Caribbean (region 9)

Vice President of Operations Report
By Chrissy Taylor
(Vice President Operations – Trans* Identified)

Committees Served On: Executive Committee, Human Rights

Report:
I was appointed to the Board in the January Board meeting. For the past 3.5 months I have been learning the role of Vice President of Operations with the help of the other Vice Presidents of Operations.

I have reached out to the Regional Directors in the regions I am overlooking that have Regional Directors. I have also been in initial contact with Dublin Pride.

I am beginning to work with Pride United (a contractor to InterPride) to make connections in South East Asia.

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

At the Mid-Year meeting the Vice Presidents of Operations will be getting together to restructure the tasks associated with the positions. This may also include creating a committee that is focused on “marginalized groups” which the Vice President of Operations Trans identified would chair.

When these positions are solidified, it will help with the direction I pursue for the rest of the year.
2017 Mid-Year Report

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

Committee Members: Brandon Amyot, Stefan Baier, Linda DeMarco, Mickey Heller, Uwe Horner, Paul Huddleston, Perin Hurewitz, Shawn Manning, Mark Monk (minutes-man)

Report:
- Member Services has been very active already in the most recent 6 months:
  - The Member Services Committee has been working closely with Fund Development in a more official capacity. We have added two new Member benefits: Champagne Love + Bubbles and Cloaked in Pride, and expanded a recent benefit, FootprintID. We continue benefit expansion.
  - Membership expansion: Pride Fort Lauderdale has been instrumental in expanding Region 5’s reach in Florida, adding several prides and working hard to bring Miami Beach Pride back into the fold. Uwe Horner is working to expand EPOA/InterPride reach in the British Isles in active recruitment.
  - Collection of Members’ event dates for the master scrolling calendar is continually improving with J. Andrew Baker’s assistance in adding FCP’s Region 7 members and James’ work (with Uwe’s assistance) in getting EPOA information.

Progress on Goals:
Goal: Increase Membership
Responsibility: Committee
Status: Ongoing
Update/Notes: Increasing *visibility* of member benefits, outreach by key personnel and updating database information are key to this work.

Goal: Work more closely with Fund Development
Responsibility: Member Services Co-Chairs and Fund Development Co-Chairs
Status: Ongoing
Update/Notes: New Fund Development Co-Chairs are pro-active with Member Services Co-Chairs in partnering
Goal: Pride Mentors  
Responsibility: Committee and Members at-large  
Status: In Process  
Update/Notes: Particulars need to be determined regarding match, national and international

Scholarship Committee  
By Ron deHarte and Michele Irimia-Bernabe  
(Co-Chairs)

Committee Members: Ron DeHarte, Co-Chair, Michele Irimia, Co-Chair, Audrey Luce, Scholarship Auction Coordinator, Alan Reiff, Brett Hayhoe, Co-President, Linda DeMarco, Treasurer, Malcolm Carey, Marsha H. Levine, Stefan Baier, Sue Doster, Co-President, Sylvain Bruni

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

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

This year the committee is trying to work closer with the Solidarity Committee and coordinate the possible award of scholarship to a Solidarity Grant Recipient (SGR). The initial goal is for scholarship to hold $3,000 from total funds available for the purpose of awarding a qualified SGR. Outreach to member organizations in underrepresented areas continues to be a committee priority.

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

The form created for the 2015 AGM to encourage delegate participation in workshops and plenary sessions will be used again in 2017. Delegates are asked to make very brief notes as to what they learned at the workshops they attended. Delegates need to introduce themselves to presenters at workshops or board members at plenary sessions. The presenter or board member is asked to sign the form to acknowledge the delegate’s participation.

Fourteen applications were submitted by the April 1, 2017 deadline. This us up from twelve applications received during the same period in 2015 and down from eighteen in 2016. Of the fourteen applications...
submitted, one each came from Australia and Republic of Korea, four were from Uganda, and one each from Côte D'Ivoire, Guyana, India, Pakistan, Suriname. Two applications came in from Canada and one from the USA.

All applications will go through a vetting process and then the committee will determine if Scholarship awards will be granted.
WorldPride Committee Report
By Alan Reiff and Dallas Barnes
(Co-Chairs)

Committee Members: Sue Doster, Maryanne Roberto, Juan Carlos Alonso Reguero, Carlos Sanchez, Brett Hayhoe, Uwe Hower, Lars Henriksen, Tommy Homm, Patrick Van Der Pas, Stefan Baier, Michele Irimia, Tonny Liljenberg, Doug Kerr.

Report:
- Monthly meetings have been conducted to focus on the progress of Madrid World Pride 2017.
- Alan traveled to Madrid in February to assist with planning and programming.
- InterPride’s place in the Parade and at the Pride Park (Festival) have been secured.
- Alan and Sue are working out the design of our space.
- Madrid created the WorldPride 2017 Handbook for distribution for all member organizations. Please see the end of this report for the link.
- NYCPride Stonewall 50 continues to work on programming and planning for 2019.
- Two pride organizations have expressed verbal interest in 2021 but no official bid has been received to date. Ft Lauderdale, Florida Pride and Copenhagen Pride.
- The committee will continue to assist all license holders and help to develop any future license holders.

Goal 1: Assist Madrid AEGAL with WorldPride 2017 and make sure all aspects of the contract are upheld.
Responsibility: Co-Chairs and specific committee members
Measure: all payments have been made, the program for WP2017 includes all mandated Components of the contract.
Status: events will take place as scheduled June 23 – July 3 2017

Goal 2: Assist NYCPride with Stonewall 50 WorldPride 2019 and make sure all aspects of the Contract are upheld.
Responsibility: Co-Chairs and specific committee members
Measure: payments have been made. The Stonewall 50 Committee in NYC is still in the planning stages. Quarterly reports are filed and Alan Reiff sits on this committee as well.
Status: work is on-going and moving forward according to the time line.

Goal 3: Work with any future bidding organizations to ensure they fulfill all aspects of the contract before being presented to the membership for approval.
Responsibility: Co-Chairs and specific committee members
Measure: two current organizations have expressed interest but no formal/official bid has been submitted for review. The two are Ft Lauderdale, FL and Copenhagen, Denmark.

You may also find this handbook on the WorldPride page on our website.
Report:
The Methods & Standards committee has been working on the goals set out in the workplan created and approved at the 2016 AGM and World Conference.

Progress on Goals:
Goal: Work on process on how Bylaws are amended.
Responsibility: Co-Chairs
Measure: Process changed
Status: Complete
Update/Notes: The process amended at the 2016 AGM and World Conference, now a call for Bylaw changes will occur 60 days before the AGM and World Conference, with a deadline of 30 days before the AGM and World Conference for receipt by the committee.

Goal: To implement a yearly call for resolutions prior to the AGM and World Conference
Responsibility: Co-Chairs
Measure: Call for resolutions placed
Status: In process
Update/Notes: All call will be placed with the call for nominations to the Executive Committee.

Goal: To conduct an assessment of the Methods & Standards Guide documents for alignment with applicable Texas and US federal law, and with relevant policies of current and potential international partner organizations.
Responsibility: Co-Chairs
Measure: Assessment complete, recommendations for Bylaw amendments and Standing Rule changes made
Status: In Process
Update/Notes: The Co-Chairs have reviewed the Bylaws and Standing Rules, continuing to work on recommendations for changes.

Goal: Create an informational online learning module describing the structure of InterPride, its Bylaws and Standing Rules, and how the committees function.
Responsibility: Co-Chairs, Vice President Member Services
Measure: Module Complete
Status: In Process
Update/Notes: Working with the Vice President Member Services to complete this module before the AGM

Communications Committee Report
By Frank van Dalen and Mark Monk
(Co-Chairs)

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

Progress on Goals from Frank van Dalen:
Goal: Social Media
Responsibility: -
Measure: Increase of Facebook likes
Status: Ongoing
Update/Notes: Posts have been published on Facebook. Specific attention has been paid to posts regarding invitations for webinars, scholarship program and solidarity programs. These posts have all been sponsored to increase their impact. The number of likes is growing steadily to almost 8,000 likes. Like last year, the biggest increase is expected during Pride season. A solidarity campaign will be launched to attract more likes, so the base to communicate with will grow.

Goal: Webinars
Responsibility: -
Measure: Webinars delivered
Status: Ongoing
Update/Notes: A communication webinar was delivered by Steve Taylor and Alexander Webb attended by around 23 people. Another webinar will be presented by them later this year. Furthermore Emmanuel Temores has delivered a webinar or Prides in Latin America. More webinars will be delivered this year.

Goal: professionalization of communication
Responsibility: -
Measure: Quality of communication
Status: ongoing
Updates: The Wikipedia-page of InterPride will be updated and checked regularly. The website for InterPride has been checked on missing information and broken links. Improvements will be implemented shortly. A set of stationary including templates for businesscards, powerpoints etc., will be developed for general use within InterPride.

Goal: newsletters
Responsibility: -
Measure: Monthly newsletter sent out
Status: ongoing
Updates: With the help of Marsha H. Levine newsletters addressing key projects of InterPride and some general informative newsletters have been sent out. However, the system used so far is complicated and consumes too much time when sending out newsletters. MailChimp will replace the existing mail-system with the objective to be able to send out more newsletters in a faster way.

Goal: PrideLife Magazine
Responsibility: -
Measure: Distribution of Pride Life Magazine
Status: ongoing
Updates: Pride Life Magazine will be distributed twice this year in the USA and will also be available in Canada. Content for the InterPride pages has been delivered with the help of Membership Services, the Human Rights Committee and the co-presidents. Additional content is suggested – and followed-up on – by the editors of the magazine. Membership Services is creating the distribution list.

From Mark Monk:
Progress on Goals:
Goal: Website
Responsibility: Committee
Measure: not there yet
Status: In process
Update/Notes: Working on content inventory and information architecture. Will show a schematic of both at the Mid-year. This will not show Brand; just the layout and how it works.

Goal: Social media materials
Responsibility: Committee
Measure: Not there yet
Status: Need to work on a brand that doesn’t change every year due to theme. So many changes to make documents year-in/year-out.
Update/Notes: Work on this in time for AGM and World Conference

Goal: Newsletter vehicle and Delivery
Responsibility: Committee
Measure: Migrate to Mailchimp
Status: Proposed
Update/Notes: Though the current website is great to have this feature, but the process is still framed in traditional methods of web programming. Mailchimp would improve targeting groups, click through, and more frequent blasts without have to do a lot of frustrating coding that you shouldn’t need to do.

CSIC
By Dave Wait and Ernie Yuen
(Co-Chairs)

Committee Members: Dave Wait, Ernie Yuen, Chris Morehead, James Hermansen-Parker, Sue Doster, Mark Monk, Perin Hurewitz, Heather Hay, Uwe Homer, Linda DeMarco, Jason Nolen-Doerr

Summary:
• The committee reviewed the 2016 AGM and World Conference evaluation to offer suggestions for future conferences.
• The committee has received updates on the 2017 AGM and World Conference and offering our assistance as needed. The committee is also working with the host to coordinate the venue for the Mid-Year meeting.
• The committee revised the presenter submission form so a uniform form can be available each year.
• The committee will assist conference bidders with their proposals for the 2019 AGM and World Conference.
• The committee has also been checking-in with the host for the 2018 AGM and World Conference so that they are ready to give an update and registration information at the 2017 AGM and World Conference.
• The committee has developed a draft of a proposed standing rule for Regional Conferences.

Progress on Goals:
Objective 1: Coordination of AGM Workshops
Responsibility: Dave, Sue, Ernie, Chris, Jason
Measure: Completion of the form
Status: Completed and in use

Objective 2: Work with Indy Pride to hold an AGM that follows the conference standards that were approved in 2015.
Responsibility: Entire Committee
Measure: Review of the 2017 Conference Evaluation and the submission of the required documentation
Status: In Process
Objective 3: Investigate using the InterPride web portal to register for future Conferences.
Responsibility: Dave, Chris, Bryce
Measure: To determine if the web portal will work for conference registration
Status: Not Started

Objective 4: Investigate livestreaming conference plenaries and workshops
Responsibility: Dave, Ernie
Measure: Make a decision for future conferences
Status: Referred to the board for discussion

Objective 5: Look into using solidarity money to hold the AGM in Hostile/developing areas.
Responsibility: Dave, Ernie
Measure: Make a decision for future conferences
Status: Referred to the board for discussion

Objective 6: Assist prides with the AGM bidding process
Responsibility: Dave, Ernie
Measure: Successful bid presentations for the 2019 AGM
Status: In Progress

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

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

Committee Members: For 2017 we divided the members of the Human Rights Committee into two groups. Everyone is always welcome to join our meetings and to contribute, but we noticed that some people prefer just to be updated every once in a while. Therefore we established a so-called 'Active-group' and an 'Advisory-group'. This was discussed during Novembers' meeting and accepted by everyone attending.

It means that everyone can subscribe to either one of the two groups; when you have time available to play an active role in reaching our work plan goals, you can subscribe to the 'Active-group'. A certain participation and delegation is expected from this group. When you don't have that much time, but you are interested in getting updated every once in a while concerning the Human Rights aspect around
Pride, you can subscribe yourself to the ‘Advisory-group’. In the member list of 2017 that is shown below the active members are marked with a star.

- Michele Irimia (co-chair)  Dustin Brookshire  Maryrose Bernabe
- Frank van Dalen (co-chair)  Emmanuel Temores  Matt Kuder
- Patrick van der Pas (secretary)  Fernando Lopez  Michelle Meow
- Sue Doster  Frank Leonzal  Nenette Agulto
- Brett Hayhoe  Gary Virginia  Rhonda Fuller
- Dallas Barnes  Dominique Lavergne  Sarafina Scapicchio
- Doug Kerr  J. Andrew Baker  Susan Gapka
- Alan J. Reiff  Jessie DeStefano  Sylvain Bruni
- Andrea Gilbert  Jose Estevez  Uwe Hörner
- Bill Meehan  Juan Carlos Alonso Reguero  Chrissy Taylor
- Billy Urich  Kasha Nabagesera  Kevin Calhoun
- Cain Williamson  Lars Henriksen  Mark Smith
- David Murphy  Mario Colamarino  Devon Turner

Report:
The Human Rights Committee has met regularly, being once a month, for the purpose of keeping members engaged and informed on the status of the committee's work. For that reason, the Co-Chairs have appointed a secretary to manage the internal operational processes within the committee. Primarily the committee functioned as a red button for LGBTI Human Rights violations when it affects or is related to Pride. The committee advises on request when it comes to support requests in relation to Solidarity and/or Scholarship. The committee is actively reaching out to other organizations to contribute to their Human Rights programs. Key-projects are PrideRadar and Webinars.

Topics discussed within the Human Rights Committee that need follow-up in the months to come:

- Support to WorldPride Madrid when it comes to the Human Rights Conference
- New webinars
2017 Mid-Year Report

• PrideRadar

Progress on Goals:
Goal: Pride Radar – follow-up
Responsibility: Frank van Dalen
Measure: Follow-up report due in May 2017
Status: Ongoing
Update/Notes: After the presentation of PrideRadar at the AGM and World Conference in Montpellier the team is now working on a new version. This version is due to be launched on May 17th – International Day Against Homophobia – 2017. The report is updated with new Prides, improvements on language and a new chapter giving a more fundamental approach to highlight developments within the global Pride Movement is written by Patrick van der Pas.

Goal: Awareness creation and training
Responsibility: key-players within the Human Rights Committee a.o.
Measure: Number of trainings and presentations and distributed articles
Status: Ongoing
Update/Notes: Key-notes, workshops and webinars are tools to train those involved in the Pride movement regarding Human Rights in relation to Pride.

• Workshop has been delivered about Human Rights and Pride at the regional conference NERP/POSE.

• The first Spanish webinar about the Pride movement for Spanish speaking participants in South America was delivered by Emmanual Temorros. About 25 people participated. The recordings will be published soon.

• Webinars about elderly people by Mark Smith and Security and Pride is being organized by David Murphy.

Update/Notes in articles: On regular bases authentic content is created on behalf of InterPride and published in newsletters, website, Facebook-page and external magazines. This is instrumental for showcasing the work of InterPride within the LGBTI community and strengthens the profile as a relevant organization. The articles published last year will get integrated in Pride Radar. Contributions have been made to PrideLife magazine.


Support has been given to the organizers of WorldPride Madrid Human Rights Conference. Multiple names haven been suggested. Specifically we have been able to connect the organizers with the minister of Justice of Surinam. Unfortunately she got sacked by President Bouterse. It is up to the organizers to decide how to proceed. PrideRadar will be part of the human rights program and Pride and human rights is a stand alone pillar within the program, as advised.
Goal: Safeguard basic human rights
Pride Platform Africa
Responsibility: Olivier Schulte Fischedick
Measure: Launching event
Status: In Process – but delayed due to strong pushbacks in Africa. It is key to understand that the local Pride movement is in the lead.
Update/Notes: In line with the ambitions of Vice President of Operations Frank van Dalen it is the objective to build an African network of African Pride Organizers. Steps made so far: 1) Reaching out to Pride organizers in Africa; 2) Explore opportunities for support. Next steps: 1) alignment with African Pride Organizers; 2) Write project proposal and get funding; 3) have a launching event. A severe setback came this summer with the raid of the Uganda Pride event.

Goal: LGBTI Human Rights violation in the context of Pride
Responsibility: key-players within the Human Rights Committee and the Board of InterPride
Measure: Number representations and statements/letters
Status: Ongoing
Update/Notes:
• A priority watch list is made having the following Prides listed: Russia, Jamaica, Guatemala, Bahamas, Turkey, Guinea, Uganda, Peru, Bangladesh, India and Montenegro. These countries will closely be followed and appropriate action will be undertaken when prides organizers call for support.

Goals: Solidarity
Responsibility: Solidarity Committee
Additional: attention has been paid to the developments in the United Stated paying specific attention to the Equality March of Unity and Pride.
Solidarity Fund Committee
By Dallas Barnes and Doug Kerr
(Co-Chairs)

Committee Members: Dallas Barnes, Doug Kerr, Heather Hay, Michele Irimia-Bernabe, J Andrew Baker, Jesse DeStefano, Brett Hayhoe

Report:
This year we were able to announce our application process opening on February 15th 2017 and extended our closing date until April 8, 2017. So far we have received about 50 applications which is down considerably from last year, however with our decrease in actual solidarity fund dollars this year, this may be welcome.

Here is our timeline for the upcoming season:

7. Selection Committee Meeting: April 27-May 1
8. Finalists sent to Advisory Committee for consideration May 1
9. Advisory Committee send recommendations to us by May 5.
10. Notifications sent to grant recipients and declinations by May 10

Progress on Goals:
Goal: To have translation completed, and grantees chosen and notified no later than mid-May.
Responsibility: Dallas, Doug.
Measure: We will have all grantees notified by May 10, with a deadline for banking information by May 20.
Status: Not Started
Goal: To update our financial transfer means.  
Responsibility: Dallas, Doug, Linda  
Measure: To be able to transfer funds quickly, timely, and efficiently.  
Status: Started

Governance Committee  
By Marsha H Levine and Paul Sanders  
(Co-Chairs)

Committee Members: J. Andrew Baker, Sylvain Bruni, Linda DeMarco, Jessie DeStefano, Sue Doster, Brett Hayhoe, James Hermansen-Parker, Uwe Hörner, Marsha H. Levine, Mark Monk, Paul D. Sanders, Jorge Solorio

Committee Report:

Once again, the Governance Committee started off almost immediately after the annual AGM, with (3) grievances to mediate. Over the next two months, we conducted research, meetings, and negotiations, to successfully conclude and resolve the concerns raised. A memorandum of understanding has been signed between all parties.

In basic: 1.) any timing changes to the plenary schedule that would adversely affect a report will be reported to the presenter as far in advance as possible, so that they may adjust their presentation. 2.) All members of InterPride, be it an individual within a member organization or the member organization as a whole, will conduct themselves in an orderly, appropriate, and respectful manner. Methods & Standards will propose an expansion to Standing Rule 09.04 to include members and delegates. Meetings/workshops disrupted and/or disrespected by members will be guided back on track by the Co-Presidents or workshop moderator(s). The Co-Presidents will, at the start of meetings and plenaries, set the tone and remind all of the Code of Conduct expected for those present. Appointing "stack" and "vibe" monitors will be considered, to assist in orderly flow during discussion. 4.) Voting results will be announced by percentage, instead of exact number.

Beyond that, the Governance Committee is focusing on items presented in their workplan at the 2016 AGM. These include:

- Appointment vetting, including out-of-region residency guidelines (Paul and Jessie)
- Define BOD member removal process (Marsha, Paul, Sylvain, Jessie)
- Posting of attendance record for Board member view (Marsha, Paul, Sue, Brett, Ron)
- Staff Hiring - next steps.
Board Skills Self-Assessment
Soliciting ideas for additional items to work in during 2017 (entire team)
Preparation for 2017 AGM Executive Committee Candidates' vetting

Progress on Goals:

Appointment Vetting: Replacement of Regional Directors - for those not elected at AGMs or Regional Conferences, or vacancies created by resignation/removal.
Responsibility: Paul and Jessie to define how this works for those living outside the regions they wish to represent.
Measure: We've got an informal process we are currently following, until we codifying something on paper and receive approval.
Status: In Process, hope to have ready for the Mid-Year

Board Member Removal Process: Beyond what is in the Member Handbook, Methods & Standards Guide, and Board Agreement, which only states why/when one can be removed; we need to determine a process that defines how that happens.
Responsibility: Marsha, Paul, Sylvain, and Jessie to work up the process.
Measure: This will also need to be approved, might not be complete until the 2017 AGM and World Conference.
Status: Not yet officially started as of the date of this report.

Updating and Posting of Attendance Records: Governance Co-Chairs and Secretary tracking Board and Non-Board Committee Co-Chair attendance during monthly calls/meetings.
Responsibility: Marsha, Paul, Brett, Sue, Ron
Measure: Monthly and ongoing, double checked by Secretary and Governance Co-Chairs
Status: Working on updating with April's attendance, visible at the InterPride Google Drive.

Staff Hiring: Governance Committee and others will be part of the review and interviewing process, when we get to that point.
Responsibility: Governance Committee, as coordinated by the Governance Co-Chairs
Measure: Reports to the Board, as they occur.
Status: Ongoing process to define and refine job description first.

Board Self-Assessment: Self-assessment form distributed to and received from Board members, to determine skills present and skills absent.
Responsibility: Marsha and Paul
Measure: Will track by chart (Excel file) like we do with meeting attendance. Results will be compiled in a report.
Status: Sending out forms to Board members shortly, to return to us ASAP.

2017 Candidate Vetting: Governance Co-Chairs will announce positions open, solicit advance candidate information, format a candidate guide for IP members to review prior to and during the 2017 AGM.
Responsibility: Marsha and Paul, other volunteers from Governance
Measure: Production of information PDF and/or booklet, possible website page.
Status: We'll be sending the call for submissions out at the beginning of August.

Fund Development Committee
By Jaime Carrillo and J. Andrew Baker
(Co-Chairs)

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

Progress on Goals:
Goal: Identify new grant seeking partnerships and sponsorship target
Responsibility: Co-Chairs
Measure: New sources of revenue generated
Status: In Progress
Update/Notes:
1: Lush Charity Pot Submission: over the past half year the committee has finalized a plan for a submission. To be submitted late April 2017
2: Cloaked in Pride: finalized contract this year and launched outreach to membership
3: Champagne Love & Bubbles: finalized contract and launched outreach to membership
4: Currently researching opportunities with PrideBites and other companies
6: Donor database structure developed

Goal: Push current revenue generating opportunities with membership
Responsibility: Co-Chairs
Measure: Membership usage of benefits and outreach/marketing
Status: In process
Update/Notes: The committee is working with the Vice President of Member Services and Membership committee, the Co-Presidents, the Executive Committee and the Communications Committee to ensure effective outreach of member benefits and opportunities that are Revenue generating through development of workflow diagrams that pertain to actions that involve multiple committees or positions within the organization.

Goal: Annual Review/Update of sponsorship packet
Responsibility: Co-Chairs
Measure: Updated packet
Status: In Process
Update/Notes: The Co-Chairs have reviewed and updated the sponsorship packet as well as Sponsor and partner guidelines that derived from the Advertising and Acceptability guidelines Discussion 2016; and will be presenting a current packet at the Mid-Year meeting.
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2017 WORLD CONFERENCE ★ INDIANAPOLIS
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Indy Looks Forward To Seeing You This October!
Region 1 Report (CAPI)
By Jorge Solorio, Shannon Lank, Mike Iacono
(Regional Directors and Alternate Regional Director)

Las Vegas PRIDE was proud to host the Annual CAPI Conference in beautiful Las Vegas fashion. About 65 people from 23 different Pride organizations came together. For many years, CAPI has been the regional conference for Region 1 of InterPride. This year, the Board is glad to announce the inclusion of Region 2 and Region 3 into the organization. CAPI has now expanded its reach and hopefully empower more Pride organizations throughout the Northwest, Southwest, West, and Mexico.

Seminars included many subjects from Pride 101 to Trans rights and inclusion and Senior perspectives. We were also able to hold some seminars on how to involve the Youth and empower them to continue the work being done.

The Board welcomes its new and continuing board members. They will be able to continue the amazing work being done. Mark your calendars for the 2018 CAPI conference being held in Austin, Texas.

Region 3 Report
By Paul Huddleston, Richard Brethour-Bell, Jaron Turnbow
(Regional Directors and Alternate Regional Director)

Committees Served On: CSIC, WorldPride

Progress on Goals:
Goal: Take Pride Radar a step further and cultivate new membership
Responsibility: Paul Huddleston, Richard Belflour, Jaron Turnbow
Measure: We have weeded out Pride Organizations that don’t exist and updated contact information for Pride Organizations that do exist. We have also started the process of reaching out and making contact with Pride Organizations.
Status: In Progress

Update/Notes: We have identified 112 Pride Organizations in Regions 1, 2 and 3. This project started as a way to communicate with CAPI organizations and quickly became a project to communicate with both CAPI members and potential CAPI/InterPride Members.
To date: 82 Organizations have been identified that are NOT members of CAPI and/or InterPride. The States and/or Country that have made the list include:

Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Idaho, Kansas, Louisiana, Mexico, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah and Washington.

Responses have been varied and we are expecting both new members to join and past members to renew.

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

Report:
A regional Newsletter was sent to all member and potential member Prides in January.

A second newsletter is planned for May and will include updates from the Mid-Year meeting as well as updates for the 2017 AGM and World Conference. With the AGM and World Conference being held in our region, we are making a strong push to get more Prides in our region to attend. Both Regional Directors as well as a team of volunteers from Indianapolis are conducting this effort.

Dave Wait met with the following Region 4 Prides that were attending the LGBT Task Force Creating Change Conference in Philadelphia:

- Pride of the North – Traverse City, MI
- Hotter Than July – Detroit
- St. Louis Pride

Dave Wait contacted Prides in Michigan with an offer for Motor City Pride to assist with their membership fee. None have taken advantage of the offer; he will try again when the May newsletter is sent out.

Chris Morehead has been focused on planning the 2017 InterPride AGM and World Conference and is looking forward to welcoming a record number of attendees to Indianapolis this coming October. Details for the conference may be found at www.indypride.org/interpride.

Progress on Goals:
Goal: Successfully Plan and Host the 2017 InterPride AGM and World Conference
Responsibility: Conference Director - Chris Morehead
Measure: Consistent and constant contact with the CSIC Committee reporting conference updates and discussion of any roadblocks as they come up. Drive to ensure the conference is sold out: 300 Attendees
Status: Ongoing, Currently we have 75 paid conference registrants
Update/Notes: Conference planning is nearing the final stages and is still ahead of schedule. CSIC continues to be very complimentary towards our planning timeline and efforts. A request to present our planning process to the board at the Midyear Meeting will be utilized to disseminate how we have worked to improve this process. We continue to look forward to welcoming everyone to Indianapolis this coming October!

Goal: Outreach  
Responsibility: Regional Directors  
Measure: Increase Size of Region by four Member Prides  
Status: Ongoing  
Update/Notes: Contacted each of the member prides in the region. We have a team of volunteers reaching out to prides throughout the region to ensure each is aware of the 2017 InterPride AGM & World Conference is being held in our region and that they receive a personal invitation. Through this process, we are encouraging nonmember pride organizations to consider becoming a member in order to save money on their registration for the conference.

Goal: Attend Pride Celebrations in Region 4  
Responsibility: Regional Directors  
Measure: N/A  
Status: Attended Ferndale, Hotter than July and Michigan Prides  
Update/Notes: N/A

Goal: Investigate Holding a Regional Conference  
Responsibility: Region 4  
Measure: Successfully Hold a Regional Conference  
Status: Ongoing  
Update/Notes: We hope to be able to capture the momentum the 2017 InterPride AGM and World Conference is generating to drive for a consistent annual Regional Conference.

Region 5 Report
By James Hermansen-Parker, Kevin Calhoun, Jason Gilmore  
(Regional Directors and Alternate Regional Director)

Report:  
The 2017 Joint NERP/POSE Conference was held in Washington, D.C. and was attended by over 12 Region 5 member organizations. There were lots of workshop topics that our members learned from, including ongoing discussion of potential impact of the Equality March for Unity and Pride on our regional members. Continued work on growing communication within the region that was previously began in years past, as well as begin working on basic conference expectations for regional conference hosts.
going forward to help make conference planning easier. Our 2018 conference host, Roanoke Pride, is busy planning their conference, and the dates are set for March 22 – 25, 2018. No conference host was chosen for 2019, but the Regional Directors will continue to work on potential hosts. Charlotte Pride said they are considering a bid for the 2020 Joint NERP/POSE Conference, so more information will be coming forward about that.

**Progress on Goals:**
Goal: Increase communication within the region
Responsibility: Regional Directors & Alternate Regional Director
Measure: Members have more information about InterPride business
Status: Ongoing
Update/Notes: Currently the POSE website is working, continuing to work on timely emails to region members about InterPride business, discussion about a newsletter has ended due to lack of content. Regional Directors and Alternate Regional Director will focus on emails to update members on topics/business.

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**Region 6 Report**
By Sylvain Bruni and Tyler Evertsen
(Regional Directors)

**Committees Served On:** Sylvain serves on the Governance and Finance committees

**Report:**
**Leadership update:**
At the conclusion of the 2017 NERP-POSE conference held in Washington, DC March 10th through 12th, the regional director term of Michele IRIMIA of NYC Pride – Heritage of Pride ended, and Tyler Evertsen of Brooklyn Pride was elected Regional Director. Marcy Carr of the Pride Center of Staten Island remains Alternate Regional Director. Sylvain Bruni of Boston Pride remains Regional Director.

We thank Michele for her years of service to NERP and to the members of our region. We wish her the best in her relocation from New York City to Washington, DC, and we look forward to continue working with her on the committees of InterPride and in the region.

**Membership status:**
Region 6 currently includes 28 member organizations (end of 2016 – not all members have renewed yet). Additionally, NERP welcomed four organizations as invited guests during the 2017 NERP-POSE conference. Finally, the regional leadership team is tracking 36 potential additional members in our region. Our outreach strategy is primarily based on the identification of specific points of contact at each
potential member organization (i.e. an actual person, not a generic email address), and to reach out to that person by phone or email, or even possibly in person should that be an option.

Roadmap status:
Starting at the 2016 AGM and World Conference in Montpellier, France, the regional leadership initiated a roadmap for the region. It was created collaboratively with representative from our member organizations during the regional meetings held at the AGM and World Conference. At each meeting of the region (AGM, NERP conference, and possibly through webinars in the near future), our team reviews, augments or updates the NERP roadmap based on the progress made to accomplish the various objectives it includes.

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

• Promotion of InterPride committees with higher representation of NERP within committees: the purpose of this item is to remind member organizations that the work of InterPride is done in its committees, and that each region must contribute to each committee. The regional leadership team has invited new representatives of member organizations to partake in committees.

• Regional Director participation in member events: the regional leadership team provides regular update on their intent to participate and actual participation in the Pride events organized by its members. The purpose of this item is to be transparent and deliberate about on-the-ground activation of our members.

• Conference planning support: the Regional Directors are to report regularly to the membership their efforts in support of the planning of the various conferences (AGM or NERP).

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

• ‘Future of NERP’ task force: this task force was created in response to regional concerns about the place of NERP within InterPride, especially considering the arrangements made with EPOA and Fierté Canada Pride regarding membership and membership dues. This task force will investigate possible organizational structure options for NERP as a region, and will report at the 2017 AGM and World Conference in Indianapolis, Indiana.

• Outreach and recruitment: the purpose of this item is to identify potential new member organizations in our region and to conduct the outreach necessary to ensure they know about InterPride, membership benefits and the options to join the organization. The regional leadership team has split the list of prospects and is diligently reaching out to each organization on the list.
• Communications: recognizing the communication remains an issue within the organization, the NERP membership decided (1) to stop trying to issue a regular newsletter and instead to send topic-based emails on an opportunistic basis (and so far, the process seems to be working fine), (2) to create a very simple website for the purpose of centralizing key regional information, resources and redirection to relevant InterPride content, and (3) to consider initiating a regional promotion campaign.

• Team Pride: the NERP region is interested in formalizing an “exchange program” by which member organizations send their volunteers to other member organizations’ events, for support.

• Group discussion: realizing that a majority of conversations in regional meetings is focused on the internal logistics of InterPride, our region has decided to hold a systematic group discussion during these meetings. At the 2016 AGM and World Conference, Ryan BOS of Capital Pride DC moderated an exchange on the topic of staffing and resourcing within Pride organizations. At the 2017 NERP-POSE conference, Sue Doster of NYC Pride – Heritage of Pride moderated a conversation about the proposed National Equality March.

Regional conferences:
The 2018 NERP conference will be hosted by RI Pride, to be held in March 2018 in Providence, RI. New Hope Celebrates has expressed an intent to bid for NERP 2019. The Long Island LGBT Network has expressed an intent to bid for a joint NERP-POSE conference in 2020.

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

National Equality March:
NERP regional leadership has been working diligently to support InterPride Co-President Sue Doster of NYC Pride – Heritage of Pride, in her efforts to ensure the representation of InterPride members and the defense of their interests in the organizing of the National Equality March. Both Michele Irimia-Bernabe of NYC Pride – Heritage of Pride and Sylvain Bruni of Boston Pride have actively participated in conference calls, webinars and other conversations with the organizer of the March, and have provided constructive and specific feedback to prevent adverse effects to our member organizations. Both will continue to work with InterPride leadership until the March occurs on June 11th, 2017.
Region 7 Report (FCP)
By Mark Monk and Brandon Rhèal Amyot
(Regional Directors)

Committees Served On: Mark: Member Services, Communications (Co Chair), Methods and Standards, Governance, CSIC Brandon: Methods and Standards, Member Services, Governance

Report:
Mark
Working closely with the Fierté Canada Pride Board on matters and issues affecting the Pride Movement in our region. As a result of events that took place during various festivals across the country, it was felt that having a national dialogue around Police and Pride needed to be had, which has different outcomes in various parts of the country and have created great divisions in certain areas. For example, Toronto’s festival has decided to ban the police, while Halifax is still working with their police service even though the police force has decided to step back from being involved. Vancouver and Calgary still have their police forces involved.

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

Brandon
I recently attended the FCP 2017 Conference in Halifax, Nova Scotia, Canada, alongside Mark and many other colleagues. Not only was there an excellent opportunity to speak with first time attendees, but also have some difficult and important conversations about a variety of issues facing Pride. The conference was an overall success, with relevant material and a diverse set of workshops, and has produced an ongoing conversation beyond the conference.

Region 7 has approximately 90 or more Prides as of April of this year, not including ones on college and university campuses. As less than a third of these Prides are members of FCP/InterPride, one of the many tasks of the rest of this year will be recruiting more. One of the opportunities to start conversations with these Prides as well as those who are members will be through the upcoming national Pride Festival in Montréal, Québec. This presents a unique opportunity to help Region 7 grow.
Goals
Mark
1. Encourage participation in the Canada Pride Festival
2. Improve the dissemination of information to members in the region in both official languages (reduce English-only publications).
3. Improving the framework around the National/Regional Conference.

Brandon
Goal: Increase Membership
Responsibility: Committee (Membership Services)
Measure: Gradually increasing membership, greater understanding of renewal, and more renewals earlier in member cycle
Status: Ongoing
Update/Notes: As found in a recently updated list of Prides in Canada, there are approximately 93 in Canada (not including Prides on college and university campuses). This information will helpful for Regional Directors and other pertinent people to reach out to more Prides and facilitate more members joining.

Region 10 Report
By Andy Train
(Regional Director)

We have 108 Prides, that we know of, in the British Isles. About 6 are new and a few are what we call “resting” for a year. The newly formed UK Pride Organisers Network has held it’s Spring Conference in Cardiff hosted by the Welsh Assembly. Those present attended workshops on fundraising, sponsorship, access issues and working with the police. It’s an excellent way to share ideas and support one another plus the bonus of Pride Cymru (Wales) showcasing and providing two evenings of hospitality.
Thanks to my fellow Co-Chair Steve Taylor and the other members of our Board for organizing the event.

I believe at least 3 Prides in the British Isles are members of InterPride.

We were pleased to have Uwe Horner from Germany speak to conference. It is evident in these somewhat troubling times, for many internationally, that there is “power in our union” and the need for Prides is as strong as ever.

This year in the British Isles we look back over the 50 years since homosexuality was partially decriminalized in England and Wales and focus our activity around this on Hull, UK City of Culture 2017 as the first UK Pride. www.prideinhull.co.uk; www.hull2017.co.uk #LGBT50 We invite everyone to attend.

We continue to reach out to new groups and those with ideas to tackle issues around intersectionality and bi-erasure. We are pleased to sign post those Prides big or small, in cities, towns or villages to where they can get help and support. Each Pride is sovereign in the way they work and as a network it’s a peer support opportunity we have created with UKPON.

Our next conference is scheduled for October in Blackpool but in the meantime we look forward to World Pride, UK Pride and those Prides throughout the British Isles supported by many hard working volunteers.

Region 11 Report
By Lars Henriksen
(Regional Director)

Committees Served On: WorldPride Committee, Human Rights Committee

Report:
I have taken direct contact to Prides, that I knew were not yet members of Interpride/EPOA – and am currently in dialogue with Tórshavn, Aalborg, and Nuuk in the Danish realm to become a member. Also a new Pride festival is being contemplated in Odense, for which I have given support and promised to assist with anything they need – including an invitation to join Interpride, once they have realized their
first event. In the past 6 -7 months Aarhus Pride in Denmark and Malmö Pride in Sweden have joined EPOA/Interpride on my suggestion and we work very closely with them.

In February during Copenhagen Winter Pride Week, we invited a number of Nordic prides to Copenhagen for networking activities and a joint workshop/ community Day. There was participation from; Stockholm, Oslo, Gothenburg, Trelleborg, Malmö, Copenhagen and Lund. In other activities during the week participated representatives from London Pride and Istanbul Pride, but they are, of course, from other regions.

I have requested a list of all prides registered in Norway to be able to take contact to those which are not yet members and begin a dialogue on what they think could be a reason for them to join. Hopefully even an invitation for dialogue, will make them more interested in the work in Interpride /EPOA and also in how a membership might benefit them.

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

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

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

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

Uwe Hörner presented the new WorldPride promo video of Madrid and the WorldPride Pride Park power point presentation – first shown at the AGM. We are planning to attend the Pride Park by a group of Pride
organizers maybe in cooperation with EPOA or UKPON to advertise our Region 12 Prides.

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

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

We are proud to say that a fix half-year rhythm in which the conferences take place is established now. You can be sure Interpride and the Interpride AGM is mentioned at our regional conferences. The next regional conference will take place October 13th to 15th at Münster. We think it is positive for the other Prides that we keep them up to date what is going on with Interpride, when and where the next AGMs take place, and so on.

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

We think by now Interpride is well known by the region 12 Prides.

There are 67 Pride organizations in region 12 (58 in Germany, 4 in Switzerland, 5 in Austria and no pride in Liechtenstein).

InterPride members are 10 of them: Vienna, Braunschweig, Hamburg, Mannheim, Berlin, Cologne, Mönchengladbach, Konstanz and Zurich and new: Bregenz (Austria). The German Pride union CSD Deutschland has become associated member also in February. As soon as we notice that there are new Prides in our region we try to get in contact with them, offer them our help and try to visit them at their Pride.

Since our last InterPride AGM and World Conference there were no Prides in our region. They take place from April to September.

New Prides in the planning: CSD Tuttlingen (Germany) for 2018 and some Prides will probably revive in 2017.
Region 14 Report
By Juan Carlos Alonso Reguero
(Regional Director)

Committees Served On: Human Rights, WorldPride

Report:

Since the 2016 InterPride & EPOA AGM and World Conference in Montpellier, I have continued to work to achieve the misión of InterPride:

1. Promotion of InterPride and WorldPride.
2. Nationals and International Meetings.
3. Work performed as Conference Coordinator from EPOA Board of Directors.

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

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

- All these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

I have had a lot of meetings with national & International Associations and Organizations to increase communication and participation in our Region and in InterPride.

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

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

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

PROGRESS ON GOALS:

Goal: Promotion of the Association

In the International Tourism of Madrid (FITUR), World Travel Market London, ITB Berlin, several meetings were held and a workshop to Exchange experiences. The objetive of these actions was to
promote Madrid Pride, Madrid WorldPride 2017 and InterPride. Also in FITUR, World Travel Market, London and ITB Berlin I gave a presentation on the main stages of LGBT pavilions. It was a promotional presentation of InterPride and WorldPride 2017.

**Goal: Nationals Meetings**

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

These meetings had three objetives:

1) Continue to work together

2) Strengthen support of organizations to Madrid WorldPride 2017

3) Increase the participation of all organizations in the WorldPride 2017

Meetings have been held and are continuing to occur with: Bilbao Pride, Ibiza Pride, Valencia Pride & LGBT Organizations from the South of Spain.

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

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

**Goal: International Meetings**

The team from the Harvey Milk Foundation (including Stuart Milk) made a site visit at the University Autónoma, to complete planning discussion on the speakers and topics for Human Rights Conference, Madrid Summit to accompany WorldPride Madrid 2017. Including a press Conference. From Friday January 13, 2017 to Tuesday January 17, 2017.

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

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

With EPOA I have had three meetings with LGBT organizations across the Europe:

1. January 21st, 2017: Sofia (Bulgaria) with organizations from the Balkans.
InterPride and WorldPride Madrid 2017 International Promotion and meetings with different International Organizations and Pride Organisers:


- March 2017 (29th, 30th and 31st): I gave a presentation of the WorldPride Madrid 2017 in the Spanish Cultural Center in Méxíco (CCEMX) and interviews in different newspapers, radios and televisions. I also had a meeting with the Council to prevent and eliminate discrimination in Méxíco City, COPRED. We spoke about the situation of the LGBTI collectives in each to our countries in relation to equality policies. COPRED also announced its presence at the Human Rights Conference, Madrid Summit.

- April 2017 (7th and 8th): Zurich: I had two meetings with Mark Frederick Chapman and María Von Käenel, (Coordinator of International Family Equality Day), to review the contents of the Human Rights Conference, Madrid Summit, and increase the presence of lesbians and Diversity Families in the Conference and also in the WorldPride Madrid 2017 program.

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

**Goal: Pride Centroamérica.**

The organizer committee of WorldPride Madrid 2017 has organized the meeting of Central Americas Leaders and LGTBI Organizations last 14th and 15th of February at Tegucigalpa, Honduras. There were representatives from El Salvador, Honduras, Guatemala, Nicaragua & Costa Rica.

The main goal of WorldPride Madrid 2017 is to focus on LGTBI Rights.

With that, the Organizer Committee of the WorldPride must show the current troubles that spur LGTBI community and challenges they face around the world.

For that, within the official program of Human Rights, we celebrate a Regional Meeting with collectives, organizations and leaders from Central America with the aim of share experiences, analyze the situation and troubles on that regions, emphasizing on particularities of each country to strengthen regional alliances and define mutual actions between WorldPride and those regions.

The WorldPride Madrid is the first that takes place in a Spanish speaking country, for that, it’s extremely important to strengthen the links between countries that share the same languages with a great cultural, historic and social diversity. WorldPride must be the voice of all LGTBI community specially focusing on Latin America and Caribe.

All the Issues discussed on that meeting were documented and the conclusions will be presented at Madrid Human Rights Conference, Madrid SUMMIT.

Moreover, after that Meeting, I presented WorldPride & InterPride with LGBT organizations from Costa Rica, several interviews in radio and TV and meetings with the City Council and the Vice President of the Republic of Costa Rica and with the Centro Cultural de España en Costa Rica,
Goal: Work performed as Conference Coordinator from EPOA Board of Directors.

- I worked together with West Pride in the organization of the Annual General Meeting of the European Pride Organizers Association that will take place in Gothenburg/ Göteborg, Sweden, on Friday 22nd, Saturday 23rd and Sunday 24th of September. The EPOA AGM & Conference is a unique and real opportunity to celebrate a Regional Conference of all Prides in Europe, and the rest of Prides from Region 14. In collaboration with Ruben De Keyser, (EPOA’s Outreach and Member Services Coordinator), we are inviting all our Associates to participate in the EPOA AGM and we aim to increase the participation of guests (non members).

- I have attended all the “EPOA extra Board Meeting” that had taken place to date:
  Sofia (Bulgaria) (20th to 22nd of January 2017)
  Bergen (Norway) (17th to 19th of March 2017)

Also I have participated in all monthly Skype calls for the EPOA Board of Directors.

Region 17 Report
By Emmanuel Temores
(Regional Director)

Throughout South America, at least 135 Pride events are held yearly, among which are some of the largest in the world, such as São Paulo, Buenos Aires and Santiago. The Pride Movement in South American countries is becoming more vibrant and in some cases innovative. The collaboration between InterPride and the organizations in this region had been limited mainly by the language barrier, but this has now changed for the better since I got appointed by the Board as Regional 17 Director proposed by Frank van Dalen to develop South America as a region for InterPride.

Since 2011, there have been a few South American organizations that have joined InterPride. Some of these members have joined after having requested funding for the events, such as Colombia Diversa of Colombia and Fundación Igualés of Chile, with whom I have been in communication with the aim of generating a long-term relationship between InterPride and them, where a mutual commitment already exists. I have also spoken about the mutual benefits gained from a continued collaboration.

Identifying the current needs initially is paramount to promote the name of InterPride in South America, then generate empathy and trust towards the organization (and in that way to better understand the concerns of organizations), and also increase memberships and nurture the fruitful exchange between organizations. I have been working on a branding strategy, which includes articles, webinars and one-to-one conference calls. The first article has already been published and the first webinar in Spanish language has been held; the webinar was attended by Pride organizers from Bolivia, Chile, Argentina,
Colombia, Ecuador and people from other regions. This webinar contained in-depth information regarding the Pride movement in the region, and recognition of their effort in this world.

I have had communication via video calls with organizations from almost all the region, although not all of them have been able to do this. Communication with organizers of Pride events in Bogota and Medellin (Colombia), Quito (Ecuador), Santiago (Chile), El Salto and La Paz (Bolivia) and Mendoza (Argentina), as well as Paramaribo (Suriname) has been fruitful. The Parea Pride in Suriname being a recent new member.

Mariana Hase Ueta has met with the São Paulo Pride team with the objective of involving InterPride, and has also held meetings with organizations from other Brazilian cities. Mariana Hase Ueta in Brazil and Gonzalo Andres Sierra in Chile, are part of a network of active collaborators of the region in their respective countries, with whom they are working in the initial phase to develop regional networking groups. Once the networking in South America starts developing by hand with InterPride, we will need to discuss about the split of the area in smaller regions.

Goals:

- To continue with branding strategies to promote InterPride in the region.
- To foster communication and the growth of South American members.
- Develop local and regional networks.
- Further contact with key people in South America to encourage them to attend this year's AGM and World Conference.

Additional work:

Although my region is South America, I have also maintained contact with Pride organizations in Mexico and Central America with the aim of introducing InterPride. Vallarta Pride (Mexico) has recently become a new InterPride member. In Guatemala City with the OASIS foundation, the relationship is already well established.

As part of the InterPride Human Rights Committee, we will continue organizing new webinars in Spanish, with the support of the Guadalajara Pride Committee and other Spanish language speakers. I also continue with my ongoing work with Pride United (contractor to InterPride) to work on PrideRadar.
Region 20 has become much more exciting – on an InterPride level – over the past six months. Further to various conversations with the Co-Chairs of the Sydney Gay & Lesbian Mardi Gras and, now Region 20 Director, Paul Savage, I was invited to attend as a VIP at this year’s event. This was my first time at Mardi Gras and I have to say it was nothing short of spectacular. The stand out for me is the way that Sydney, along with the millions of visitors, embrace the event completely. The ensuing celebration of LGBTIQ+ culture and community is truly inspirational.

Picture1: for the first time, a contingent of First Australians (Aboriginal Community) led the parade.

In addition to growing the membership from Region 20, talks are well advanced for Australia – involving the majority of Pride organisations around the country but led by the Sydney Gay & Lesbian Mardi Gras – to place a formal bid to host WorldPride in 2023. This process will commence with an official expression of interest being announced at this year’s Mid-Year Meeting of InterPride.

Picture2: the community dance presentation at the official after party. Truly spectacular.