InterPride Board and Committees
Mid-Year Report
Index of Reports:

Executive:
- Co-Presidents Page 3
- Secretary Page 5
- Treasurer & Finance Committee Page 6

Vice Presidents of Operations:
- Marsha H. Levine Page 8
- Frank van Dalen Page 9
- Chrissy Taylor Page 11
- J. Andrew Baker Page 12

Committees:
- Member Services Page 14
- Scholarship Page 15
- Solidarity Page 16
- Methods and Standards Page 18
- Communications Page 19
- CSIC Page 21
- Governance Page 37
- Fund Development Page 38
- Human Rights Page 39
- WorldPride Page 43
- Restructuring Page 44

Regional Directors:
- CAPI Page 45
- Region 5 Page 46
- Region 6 Page 48
- FCP Page 50
- Region 8 Page 51
- Region 9 Page 52
- Region 10 Page 54
- Region 11 Page 54
- Region 12 Page 56
- Region 14 Page 58
- Region 15 Page 63
- Region 16 Page 65
- Region 17 Page 66
- Region 20 Page 67

Welcome to the 2018 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 WorldPride and Publication PrideRadar, Finance, Fund Raising, Support for Pride in Hostile Environments through our Solidarity Grants, Scholarships for members, Planning our AGM & World Conferences and the introduction of our Restructuring working group – to oversee a major improvement of our organization for the benefit of all concerned. This process will involve several other committees including cleaning up and, in parts, re-writing our constitution and also taking a closer look at how our conference committee is involved with all planning aspects moving forward.

We thank everyone who serves, enabling InterPride to effectively represent our members and the LGBTQ+ community worldwide.

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.

In January this year we welcomed our third Pride Partner, CAPI (Consolidated Association of Pride Inc.) and the first in the USA. Joining 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.

We look forward to seeing you in Saskatoon, Saskatchewan, Canada for the 2018 InterPride Annual General Meeting and World Conference in October.
Brett and Linda want to sincerely and wholeheartedly thank all of you for your amazing work with InterPride and the Global Pride Movement.

Without you, we could not do what we do.
Committees Served on: I serve as Co-Chair of the Scholarship Committee. The committee is charged with administering the Pamela O’Brien Scholarship Fund.

Report: I rarely miss a board meeting or mid-year meeting. A long planned vacation will prevent my attendance at this year’s mid-year meeting. I’m passionate about the work of InterPride and I enjoy serving in the role of Secretary. Duties include recording and distributing minutes of the AGM and meetings of the board. The secretary also maintains the board and committee chair roster for attendance and recording of board activity. Each month minutes are distributed and archived in the InterPride Google Drive.

I’m dedicated to responding to all inquiries received at info@interpride.org in a timely manner. In most cases either Co-President Hayhoe or myself handle inquiries within two days. With each of us located in different hemispheres there is little to no lag time in responding to inquiries received from around the world.

Other officers handle several duties noted in the Method & Standards as the responsibility of the secretary. The Co-President sends out meeting notices and the VP of Member Services maintains the organization’s membership database.

Attendance at Pride Events: In addition to participating in the Annual General Meeting, (AGM) in Indianapolis, Indiana, I attended the combined Region 1, 2 & 3 (CAPI) conference in Austin, Texas. I will volunteer at Phoenix Pride, April 6-8, in Phoenix, Arizona and Cathedral City LGBT Days. I attended Desert Hot Springs Pride and will attend several other Pride events including Long Beach, 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 the final year of service as the Secretary of InterPride.
Treasurer’s Report & Finance Committee Report
By Dave Wait (Treasurer & Finance Committee Co-Chair)
& Sylvain Bruni (Finance Committee Co-Chair)

Committee Listing:
Dave Wait – Finance Committee Co-Chair
Sylvain Bruni – Finance Committee Co-Chair
J. Andrew Baker
Linda Demarco
Sue Doster
Brett Hayhoe
James Hermansen-Parker
Eric Zucker

Report: The overall financial picture for InterPride is positive. As Treasurer, I have worked closely with our Co-Presidents (and past Treasurer) to transfer the responsibilities of the position.

The past fiscal year of 2017 for InterPride worked out of 2 bank accounts. First Commonwealth was chosen for 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.

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

<table>
<thead>
<tr>
<th>Account</th>
<th>April 1, 2017 Balance</th>
<th>April 1, 2018 Balance*</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Commonwealth</td>
<td>$18,622.14</td>
<td>$27,899.61</td>
</tr>
<tr>
<td>Bank of America</td>
<td>$54,285.23</td>
<td>$61,772.75</td>
</tr>
<tr>
<td>Infinex Investments</td>
<td>$171,464.80</td>
<td>$193,466.32</td>
</tr>
<tr>
<td>Total</td>
<td>$244,372.17</td>
<td>$283,138.68</td>
</tr>
</tbody>
</table>

The above totals includes the following restricted amounts:
- Scholarship $9,444.00
- Solidarity $5,260.00

It should also be noted that requests for Regional Conference Reimbursements have not been received. If all regional conferences request a reimbursement then we would have payables totaling approximately $12,000.00

At the Annual General Meeting (AGM) in Indianapolis, Indiana, USA, the membership approved the budget presented for fiscal year 2018. A budget to expense report will be distributed at the Mid-Year Meeting.

Since we have not used our line of credit, that account was closed by the investment company.
Treasurer/Finance Committee Mid-year Report

Our CPA Julia A. Siska has completed and filed our taxes for 2016. The 2017 files are in process for transfer to our accountant for the filings of taxes.

Goals:
Goal: Transfer All Accounts to new address and signatures as needed.
Responsibility: Dave Wait
Measure: When all accounts have been transferred
Status: In-Progress
Update/Notes:
Bank of America – Done November 2017
Bank – requested signature cards to be signed at Mid-year Meeting
Investment – requested signature cards to be signed at Mid-year Meeting

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

Goal: Quarterly Finance Committee Meeting
Responsibility: Dave Wait
Measure: That the three meetings take place this year
Status: Not Started, first meeting will be held in April

Goal: Review investment strategy with Finance Committee
Responsibility: Dave Wait
Measure: minutes of the discussion
Status: Will take place during July Meeting

Goal: 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: Not Started
Vice President of Operations Report  
By Marsha H. Levine  
(Vice President Operations – Female Identified – U.S.)

Committees Serving On: Governance (Co-Chair), Restructuring (Co-Chair through October) primarily, sitting in on other committees as needed/requested.

Report: After reelection, I busied myself mostly with work on the Restructuring Committee, and then, with the receipt of yet another grievance, investigation and mediation via the Governance Committee. Having grievances come out of the AGM or shortly after has occupied much of the beginning months of each year for me, for the last three years.

The other three Vice Presidents of Operations (J. Andrew, Chrissy, Frank) and I divided up the regions, and I am the liaison for Regions 1, 2, 3, 6, and 11. Regions 1, 2, and 3 often act as a composite, as their Regional Directors and their member organizations are all a part of CAPI, Inc. Regions 6 and 11 have been operating self-sufficiently for many years and need little support. I check in quarterly with all, and share information as received.

I updated a draft of the Board Member Handbook, with all the revisions from the 2017 AGM, and distributed it to both the Board and Committee Co-Chairs.

This year has proved challenging for me, to attend regional conferences, on a few fronts. I was transitioning from working as a contractor and freelancer to a full time position. As such, there was a financial gap that did not bridge until mid-March. I also caught a cold that turned into bronchitis around the time of the CAPI conference. I have not yet accrued sufficient vacation time to travel long distances. Barring any additional illness, this will not be the case for 2019 regional conferences. While I was not able to travel, I did host J. Andrew for several days in my home, and met twice with Sue Doster and Michele Irimia-Bernabe while they were here on vacation, allowing us to do some work in person.

Instead of monthly Vice President meetings, we are starting Executive Committee meetings, which will be a lot more inclusive, and allow us to get more work done between Board meetings, hopefully making them shorter.

The other key points I will be working on are:

- Hiring paid staff — this is a pending item from previous years
- Revising other onboarding documents as needed
- Gearing up for the 2018 officer elections
- Working with Restructuring and Methods & Standards on standing rule changes
- Assisting the co-presidents with operations of the organization

The Restructuring InterPride package is a pretty huge task on its own, and I am looking forward to the presentation of our work in Saskatoon. Hopefully Governance will now settle down into routine business, with the grievances behind them.
I am positive more opportunities will land on my plate, as we move into the next busy six months of work ahead, and closer to the 2018 AGM & World Conference.

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

Progress on Goals:
Goal: Building pride platforms in underrepresented areas - Africa
Responsibility: VP Ops for Africa
Measure: Establish a pride platform in Africa
Status: In process
Update/Notes: After an earlier visit to Uganda Pride, a visit to Johannesburg Pride gave additional traction to the process. In December 2017 a meeting with the chair of Johannesburg Pride, Kaye Ally, in Amsterdam let to a plan to: 1) take action in developing Africa Pride; 2) increase the membership for InterPride in Africa; 3) building an informal pride platform starting in South Africa. A Regional Directors meeting with Africa Regional Director, Carlos Idibouo, and the Chair of Johannesburg Pride, Kaye Ally, has been held with a most important outcome - the proposition of a second Regional Director - Africa. New members from Africa are signing up based on the November adopted new membership level and so far 5 South African Prides have shown interest in becoming part of the Africa Pride Platform.

Goal: Building pride platforms in underrepresented areas - Caribbean
Responsibility: Outreach as result of Pride Radar
Measure: Establish a pride platform in Caribbean
Status: In process
After several meetings with representatives of Surinam Pride it is agreed that Surinam will take a leading role to develop a Caribbean pride platform. The program will be connected with funding opportunities from state department of the United States, with the support of San Diego Pride.

Goal: Building pride platforms in underrepresented areas - India
Responsibility: Outreach as result of Pride Radar
Measure: Establish a pride platform in India in Region 19.
Status: In process
In collaboration with Deepak Kashyap an action plan has been developed to connect and develop relationships between the India Pride movement and InterPride. This action plan has been put in operation in February 2018. First results are expected later this year.

Goal: PrideRadar
Responsibility: Chair subcommittee PrideRadar
Measure: Complete list of prides around the world
Status: Ongoing
Update/Notes: As an ongoing effort to identify Prides around the world a few hundred additional Prides have been added to the database by Patrick van der Pas, Aron le Fevre and Emmanuel Temoros with the input and help of Welton Trindade, Deepak Kashyap, Uwe Horner and Andy Train. The final PrideRadar report will be published in May. The database structure has been shared for the future new InterPride website.

Goal: visit of regional conferences
Responsibility: Vice President of Operations
Measure: number of visited regional conferences
Status: Completed
Update/Notes:
● NERP – visited – side-talks about WorldPride and networking.
● CAPI – visited – delivered two workshops
● FCP – visited – delivered two workshops, one plenary talk about restructuring, developed relationship with Canadian government (i.e. LGBTI-officer of Trudeau).
● EPOA board meeting – discussion about contract, joined AGM, AGM Saskatoon, restructuring, voice of Europe within InterPride – side talks about strengthening Regional Director network and developing Middle and South America
● Organized online Africa Regional Director meeting – plan to further develop Pride movement in Africa discussed
● Organized online European Regional Director meeting – focus on developing relationship Pride movement Europe with InterPride, further develop membership, regional updates.

Goal: Restructuring
Responsibility: member of the restructuring committee
Measure: input translated into plan
Status: in process
Update/Notes: 1) Stimulated the processes in Europe, Africa and South America in order to deliver input from these regions on the restructuring of InterPride; 2) Created a presentation about “Cultural dimensions” to be considered during the restructuring and delivered a webinar about “cultural awareness”; 3) Created a presentation about the regional structure of a future InterPride including representation and board-positions; 4) created proposal for AGM - inclusion and representation.

Goal: Development of InterPride
Responsibility: executive board member
Measure: number of proposed plans or analyses being implemented
Status: ongoing
Update/Notes: Membership: 1) evaluated new membership process through website and proposed updates; 2) presented updated world map of InterPride regions; 3) alignment process InterPride and EPOA membership list; 4) created ODA-membership level list for Regional Director’s split into InterPride regions. Fund Development: 1) introduced Pride Shoes from EPOA into InterPride; 2) introduced sponsorship opportunity for AGM Saskatoon. Methods & Standards: 1) proposed to include Portuguese as fourth operational language to facilitate Brazil.
Vice President of Operations Report
By Chrissy Taylor
(Vice President Operations – Trans* Identified)

Committees Served On: Solidarity (Co-Chair), Restructuring

Report: I was elected to the position of Vice President of Operations in October at the AGM in Indianapolis. Instead of having regular Vice President of Operations meetings, the Vice Presidents suggested to have full executive meetings. One of the reasons was to try and get a better handle on the amount of work that could be distributed to the Vice Presidents of Operations from the Co-Presidents role.

In my role as Vice President, I support regions 4, 8, 10, 19, and 20. In Regions 4, 10, and 20 there are Regional Directors whom I am in contact with and actively supporting when anything arises. I have been working with the Regional Director from Region 20 to establish a strategy to get more Prides from Region 19 involved in InterPride. Similarly, I have been in contact with the Regional Director from Region 11 to try and engage Prides from Region 8.

I was appointed as the Co-Chair of the Solidarity Committee in October and have spent a lot of time training with the previous Co-Chairs to establish a smooth transition in leadership. I am hoping that I will be able to connect with some of the solidarity applicants from Region 19 and 8 to encourage ongoing engagement with InterPride.

I attended the Fierté Canada Pride (Region 7) Conference in Calgary, Alberta in February. I updated the Region on the current on-goings of InterPride, including restructuring and am now working with the FCP board to give feedback to the restructuring committee from a Canadian perspective.

Progress on Goals:
Goal: Connect with and Support Regional Directors in Regions 4, 10, and 20
Measure: Introducing myself to Regional Directors and responding to inquiries
Status: Ongoing
Update/Notes: I have supported RD’s from all regions with issues that have come up for them.

Goal: Connect with Prides in Region 8 and 19
Measure:
Status: In Process
Update/Notes: Working with Paul from Region 20 to create a strategy to connect more prides from Region 19 to InterPride. Have been in contact with Stein from Region 11 about connecting with prides from Region 8.

Goal: To develop a specific role, and job description for the Vice President of Operations
Responsibility: Vice President of Operations
Measure: Written description approved by the membership
Status: In Process
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 2016 at the AGM held in Montpellier. Since that time I have worked with the executive committee and numerous other committees to move forward the mission of InterPride.

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

Over the past 6 months I have led a bylaws revision with James Hermansen-Parker. Additionally, I have met with a series of funders who may be interested in supporting the work of InterPride.

During the months of February and March, I attended the FCP (Region 7), POSE (Region 5) and NERP (Region 6). I presented a workshop about ILGA, Human Rights and the UN at the NERP & POSE Conferences.

Additionally, I am finishing my final year as Vice President of Governance at Fierté Canada Pride. At this time, due to my locality in Switzerland, I do not expect to seek re-election. I continue to serve on Fierté Simcoe Pride’s board as their Strategic Planning Coordinator.

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: On- Hold
Update/Notes: 1. Suggested project style funding of position(s) for key target areas of the role

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

Goal: Expand Global Inclusiveness
Status: In Process
Update/Notes: 1. Investigated funding sources for translation and outreach 2. Communicated with regions under my portfolio 3. Attended FCP, NERP, and POSE Conferences 5. Continued supports to Membership Committee 6. Investigated registration with ECOSOC at the United Nations in Geneva (February 2017) and have supported Frank in moving forward with this during 2018 7. Active membership in the Human Rights and Solidarity Committees 8. French and Portuguese Translation supports for the Solidarity grant program
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 2. Conducted 2 bylaws reviews and adjustments from November to April

Goal: Improve and Increase Programs  
Status: In Progress  
Updates/Notes: 1. Investigated partnership funders for human rights, scholarship and Solidarity programs. 2. Co-Chair Fund Development Committee 3. Investigating partnership opportunities with ILGA and other organizations

Goal: Evaluate, Increase and Expand (Member) Resource Library  
Status: On-Hold  
Updates/Notes: 1. No updates (new website in development by Sue Doster and others)

Fund Development Committee  
Role: Co-Chair  
Updates/Notes: 1. Working on Annual Giving Campaign 2. Investigating options for government funding for 2019. 3. Approached numerous LGBT specific funders to support InterPride programming

Methods & Standards Committee  
Role: Co-Chair  
Updates/Notes: 1. Confirmed AGM votes 2. Completed 1st & 2nd drafts of the renewed bylaws 3. Investigated UN ECOSOC registration and benefits

Membership Committee  
Role: member  
Updates/Notes: 1. Support co-chairs in communications with Fund Development

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 translation supports

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. Drafted the ombudsperson policy

Finance Committee  
Role: member  
Updates/Notes: 1. No updates
Regional Support
Regions: 5, 7, 9, 15 and 17
Updates/Notes: 1. Attended Regional conference for regions 5, 6 and 7 2. Outreached to prides in all regions 4. Attended European Regional Directors meeting

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

Committee Listing: Brandon Amyot, Stefan Baier, Linda DeMarco, Mickey Heller, Uwe Horner, Perin Hurewitz, Shawn Manning, Miik Martorell, Mark Monk (minutes-man), Jorge Solorio

Report:
Member Services has activity in the most recent 6 months:
  – Member Services Committee continuing work with Fund Development to increase Member benefits. Miik’s Printing agency has just come on Board (thanks Miik!) benefit expansion continues.
  – POSE continues to be active in bringing Southern Prides into InterPride, Miik and James, and Jason are working hard to make POSE even bigger next year. CAPI is expanding its membership and involvement as well. Uwe Horner continues his work to further EPOA/InterPride awareness in his region. Frank and Aron are also very active in their travels in raising awareness of InterPride goals.
  – J. Andrew Baker’s assistance in adding FCP’s Region 7 members and James’ in getting EPOA information has helped but we still need everyone being active, and while we have small pockets of activity, we need more.

Progress on Goals:
Goal: Increase Membership
Responsibility: Committee
Status: Ongoing
Update/Notes: Utilizing newsletter to increase "visibility" of member benefits, outreach and continual updating of database information are keeping this work alive and fresh.

Goal: Work more closely with Fund Development
Responsibility: MemSvc Co-Chairs and FD Co-Chairs
Status: Ongoing
Update/Notes: New FD Co-Chairs are pro-active with MemSvc Co-Chairs in partnering and leveraging existing and new benefits.

Goal: Pride Mentors
Responsibility: Committee and Members at-large
Status: In Process
Update/Notes: Form is complete (thanks Mark!) and we need a roll-out to the InterPride Membership. It is one for to rule them all – same form used by those who would like to provide mentoring as well as those who would like to receive it. We are doing a soft roll out then will announce in newsletter.

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

Committee Listing: Michele Irimia, Co-Chair, Ron deHarte, Co-Chair, Linda DeMarco, Brett Hayhoe, Sue Doster, Kevin Calhoun, Marsha H. Levine, Alan Reiff, Jess Motyl-Szary, Chrissy Taylor, Uwe Hörner, Frank Van Dalen

Report: Once again, the committee was able to post the Scholarship application in early January 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 6, 2018

With assistance from Emmanuel Temores an application in Spanish was made available online in mid-February.

Two deadlines have been 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.

A 2018 goal for the committee is to document the guidelines and process to award scholarships.

Scholarship recipients will be 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.

Eight applications were received by mid-March for the April 1, 2018 deadline. This us down from fourteen applications received in 2017, eighteen in 2016 and twelve applications received during the same period in 2015.

All applications will go through a vetting process and then the committee will determine if scholarship awards will be granted.
Committee Listing: Chrissy Taylor, Jess Motyl-Szary, Bianca Humady Rey, Paul Savage, Doug Kerr, Dallas Barnes, J. Andrew Baker, Michele Irima-Bernabe, Carlos Idibouo, Heather Hay, Brett Hayhoe, Linda Demarco

Report: This year has been a transition year between the previous co-chairs (Doug Kerr and Dallas Barnes) to Chrissy Taylor and Jess Motyl-Szary. Doug and Dallas continue to be involved and have been incredible mentors in this process.

We updated and launched the solidarity application on February 28th in French, Spanish, Portuguese and English. The application is open until April 8th and so far we have received 53 applications in English, 22 in French and 3 in Spanish.
This year we created 4 working groups to divide up the work: Outreach, Fundraising, Application Review, and Evaluation. It is due to the work of the outreach committee as well as Carlos Idibouo and Fierté Montréal who have contributed to the huge increase in French applications this year.

The Outreach working group has focused on communication in the following areas:
- Asia & Indo-Pacific organizations
- Past applicants who have not received a grant
- Overarching LGBTI organizations that have multi-nation reach

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

In addition, we would like to thank our International Advisory Board who help us review applications, promote the fund and provide guidance regarding applicant eligibility.

**Progress on Goals:**

**Goal: Explore the possibility of a partnership with an established grant-making organization that might jointly administer the fund at low or no cost.**
Responsibility: Fundraising working group
Measure: Working group has found organizations that can be worked with for this fun and created a vetting process
Status: Not Started
Update/Notes: This process will be started after our annual application, review, and awarding process has completed.

**Goal: Explore the possibility of developing proposals to other international foundations, corporations, or governments interested in supporting global emerging Pride organizations.**
Responsibility: Fundraising working group
Measure: Working group has found organizations that can be worked with for this purpose, has created a vetting process, and has contacted organizations to develop relationship
Status: Not Started
Update/Notes: This process will be started after our annual application, review, and awarding process has completed.

**Goal: Develop a stronger report-back process, possibly an online reporting process.**
Responsibility: Evaluation working group
Measure: An online reporting process has been developed and receives a higher rate of feedback than previous years
Status: In Process
Update/Notes: An updated evaluation is expected to be created by mid-May to allow for better feedback from the new grantees

**Goal: Create a new process for Solidarity pledges that is more accessible to smaller Prides/Prides outside of North America.**
Responsibility: Co-Chairs/Fundraising working group
Measure: A new process has been developed to collect pledges from member Prides or the current process has been altered to acknowledge cultural sensitivity
Status: Ongoing
Update/Notes: The Solidarity Co-Chairs have been working with the Scholarship committee to develop new ideas for the pledge process. We will be looking to receive more feedback from member Prides who are outside North America for additional ideas for pledging processes. We will also be adding more information in pre-conference communications for AGM to member prides to be aware of the current process so they can be better prepared.

Methods and Standards Committee Report
By James Hermansen-Parker and J. Andrew Baker
(Co-Chairs)

Committee Listing: James Hermansen-Parker, J. Andrew Baker, Brett Hayhoe, Linda DeMarco, Paul Sanders, Marsha Levine, Dot Belstler, Sue Doster, Mark Monk.

Report: The focus of the Methods & Standards committee during this year has been to work on the review and ultimate rewrite of the Bylaws of InterPride with consultations from the Board of Directors, the Restructuring Committee, and a minimum of three consultations with the membership. One of the consultations has occurred with the membership in February of this year, with two more in the planning stages for early May and the final one in July. This will provide the membership ample opportunity for questions and feedback to the process, as well as for the Restructuring Committee and the Board of Directors to be fully aware of the changes and be able to speak to the process as it is happening. Currently the Bylaws stand at 75% complete, with the final portions to be discussed with the Restructuring Committee over the next month, knowing that changes can still be recommended throughout the process by members of the Methods & Standards Committee, the Restructuring Committee, the Board of Directors, or the Membership at large.

Progress on Goals:
Goal: Rewrite the Bylaws of InterPride
Responsibility: Methods & Standards Committee, with leadership from the committee co-chairs
Measure: Complete new set of Bylaws submitted to the Membership for final approval
Status: In Process, approximately 75% complete
Update/Notes: Awaiting further guidance from the Restructuring Committee on Executive Committee structure

Goal: Conduct a minimum of three general membership consultations/information sessions on the new bylaws
Responsibility: Committee Co-Chairs
Measure: Three (or more) consultations sessions held
Status: In Process
Update/Notes: First held in February 2018, second planned for May 2018, third for July 2018

REMEMBER THE PAST CREATE THE FUTURE
Committee Listing: Kevin Calhoun, Mark Monk, Co-Presidents, Sue Doster

Report: After some reorganizing, the Communications Committee began actively working in early January to address the varying needs of InterPride. The work plan submitted and accompanying documents provided by Frank and Steve (the previous Co-Chairs) is being adapted to on a nine-month timeframe instead of a full-year.

Progress on Goals:
Objective 1: Organize and execute membership-related communications
Goal: Membership survey
Responsibility: Communications
Measure: Deferred
Status: Under development
Update/Notes: Received the Communications Plan from predecessors, and in order to stay on track with essential activities, this activity or goal will appear in some form in the second half leading up to the AGM & World Conference.

Goal: Membership activity
Responsibility: Membership; et al
Measure: Started
Status: In Process
Update/Notes: This goal is in two parts – 1) working with Member Services to outline benefits and showcase what we offer; 2) working with the other functional teams of the Board to get other messages out there. For the March/April Newsletter, Solidarity provided an article.

Goal: Organizational calendar
Responsibility: Board and Regional Directors
Measure: Deferred
Status: Not started.
Update/Notes: Would like to work on this heading into the AGM & World Conference, or at least put it on the plan for next year.

Goal: Newsletter planning
Responsibility: Communications
Measure: Completed
Status: Ongoing
Update/Notes: Production schedule was created in January and circulated to the Board in February. Interested parties need to contribute more around content. Timelines are being met.
Goal: Restructure comm. committee
Responsibility: Board and Committee
Measure: Deferred
Status: Not started
Update/Notes: In order to remain on target with what we are doing, reorganizing a committee inside an organization-wide restructuring process that’s already in progress requires some critical thinking.

Goal: Replacement newsletter system (to Mail Chimp)
Responsibility: Communications
Measure: Deferred
Status: Not started
Update/Notes: The Newsletter engine is still inside the current website and membership management system. When the migration is complete, this will become a reality.

Objective 2: Manage social media channels of InterPride including the website

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsible Party</th>
<th>Timeline</th>
<th>Milestones/Performance Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Testing social media</td>
<td>Communications</td>
<td>Oct - Dec</td>
<td>Deferred</td>
</tr>
<tr>
<td>Tactical comm. Plan (action 5,6,7)</td>
<td>Board</td>
<td></td>
<td>Deferred; Tactical Plan was never...</td>
</tr>
<tr>
<td>Facebook</td>
<td>Communications</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Twitter</td>
<td>Communications</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Youtube</td>
<td>Communications</td>
<td>February</td>
<td>Deferred – no content</td>
</tr>
</tbody>
</table>

Objective 3: Create visibility of InterPride
Work in the area of this objective is still under review. Some parts have been adapted for salvageable use this year.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsible Party</th>
<th>Timeline</th>
<th>Milestones/Performance Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify/ plan media opportunities</td>
<td>Communication</td>
<td>December</td>
<td>10 opportunities for media exposure...</td>
</tr>
<tr>
<td>Rapid response and statements</td>
<td>Comm., HRC., Co-pres</td>
<td>Ongoing</td>
<td>70% of international LGBTQI or pride...</td>
</tr>
</tbody>
</table>

Op-ed pieces in major
Comm. And Co-pres. BI-monthly
Every online publications two months
Scope

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

Goals

<table>
<thead>
<tr>
<th>Goal #1</th>
<th>Work with Saskatoon Pride to hold an AGM that follows the conference standards as outlined in the M&amp;S Guide: to ensure a successful conference.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility</td>
<td>Dave Wait and the Saskatoon Pride</td>
</tr>
<tr>
<td>Measure</td>
<td>A conference that meets the goals set in the standing rules.</td>
</tr>
<tr>
<td>Status</td>
<td>In Progress</td>
</tr>
</tbody>
</table>
| Accomplishments during this period | • Saskatoon has secured 80% of what was budgeted in grants  
• Looking at having crossover content - using presenters for both conferences  
• The conference website is up and running  
• Sponsorship docs created  
• Met to develop a promotional plan for the conference  
• The workshop proposal from when live.  
• Finalize Conference Schedule |
| Planned activities for next period | Review the sessions that are going to be offered and determine if there are any other topics that we need to recruit presenters. |
| Issues or concerns | None |

Goal #2

<table>
<thead>
<tr>
<th>Goal #2</th>
<th>Assist with AGM Registration to streamline the process for the host, InterPride and attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility</td>
<td>Dave Wait and the Saskatoon Pride</td>
</tr>
<tr>
<td>Measure</td>
<td>A working registration process</td>
</tr>
<tr>
<td>Status</td>
<td>Completed</td>
</tr>
</tbody>
</table>

Goal #3

<table>
<thead>
<tr>
<th>Goal #3</th>
<th>Coordination of AGM Workshops so the conference includes a diverse offering of topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility</td>
<td>Dave Wait and the Saskatoon Pride</td>
</tr>
<tr>
<td>Measure</td>
<td>A smooth submission process with the final selection of topics by May 2018</td>
</tr>
</tbody>
</table>
### Goal #4: Assist Saskatoon Pride Promote the 2018 AGM

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Co-Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure</td>
<td>Development and execution of a promotional schedule for the AGM</td>
</tr>
<tr>
<td>Status</td>
<td>In Progress</td>
</tr>
<tr>
<td>Accomplishments during this period</td>
<td>Announce that workshop proposals are being accepted</td>
</tr>
</tbody>
</table>
| Planned activities for next period | • Call for Presentations Reminder  
  • General Conference Update  
  • Schedule and workshop updates |
| Issues or concerns | None |
InterPride members can have increase their understanding of the needs and cultures of the individuals in our communities.

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Co-Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure</td>
<td>Having a diverse mix of presenters at the AGM</td>
</tr>
</tbody>
</table>
| Status           | • Discussed options during this meeting  
                  • Looking to have a discussion with the Solidarity Committee |
| Accomplishments during this period | None |
| Planned activities for next period | • Review the backgrounds of presenters see if we are attracting a diverse mix of presenters  
                                       • Schedule a call with the Solidarity Committee |
| Issues or concerns | Cost is a concern |

Goal #7: Evaluate the 2017 AGM to determine what worked well and what needs to be reviewed from the Attendees Point of view

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Co-Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure</td>
<td>Improved offerings at the 2018 AGM</td>
</tr>
<tr>
<td>Status</td>
<td>Completed</td>
</tr>
<tr>
<td>Accomplishments during this period</td>
<td>Discussed the results of the evaluation</td>
</tr>
<tr>
<td>Planned activities for next period</td>
<td>None</td>
</tr>
<tr>
<td>Issues or concerns</td>
<td>None</td>
</tr>
</tbody>
</table>

Goal #8: Assist Athens Pride to plan the 2019 AGM

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Sue Doster</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure</td>
<td>A successful and well attended AGM</td>
</tr>
<tr>
<td>Status</td>
<td>In progress</td>
</tr>
<tr>
<td>Accomplishments during this period</td>
<td>No activity</td>
</tr>
<tr>
<td>Planned activities for next period</td>
<td>Ongoing meetings regarding planning</td>
</tr>
<tr>
<td>Issues or concerns</td>
<td>None</td>
</tr>
</tbody>
</table>

Goal #9: Assist Prides’ bidding to host the 2020 AGM

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Co-Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure</td>
<td>An issue free bidding process</td>
</tr>
<tr>
<td>Status</td>
<td>Developed a new checklist for bidding organizations</td>
</tr>
</tbody>
</table>
Accomplishments during this period
The committee conducted a final review of the format and approved it on 2/24/18
Sent an announcement that Intent to Bid is due by April 1st

Planned activities for next period
Sent to the Board for Review

Issues or concerns
None

Appendix A – Committee Members

<table>
<thead>
<tr>
<th>Member</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>April</th>
<th>May</th>
<th>July</th>
<th>Aug</th>
<th>Sep</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sue Doster, Co-chair</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dave Wait, Co-chair</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Linda DeMarco</td>
<td>X</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brice Field</td>
<td>X</td>
<td>A</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrea Gilbert</td>
<td>X</td>
<td>A</td>
<td>X</td>
<td></td>
<td>A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Matt Harper</td>
<td>0</td>
<td>A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heather Hay</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>A</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brett Hayhoe</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>James Hermansen-Parker</td>
<td>A</td>
<td>X</td>
<td>0</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Uwe Horner</td>
<td>A</td>
<td>X</td>
<td>A</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paul Huddleston</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perin Hurewitz</td>
<td>A</td>
<td>A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alf Kjeller</td>
<td>X</td>
<td>X</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mark Monk</td>
<td>0</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chris Morehead</td>
<td>X</td>
<td>A</td>
<td>X</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Krystal Nieckar</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jason Nolen-Doerr</td>
<td>0</td>
<td>A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Giannis P</td>
<td>X</td>
<td>X</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alan Reiff</td>
<td>X</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ernie Yuen</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tiffany</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

X = Attended Call
0 = Not on Call
A = Apology for not being able to attend the call
Appendix B –

InterPride AGM and World Conference Proposal Format

(Updated by CSIC on 2/24/18)

**Bidding Process Timeline**

Bids to host a future AGM are accepted at the AGM two (2) years before the proposed conference. Any eligible member organization intending to make a bid to host a future AGM must follow these deadlines in order to help give the Conference Structure and Integrity Committee (CSIC) time to review the bid and to ensure it meets the requirements of InterPride’s standing rules, policies and procedures.

A. Informal Intent Declaration: At the AGM one year before the presentation of the bid
B. Letter of Intent Deadline: April 1st of the year the bid is to be made
C. Waiver Request Deadline: May 1st of the year the bid is to be made
D. Waiver Decision Deadline: June 1st of the year the bid is to be made
E. Bid Deadline: July 1st of the year the bid is to be made

**Waivers Requested:**

Any bidding organization can ask for a waiver of one or more provisions of a standing rule. The request would have had to be received by May 1st.

This proposal format has been developed so InterPride will receive proposals in similar formats, thus allowing for improved comparisons between the proposals that have been received.

1. **The cover page must include:** Bidding Committee, Proposed Dates, Facilities for lodging and meeting space (name and location). The conference must be at least four (4) days long, include both days of a given weekend and take place no earlier than 15 September and no later than 15 November in a given year. (one page)

2. **Information on the host city:** (This section should not exceed six pages.)
   a. Cultural and demographic information, commitment to LGBTQ activities, food and nightlife options, languages spoken, and any other information deemed appropriate to support the AGM.
   b. Information on the local LGBTQ community infrastructure (including entertainment options) and an outline of proposed social activities during the AGM. This should include a map showing the city, points of LGBTQ interest and the location of the proposed host hotel and conference venue(s).
   c. Detailed information demonstrating an understanding of diversity in relation of those likely to attend the Annual World Conference, including (but not limited to) disabled access, translation and interpretation services and dietary requirements.

3. **Hotel and meeting Venue Information:** Rates, room types available, meeting space, restaurant and banquet information. This section needs to confirm that internet will be provided free of charge in the public and meeting space. It would also be helpful to know parking availability and rates, and public transportation available. A letter of intent from the hotel must be included. (This section should not exceed five pages.)

4. **Airport information:** Distance that the airport is from the hotel, list of international carriers. Sample airfares from these selected cities; for comparison purposes, the bidders should use current pricing if the conference were to be held on the prosed dates in the calendar year for which the proposal is presented.) Berlin, London, Sidney, Rio de Janerio, Toronto, Vancouver, New York City, Chicago, Denver and Los Angeles (This section should not exceed four pages.)
5. **Organizational Eligibility:** In order to be eligible to bid as a potential host of the Annual General Meeting and World Conference, a member organization must meet the following requirements. (This section should not exceed eight pages.)
   a. The organization must be a Full Member organization in good standing for at least four (4) consecutive years
   b. Members of the organization must have attended three (3) of the previous four (4) AGM and World Conferences
   c. The bidding organization must have produced a conference type event within the last 5 years
   d. The organization must have an annual budget of at least USD $50,000.
   e. The organization must be fiscally stable with no operating deficit exceeding ten percent (10%) of gross revenues in the most recent consecutive three (3) year fiscal period. The bidding organization must provide Statements of Financial Income & Expense and Statements of Financial Position for the most recent consecutive three (3) fiscal years.

6. **Conference Budget:** The conference budget must include all sources of income, including registration fees and expenses. A sample budget is attached. All figures must be listed in local currency and US dollars at the time of the proposal submission. (This section should not exceed one page.)

7. **Conference Program:** While the agenda for the AGM has been set by CSIC, (a copy is attached to this document) each bidding organization is welcome to talk about unique workshops that can provided by holding the conference in their city. (This section should not exceed two pages.)

8. **AGM Meal Requirements:** CSIC understands that meals are one of the major costs of the conference. Providing meals allows delegates an additional opportunity to interact with each other, and allows for shorter meal breaks since delegates do not have to leave the conference to find a place to eat. Waivers can be granted to bidders when there are alternatives to providing a required meal. For example, if there is a food court that can handle the volume of conference delegates connected to the conference facilities, then the bidding organization could ask for a waiver with their bid to not offer some of the meals. (This section should not exceed one page.)

<table>
<thead>
<tr>
<th></th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coffee Break*</td>
<td>Coffee Break*</td>
<td>Coffee Break</td>
<td>Coffee Break</td>
<td>Brunch</td>
<td></td>
</tr>
<tr>
<td>Lunch*</td>
<td>Lunch*</td>
<td>Lunch</td>
<td>Lunch</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Afternoon Break*</td>
<td>Afternoon Break</td>
<td>Afternoon Break</td>
<td>Afternoon Break</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reception</td>
<td>Reception</td>
<td></td>
<td></td>
<td>Dinner</td>
<td></td>
</tr>
</tbody>
</table>

Any meal that is not provided must have a viable alternative including travel to and from.

*Smaller meals/breaks for the Board and Committee Co-Chairs
**If the host hotel provides breakfast included in the conference room rate, that will satisfy breakfast requirements.
<table>
<thead>
<tr>
<th>Provided</th>
<th>Required</th>
<th>Optional</th>
<th>Notes:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes/No</td>
<td>Thursday Lunch</td>
<td>Thursday Afternoon Break</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Thursday Scholarship Reception</td>
<td>Or Dinner</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Friday Breakfast</td>
<td>Friday AM Break</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Friday Lunch</td>
<td>Friday PM Break</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Friday Dinner</td>
<td>Friday AM Break</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Saturday Breakfast</td>
<td>Saturday AM Break</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Saturday Lunch</td>
<td>Saturday PM Break</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Yes/No</td>
<td>Saturday Dinner (Gala)</td>
<td>Yes/No</td>
<td></td>
</tr>
<tr>
<td>Yes/No</td>
<td>Sunday Brunch</td>
<td>Yes/No</td>
<td></td>
</tr>
</tbody>
</table>

9. **Endorsements or letters of support**: The final pages should include letters of support from the following:
   a. An officer, other than someone on the bidding committee, of the organization submitting the proposal
   b. from local and/or state/provincial, and/or national governments
   c. from tourism offices and/or convention/visitors’ bureau
   d. from local and/or state/provincial and/or national peer LGBTI organizations

The following information does not have to be listed in the AGM Bid, but is required as part of the requirements needed at the conference for which the host committee is responsible to provide.

**Conference Content – AGM Minimum Requirements**

The Methods and Standards Guide lists items as part of the requirement to host the AGM. How these items will be provided does not have to be mentioned in the bid.

**Board and Committee Meetings held during the AGM**

The schedule for any conference shall provide for meetings of all committees and subcommittees authorized by standing rule.

- Board Meetings (3 Minimum/could be 4)
- CSIC (Must take place prior to the start of the conference)
- Finance Committee (Early)
- Communications Committee (Late)
- Member Services Committee (Flexible)
- WorldPride Committee (Early)
- Methods & Standards Committee (x2) (Before 2nd plenary/after deadlines)
- Fund Development Committee (Flexible)
- Human Rights Committee (mid/late)
- Scholarship Committee (Flexible)
**Caucuses and Other Meetings held during the AGM**

- Transgender Caucus (can’t be opposite the women’s caucus)
- Regional Caucus (x 2) (Last time period prior to dinner on Friday and Saturday)
- Women’s Caucus (Over Sat. lunch – some talk that the women’s caucus wants to change this)
- Small Prides Caucus (Could be over breakfast)
- First-timers Orientation (x2 Thursday and Friday morning)
- Regional Directors Meeting (if this required yes, otherwise no)
- Theme Workshop (Should be scheduled in a “regular” workshop timeslot on Sat. afternoon)

**Each conference shall be required to have the following content:**

1. A conference and plenary business orientation session prior to the first plenary session; organizers should highly encourage first-time delegates to attend.
2. A minimum of two (2), hour-long regional caucuses, one each on Friday and Saturday after the plenary sessions on those days. While regions may choose to hold joint meetings, multiple regions should not be scheduled to meet in the same space if at all possible.
3. Work with the Human Rights and Diversity Affairs Committee to hold an education breakout session on “State of International Human Rights”.
5. A session to facilitate the selection of the annual International Pride Theme. This session shall occur no earlier than the deadline for Theme submissions and no later than the final plenary session.
6. Educational sessions shall be defined by track, with track identification to be included in any published description of the workshop.
7. A complete conference schedule will be provided in each delegate’s registration packet. If there is a change in the published schedule, new information will be posted at the location of the changed session and at the conference office. Announcements of the schedule change will also be made as opportunities permit. Electronic distribution of the schedule in advance of the conference is strongly encouraged. Conference organizers are welcome to also provide an electronic or ‘APP’ that has the conference program, but because of the international nature of the delegates, and not everyone having consistent access to the internet, a printed copy of the schedule and breakouts will also be required.
8. Scheduled plenary sessions shall not run longer than three (3) hours.

**Resolution 09-01**

Let it be resolved that an official Transgender Caucus shall be formed and shall meet during InterPride’s AGM. The caucus shall not be scheduled at a time as to conflict with the women’s caucus.

9. Must hold a Small Prides Caucus.

The host will need to be able to provide the following items during the AGM. If the host is not able to provide any of the items, they will need to request a waver as to how they propose to deliver the requirement. The waver is due to the CSIC by May 1st.

**AGM Production and Technical Requirements for Plenaries and IP Business Meetings**

- Plenary Room(s):
  - Raised Dais for Executive Committee (Seats for 9 people). Each dais must have:
    - Dias should also have a lectern for presenters.
    - Access to a microphone
- **Power for laptops**
  - Screens/Projectors – All seats in the room should be able to see a screen. Depending on the layout of the room there may be a need for more than screen. If there are multiple projectors, they should be controlled by a single laptop.
    - Presenters should be able to see the laptop from lectern.
    - A wireless remote to advance PowerPoint slides is required.
  - Audio Requirements:
    - Microphones (Can be corded or wireless)
    - One at the lectern
    - At least 2 set up for on dais for Executive Committee
    - At least 2 set up for audience (House Right, and Left)
    - Laptop presentations (videos and/or PowerPoints) may also include audio tracks

- **Board Meeting Room(s):**
  - Room should be set with a conference table to accommodate 25 people, plus 20 chairs around the perimeter of the room
  - If possible, all board and InterPride committee meetings should take place in the same room since they will require a dedicated internet connection.
  - Screen and Projector
    - Multiple power outlets/cords available throughout room for laptops.

- Wifi needs to be provided in all meeting rooms for no cost to presenters.
  - If possible, Wifi should be available in the conference area at no cost to attendees

**Mid-Year Meeting Requirements** The host committee is responsible to work with the co-presidents to coordinate the needs for the mid-year meeting.

  - Host committee should provide 2-3 options for hotel dates in April
  - The new board picks the date at or immediately following the AGM
  - The Mid-Year Meeting should not happen at the same time as a Regional Conference

- **Meeting Schedule**
  - Friday: 10am - 5pm
  - Saturday: 9am - 6pm
  - Sunday: 9am - 1pm

- **Meals / Food**
  - The host committee is not required to provide meals, but can if they want
  - If any meal is not provided, the host committee should indicate meal options
  - In the past, host committees have assisted the board by making reservations

- **Hotels**
  - Board Members generally come for 2 - 4 nights
  - Total room nights vary, but are usually between 20-25
  - At some point during the meeting, there should be a hotel facilities tour
  - A group rate is generally arranged (and extended a day or two before or after the meeting)

- **Meeting Room**
  - A meeting room (seating and table “desk” space) for 25 people provided during the scheduled hours.
  - Power for multiple laptops
2018 Mid-Year Report

- Wifi Access for all participants
- Additional seating for guests
- Screen and Projector

Financial Commitments:
- The host organization is responsible to set and monitor the finances of the conference.
  - The budget is to be presented to CSIC at the preceding AGM and during the mid-year meeting. SCIC and/or the board may request changes if they feel the budget is not viable.

Number of Room Nights (This information is provided for planning purposes)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vancouver</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
</tr>
<tr>
<td>St Pete</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
<td>AGM</td>
</tr>
<tr>
<td>Long Beach</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brussel</td>
<td>74</td>
<td>48</td>
<td>46</td>
<td>29</td>
<td>59</td>
<td>73</td>
<td>62</td>
<td></td>
</tr>
<tr>
<td>Boston</td>
<td>91</td>
<td>61</td>
<td>80</td>
<td>36</td>
<td>74</td>
<td>100</td>
<td>79</td>
<td></td>
</tr>
<tr>
<td>Montreal</td>
<td>95</td>
<td>64</td>
<td>83</td>
<td>37</td>
<td>79</td>
<td>111</td>
<td>89</td>
<td></td>
</tr>
<tr>
<td>Las Vegas</td>
<td>95</td>
<td>61</td>
<td>79</td>
<td>36</td>
<td>71</td>
<td>109</td>
<td>85</td>
<td></td>
</tr>
<tr>
<td>Indianapolis</td>
<td>50</td>
<td>31</td>
<td>23</td>
<td>13</td>
<td>3</td>
<td>36</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Monday</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>414</td>
<td>283</td>
<td>312</td>
<td>168</td>
<td>301</td>
<td>456</td>
<td>390</td>
<td></td>
</tr>
<tr>
<td>Room Rate (USD)</td>
<td>$140.00</td>
<td>$169.00</td>
<td>$179.00</td>
<td>$191.00</td>
<td>$239.00</td>
<td>$160.68</td>
<td>$79.00</td>
<td>$159.00</td>
</tr>
<tr>
<td>Rate with Tax (USD)</td>
<td>$162.04</td>
<td>$167.88</td>
<td>$206.08</td>
<td>$193.54</td>
<td>$273.54</td>
<td>$191.21</td>
<td>$89.03</td>
<td></td>
</tr>
</tbody>
</table>

2014 – Information was not provided from Pittsburgh
2015 - Several delegates stayed at other Las Vegas Hotels so complete information is not available.
2016 – Several Hotels were used and pick ups for each were not provided

Conference Registration Fees (This information is provided for planning purposes)

<table>
<thead>
<tr>
<th>(US Dollars/Deadline)</th>
<th>Boston</th>
<th>Montreal</th>
<th>Pittsburg</th>
<th>Las Vegas</th>
<th>Montpellier</th>
<th>Indianopolis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Super Early</td>
<td>$249 (11/1)</td>
<td>$199 (12/31)</td>
<td>$158</td>
<td>$225 (1/31)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Early</td>
<td>$299 (2/28)</td>
<td>$225 (4/30)</td>
<td>To</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular</td>
<td>$349 (8/31)</td>
<td>$275 (9/30)</td>
<td>$398</td>
<td>$250 (7/31)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Late</td>
<td>$399</td>
<td>$325</td>
<td>$275 (10/1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td># People</td>
<td>350</td>
<td>250</td>
<td>165</td>
<td>251</td>
<td>182</td>
<td></td>
</tr>
<tr>
<td># Organizations</td>
<td>50</td>
<td>64</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Appendix C

Processes for Managing the Agenda and Presentations at AGM Plenaries

Approved by CSIC 2/24/18

BLUF (bottom-line up front)

The key elements of this standard operating procedure are:

- Creation of a new role of Plenary Director
- InterPride will provide up to $750 in reimbursements towards the registration costs and travel costs of the person that serves as the Plenary Director.
- InterPride will provide up to $2,000 (US Dollars) to the Conference Hosts to offset the costs AV Equipment required for the Plenaries.
- The Plenary Director will be selected by the CSIC Co-Chairs and approved by the Co-Presidents.
- Definition and enforcement of deadlines and criteria by which agenda and presentations are to be submitted for inclusion in plenary sessions
- Establishment of a requirement to dry-run all presentations

Scope

This document describes a set of processes for managing the agenda and presentations during plenary sessions of the Annual General Meeting of InterPride. It includes a set of roles, rules, and procedures meant to reduce logistical burden, technical difficulties, and wasted time during these sessions.

Motivation

Over the last five years, the agenda of AGM plenary sessions have ballooned: the multiplicity of committee reports, election candidates, voting matters, and topics for discussions has made it cumbersome to fit everything in the agenda while allowing enough time for presentation and debate. Additionally, the increased technical complexity of AGM and WorldPride bid presentations or reports (with coordinated presentation, video and audio) has generated a number of difficulties during plenary sessions, leading to interruptions, delays, and frustration for presenters and member organizations alike.

With this operating procedure, we hope to put in place an approach that rids plenaries of such issues.

Overview

We propose a three-pronged approach:

1. **Roles** – we designate specific duties for co-presidents, CSIC, WorldPride and Governance co-chairs, presenters, and a newly-created position of Plenary Director. With these roles, we are setting expectations so every stakeholders understands how they can contribute to smooth operations.

2. **Rules** – we set a series of deadlines and criteria by which agenda and presentations are to be submitted for inclusion in plenary sessions. With the enforcement of these rules, we are ensuring the minimization of technical difficulties and of aggravation for all people involved.
3. **Procedure** – we define a procedure for testing and iterating to guarantee technical satisfaction to the Board and to presenters.

**Roles**
The following tables describes the various stakeholders involved in plenary presentations, the expectations relevant to them, and the authority that monitors adherence to expectations.

<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Role and Expectations</th>
<th>Monitor</th>
</tr>
</thead>
</table>
| Co-Presidents     | • Define and enforce plenary agenda with identified presenters and timing  
                   • Submit tentative agenda to Plenary Director ten days prior to the AGM.  
                   • Submit final plenary agendas to Plenary Director by 1pm on Thursday  
                   • Coordinate with Plenary Director for any agenda update  
                   • Act as plenary hosts  
                   • Designate: ombudsperson, timekeeper, Plenary Director, vote supervisor, vote monitor  
                   • Attend a dry-run of the plenary master presentation                                                                                          | Plenary Director         |
| CSIC Co-Chairs    | • Confirm Plenary AV requirements with AGM host committee  
                   • Coordinate with Co-Presidents for inclusion of conference hosts and bidders to the agenda  
                   • Coordinate with conference hosts and bidders for content to be presented in plenary sessions  
                   • Verify submission of presentations to Plenary Director by 1pm Thursday  
                   • Prepare introduction scripts for all conference hosts and bidders  
                   • Attend a dry-run of the plenary master presentation  
                   • Confirm times to hold a dry-run sessions                                                                                                           | Plenary Director         |
| Plenary Director  | • Integrate all presentations in a master presentation  
                   • Has authority over rule enforcement  
                   • Supervise a dry-run of the plenary master presentation with all stakeholders  
                   • Report on missing content to Co-Presidents  
                   • Run master presentation during plenary sessions                                                                                               | CSIC Co-Chairs           |
<table>
<thead>
<tr>
<th>Role</th>
<th>Responsibilities</th>
<th>Responsible Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>WorldPride Co-Chairs</td>
<td>• Coordinate technical support with current conference hosts and AV providers</td>
<td>Plenary Director</td>
</tr>
<tr>
<td></td>
<td>• Coordinate with Co-Presidents for inclusion of WorldPride debrief, updates and bids to the agenda</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Coordinate with WorldPride hosts and bidders for content to be presented in plenary sessions</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Verify submission of presentations to Plenary Director by 1pm Thursday</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Prepare introduction scripts for all WorldPride hosts and bidders</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Attend a dry-run of the plenary master presentation</td>
<td></td>
</tr>
<tr>
<td>Governance Co-Chairs</td>
<td>• Coordinate with Co-Presidents for inclusion of elections and candidate presentations to the agenda</td>
<td>Plenary Director</td>
</tr>
<tr>
<td></td>
<td>• Coordinate with candidates for content to be presented in plenary sessions</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Submit candidate content to Plenary Director by 1pm on Thursday</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Prepare introduction scripts for elections</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Attend a dry-run of the plenary master presentation</td>
<td></td>
</tr>
<tr>
<td>Presenters – board members</td>
<td>• Submit presentations to Plenary Director by 1pm on Thursday</td>
<td>Co-Presidents</td>
</tr>
<tr>
<td>Presenters – conference hosts and bidders</td>
<td>• Submit presentations to Plenary Director by 1pm on Thursday</td>
<td>CSIC Co-Chairs</td>
</tr>
<tr>
<td></td>
<td>• Attend a dry-run of the plenary master presentation</td>
<td></td>
</tr>
<tr>
<td>Presenters – past, present, future WorldPride hosts</td>
<td>• Submit presentations to Plenary Director by 1pm on Thursday</td>
<td>WorldPride Co-Chairs</td>
</tr>
<tr>
<td></td>
<td>• Attend a dry-run of the plenary master presentation</td>
<td></td>
</tr>
<tr>
<td>Presenters – board candidates</td>
<td>• Submit candidate documents (name, photo, etc.) to Governance co-chairs by 1pm on Wednesday</td>
<td>Governance Co-Chairs</td>
</tr>
<tr>
<td>Current conference host</td>
<td>• Ensure AV is in place in the plenary room and AV technician is available for dry-run</td>
<td>CSIC Co-Chairs</td>
</tr>
</tbody>
</table>
2018 Mid-Year Report

- Introduce AV providers to Plenary Director
- Coordinate presence of AV providers during dry-run

| Credentialing | The Member Services Committee will be responsible to credential member organizations. The Member Services Committee will be available thirty minutes prior to the start of each plenary to credential members. Credentialing will close after the role-call vote is taken. | CSIC Co-Chairs |

Rules
The following table describes the various rules pertaining to this procedure and the stakeholders tasked with enforcing these rules.

<table>
<thead>
<tr>
<th>Rule name</th>
<th>Rule description</th>
<th>Enforcer</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deadlines</strong></td>
<td>- The Plenary Director and Co-Presidents will approve the presentation format by August 1st and will distribute it to all Committees that will have a presentation at the conference. - Candidate information must be submitted to Governance Co-Chairs by 1pm on Wednesday. - Agenda and presentations must be submitted by 1pm on Thursday.</td>
<td>All</td>
</tr>
<tr>
<td><strong>Format</strong></td>
<td>- Files must be submitted in PowerPoint format (.ppt or .pptx). - Auto-slide formats (.pps or .ppsx) will not be accepted. - Image and display formats (i.e., .png, .jpg, and .pdf) will only be accepted as last resort. - Presentations must be in a 16x9 format and must use the InterPride Format, unless they are presenting a bid for a WorldPride or an AGM. - All other formats will not be accepted.</td>
<td>Plenary Director</td>
</tr>
<tr>
<td><strong>Media inclusion</strong></td>
<td>- Preferred video formats are .avi, .wmv and .mpg - Preferred audio formats are .wav and .mp3 - Full source file for all audio and video segments of a presentation must be submitted</td>
<td>Plenary Director</td>
</tr>
</tbody>
</table>
| Submission device | • Allowed submission devices include USB-style fob/stick or external PC compatible hard drive/storage devise.  
| | • Computers, Internet, CDs, DVDs and other methods will not be accepted. |
| Versioning | • All presentation files must have the following in its name:  
| | • Plenary Day – Topic – followed a descriptor that could be: Report, Update, Bid or Information |
| Testing | • A dry-run presentation must be held with relevant stakeholders, for the purpose of testing the correct display of all presentations |
| Change management | • Changes past 1pm on Thursday will not be allowed.  
| | • No additional Content will be allowed with-in one hour from the start of the plenary.  
| | • Any emergency changes must be approved by the Co-Presidents. |
| Required Equipment | • Two 16x9 format screens that are large enough for room size  
| | • Two projectors that are at least 6000 lumens and a minimum of 1920 X 1080 resolution with HDMI or SDI inputs and cabling back to video switcher  
| | • Video switcher with 4 HDMI inputs for laptops that is capable of sending a minimum 1920 X 1080 resolution via HDMI or SDI outputs to projectors  
| | • Six Microphones (Two wireless mics on stands in the audience, one at the lectern, one in the middle of each side of the daises and one wireless as a spare). Presenters and bidding organizations are not allowed to request special microphones, or move items on the stage for their presentations  
| | • Audio board with inputs for all microphones, two laptops & one music playback device  
| | • InterPride will provide the host organization $2,000 (USD) to help with these requirements. The financial assistance is to be taken out of InterPride’s share of the conference proceeds. If the share of the proceeds does not cover the $2,000, InterPride will send the balance/payment after the final conference report has been submitted. |
AGM Timeline

This section describes the procedures we put in place to test and iterate on all presentations to guarantee technical satisfaction to the Board and to presenters. The procedures are presented against the standard AGM timeline.

<table>
<thead>
<tr>
<th>Conference day</th>
<th>Procedures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Wednesday</strong></td>
<td><strong>By 1pm, board candidates send their information to Governance co-chairs</strong></td>
</tr>
<tr>
<td><strong>Thursday</strong></td>
<td>• Plenary Director meets conference hosts and AV provider in the plenary room, and conducts initial setup test (standing of Plenary Director table, connecting InterPride computer to AV system, testing basic PowerPoint presentation, audio file, video file).&lt;br&gt;• By 1pm, all presentations are given to Plenary Director by approved device.&lt;br&gt;• Plenary Director reviews submissions against criteria, and test presentations on InterPride computer&lt;br&gt;  o If presentation passes criteria, and no immediate issue is detected, it is added to the relevant master (FRI-Plenary1, SAT-Plenary2, SUN-Plenary3)&lt;br&gt;  o If presentation does not pass criteria, or if issues are detected, Plenary Director contacts relevant stakeholders to start fixes&lt;br&gt;• 5pm Dry-run for FRI-Plenary1 is conducted, in the plenary room, with relevant stakeholders.&lt;br&gt;  o If any issue arises, Plenary Director sets up process and deadlines to fix each issue.</td>
</tr>
<tr>
<td><strong>Friday</strong></td>
<td>• 9:00am Final testing for first Plenary&lt;br&gt;• 2pm Dry-run for SAT-Plenary2 is conducted that day, in the plenary room, with relevant stakeholders.&lt;br&gt;  o If any issue arises, Plenary Director sets up process and deadlines to fix each issue.</td>
</tr>
<tr>
<td><strong>Saturday</strong></td>
<td>• 11am Final testing for second Plenary&lt;br&gt;• 4pm Dry-run for SUN-Plenary3 is conducted that day, in the plenary room, with relevant stakeholders.&lt;br&gt;  o If any issue arises, Plenary Director sets up process and deadlines to fix each issue.</td>
</tr>
<tr>
<td><strong>Sunday</strong></td>
<td>• 9am Final testing for third Plenary</td>
</tr>
</tbody>
</table>
Governance Committee
By Marsha H. Levine and Paul Sanders
(Co-Chairs)

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

Report:
Grievances: For the third year in a row, this Committee has started out its year by investigating and mediating a filed grievance.

Governance, Methods and Standards, and the Restructuring Committee should have standing rule modifications that will clarify the methods for conducting official communications of InterPride — especially since we have about 40 agents representing the organization. We need to 1.) mitigate liability and 2.) make sure everyone is following best practices.

Ombudsperson Role: At the Mid-Year meeting, we will be proposing some additional structure to the Ombudsperson position established at the previous AGM, as requested by the Board of Directors.

Vacant Seats on the Board of Directors: The Board of Directors has voted to keep the Vice President, Female Identified, Non-U.S. seat open until the next AGM elections.

Call for Candidates for 2018-2020 Term: The positions open are Male Co-President, Vice President of Member Services, and Secretary. An announcement calling for candidates will go out in August.
Fund Development Committee
By J. Andrew Baker and Miik Martorell
(Co-Chairs)

Committee Listing: J. Andrew Baker, Miik Martorell, Brett Hayhoe, Linda DeMarco, Frank Van Dalen, Sherri Rase, Sue Doster.

Report: The Fund Development Co-Chairs have held a series of strategic meetings with funders, potential partner organisations, the co-presidents, and others. They have held 5 working sessions on the 2017-2018 work plan goals. The committee has restructured to a task-based and work session committee. Members are requested to take on a task to complete with support from the co-chairs. General meetings are held at minimum quarterly with the full membership of the committee and is open to all member organisations to participate.

The Fund Development Committee has worked with the Restructuring, Human Rights, Solidarity, CSIC, and Scholarship committees.

The Fund Development committee has identified 3 effective sources of revenue for future years based on programmatic and thematic outputs. These are LGBTI supportive governments, foundations and individual donors.

Sponsorship continues to be a source of revenue for the conference and world pride products, but these are generally managed by the committees that oversee and coordinate on those products.

Finally, it has been identified that many of the current Funding/Member Benefit agreements are not of the level of value the organisation requires to do its work. The revenue is between $15 to $50USD per hour of work invested in sourcing the funds. This is not an appropriate amount. The Fund Development Committee will continue to work with current agreement holders, but is not seeking new ones. In addition, many of these are marketed as member benefits, and thus we generally direct them to Member Services and support that committee as needed on these partnerships.

After risk and fundability assessments, InterPride as an organisation in its current status can manage a annual funding agreement from a primary funder between $50,000 and $200,000. This requires the committee to source multiple revenue providers for two primary reasons:

1. Funding Diversification to improve revenue security
2. Lack of history of fund and grant management by the organisation

Progress on Goals:
Goal: Develop Programmatic and Thematic Areas of Funding
Responsibility: J. Andrew Baker (Co-Chair), Fund Development,
Supports: Member Services & Restructuring Committees
Measure: Surveys, Reports and Feedback from Board & Membership
Status: In Process
Update/Notes: 1. Membership Survey developed, tested and ready for release at end of April 2. Board Survey developed, tested and ready for release at Mid-Year meeting 3. Drafts of Concept Notes completed for Solidarity, Human Rights education program, and other current programmatic work 4. Report of Funder targets completed and released at Mid-Year meeting 5. Format of Resource and Fundraising strategy completed. Strategy expected to be approved prior to AGM

**Goal: Engage Funding, Partnership, and Sponsorship Opportunities**
Responsibility: Fund Development Co-Chairs
Supports: Member Services, Human Rights, Solidarity, Scholarship, CSIC and World Pride Committees
Measure: Release of Reports, Partnership MoUs, Proposal Submissions
Status: In Process, Ongoing
Update/Notes: 1. Report on Funding Cycles from Primary LGBTI funders released at Mid-Year 2. Assessment of potential partners completed. 3. Two Governments identified for making a funding request (report provided at Mid-Year) 4. Two foundations identified for making a funding request (report provided at Mid-Year)

**Goal: Establish Direct Donation Programming**
Responsibility: Miik Martorell
Supports: J. Andrew Baker, Communications Committee
Measure: Direct Donations secured, Annual Giving Campaign Launch
Status: In Process, Ongoing
Update/Notes: 1. Date of first fundraising drive identified 2. Campaign designed and currently in-production

**Goal: Identify Opportunities to Strengthen InterPride’s ability to receive funding from government and foundation sources**
Responsibility: Co-Chairs
Supports: Restructuring, Methods & Standards, Finance
Measure: Reports, Board and Membership Motions
Status: In Process, Ongoing
Update/Notes: 1. Funability and Risk Assessment Report Completed 2. Pipeline investigation completed 3. Competition analysis completed 4. To be done: propose any required standing rules for adoption (will occur after the Mid-Year)

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

Meeting, members and attendance.

**ATTENDANCE KEY**

P Present
### 2018 Mid-Year Report

<table>
<thead>
<tr>
<th></th>
<th>Oct</th>
<th>November</th>
<th>December</th>
<th>January</th>
<th>February</th>
<th>March</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michele Irimia</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>Frank van Dalen</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>Patrick van der Pas</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>E</td>
</tr>
<tr>
<td>Sue Doster</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>E</td>
</tr>
<tr>
<td>Brett Hayhoe</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>E</td>
<td>U</td>
</tr>
<tr>
<td>Dallas Barnes</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Doug Kerr</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Alan J. Reiff</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>Andrea Gilbert</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Bill Meehan</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>E</td>
<td>U</td>
</tr>
<tr>
<td>Billy Urich</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Cain Williamson</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>David Murphy</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>E</td>
</tr>
<tr>
<td>Devon Turner</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Dominique Lavergne</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Dustin Brookshire</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Emmanuel Temores</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>Fernando Lopez</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Frank Leonzal</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
</tbody>
</table>
## 2018 Mid-Year Report

<table>
<thead>
<tr>
<th>Name</th>
<th>C</th>
<th>C</th>
<th>C</th>
<th>C</th>
<th>U</th>
<th>U</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gary Virginia</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>J. Andrew Baker</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>E</td>
<td>P</td>
</tr>
<tr>
<td>Jessie DeStefano</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Jose Estevez</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Juan Carlos Alonso Reguero</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>E</td>
<td>P</td>
</tr>
<tr>
<td>Kasha Nabagesera</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Lars Henriksen</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>E</td>
<td>U</td>
</tr>
<tr>
<td>Mario Colamarino</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Mark Smith</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Maryrose Bernabe</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Matt Kuder</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Michelle Meow</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Nenette Agulto</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Rhonda Fuller</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Sarafina Scapicchio</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Susan Gapka</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Uwe Hörner</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>E</td>
<td>E</td>
</tr>
<tr>
<td>Chrissy Taylor</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Kevin Calhoun</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>Tyler Evertsen</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Christa Cunningham</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Linda DeMarco</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
<tr>
<td>Kaye Ally</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>C</td>
<td>U</td>
<td>U</td>
</tr>
</tbody>
</table>
Progress on Goals:

Goal: PrideRadar
Responsibility: Chair subcommittee PrideRadar
Measure: Complete list of prides around the world
Status: Ongoing
Update/Notes: As an ongoing effort to identify prides around the world a few hundred additional prides have been added to the database by Patrick van der Pas, Aron le Fèvre and Emmanuel Temoros with the input and help of Welton Trindade, Deepak Kashyap, Uwe Horner and Andy Train. The final PrideRadar report will be published in May. The database structure has been shared for the future new InterPride website.

Goal: Building pride platforms in underrepresented areas
Responsibility: Co-chairs
Measure: Established pride platforms
Status: In process
Update/Notes: See report Frank van Dalen relating to Africa, India and Caribbean.

Goal: awareness creation and training
Responsibility: members of committee
Measure: number of delivered trainings and publications
Status: Ongoing
Update/Notes:
- Agreement to re-publish unpublished articles on Facebook on InterPride website with communications.
- Human Rights workshops delivered at regional conferences CAPI, NERP and FCP.
- Cultural awareness webinar presented by Frank van Dalen and Sue Doster
- Two general opinion articles published in English and Spanish
- One article about pride movement in India by Deepak Kashyap (ready for publication)
- Spanish webinars delivered by Emmanuel Temores

Goal: Basic Human Rights
- Responsibility: members
- Measure: number of campaigns
- Status: ongoing
Update/Notes: 1) Preparations to apply for ECOSOC-status have started; 2) Statement of Support for Starkville Pride was released by the co-presidents; 3) Human Rights speech was delivered for the LGBTI-community during the EPOA-board weekend in Bilbao; 4) together with San Diego Pride leaflets are developed to inform pride leaders to apply for leadership programs in USA; 5) Human Rights Speech delivered at Johannesburg Pride main stage. 6) Human Rights speech and writings for this year’s Premio Maguey, the LGBTQIA competition and award of the Guadalajara International Film Festival (FICG).
WorldPride Committee
By Alan Reiff and Paul Huddleston White
(Co-Chairs)

Active/Consistent Committee Members: Alan Reiff, Paul Huddleston White, Sue Doster, Tommy Hom, Patrick Van der Pas, Dave Studinski, Maryanne Roberto, Juan Carlos Alonzo Regero, Carlos Sanchez, Michele Irimia, Linda DeMarco, Lars Hendriksen, Brett Hayhoe, Paul Savage, Sue Doster.

Report: The focus of this committee is to assist any bidding member organization to develop their bid for committee approval and then for presentation for a full membership final vote. Also, to continue to support a successful bidding organization to produce the most successful event. Finally, to make sure that InterPride’s interests and the integrity of the WordPride brand are upheld.

Responsibility: WorldPride Committee Co-Chair(s) and specific committee members assigned tasks.
Measure: quality of monthly progress reports, quality of WorldPride 2019, end of year final report September 2019,
Status: on-going until event has completed
Update/Notes: NYCPride continues to provide quarterly contractual reports. Members of the WorldPride Committee are also active members of the NYCPride Stonewall 50 committee.

Goal 2: Facilitate the finalization of the World Pride Copenhagen 2021 contract.
Responsibility: WorldPride Committee Co-Chair Alan Reiff, Copenhagen Pride Co-Chair Lars Hendriksen, InterPride Co-Presidents, Happy Copenhagen representative, legal counsel in Denmark and the USA.
Measure: eventual finalization and signing of the contract
Status: on-going
Update/Notes: Contract is in it’s third draft. Hopefully it will be finalized by June 2018.

Goal 3: Secure and develop ALL future WorldPride bids
Responsibility: WorldPride Committee Co-Chair(s) and WorldPride committee members
Measure: the continuation of WorldPride events and continuation of bidding organizations
Status: Intent to bid has been expressed as follows: (see web site)
2023 – Intent from Fierte Montreal, Sydney Gay & Lesbian Mardi Gras
2025 – Intent from Mario Mieli Rome, Austin Pride,
2030 - Intent from Boston Pride,
Update/Notes: Specific time frames are in place to commence produce and present a bid. Once a bidding committee starts the conversation, verification and the actual details commence. Interest but no intent has been expressed from Johannesburg Pride for information and logistics to produce a WorldPride.

Goal 4: Liaise & participate with other InterPride Committees
Responsibility: all WorldPride committee members
Measure: actual participation in other committees  
Status: on-going  
Update/Notes: special attention will be given to the Reorganization Committee and how WorldPride can assist InterPride’s financial longevity.

Goal 5: Updating the WorldPride document for bidding organizations as well as the Methods & Standards stipulations and guidelines.  
Responsibility: Co-Chairs of both committees and to present to committee members.  
Measure: must be done before any future organizations bid. Proposed completion July 2018  
Status: will commence once Copenhagen contract is finalized  
Update/Notes: updates will include schedule of WorldPride, items for future contracts, bidding procedure.

Goal 6: Develop future leaders for this committee as well as for InterPride in general.  
Responsibility: WorldPride Committee Co-Chair(s) and the executive committee.  
Measure: number of future volunteers stepping up  
Status: on going  
Update/Notes: none

Restructuring Committee  
By Sue Doster and Jorge Solorio  
(Co-Chairs)

The existing structure of InterPride has changed very little since its inception over forty years ago. Over the years, there have been periodic discussions regarding InterPride’s structure, but none have led to change. Now, as this organization strives to increase its global reach and increase organizational efficiency, many within InterPride are again looking inward to ensure our existing structure is still serving us, or if there could be better options for InterPride.

This work is being led by the newly created Restructuring Committee. After the Indianapolis AGM the Restructuring Committee’s work began in earnest. The committee, building on the momentum from the joint restructuring proposal from Boston Pride and J. Andrew Baker presentation worked to both draft a timeline and define the scope of the project.

The committee and stakeholders discussed and documented the “case” for change, agreeing that the committee should pursue this further. The committee gathered additional proposals, recommendations and challenges from different global rejoiners, including both un- and under-represented regions as well as key organizational stakeholders. The committee reviewed proposals from Europe, Latin America, Africa, and the United States.

The next critical goal in this project work was defining and agreeing on the scope of work. This is a project that could easily grow to encompass all aspects of the organization and quickly become too big to handle effectively and complete in a reasonable timeframe. To avoid that trap, the board and committee are working to limit the scope of our focus to what is achievable. This means we may not be able to achieve everything we want to in “round one”.  

REMEMBER THE PAST  
CREATE THE FUTURE
One of several emerging themes is the addition of “US Pride Platform” similar to EPOA (The European Pride Organisers Association) or FCP (Fierté Canada Pride) The restructuring Committee conducted webinars and presented at US regional conferences to gauge support for this idea. There was a general consensus that it was a good direction to pursue.

The next key component will be to finalize a proposal for the new board structure. The committee is also working closely with Methods and Standards on the accompanying changes to InterPride’s constitution and bylaws also called Methods and Standards.

CAPI

By Jorge Solorio, Larhonda Slaughter and Fernando Lopez
(Regional Directors and Alternate Regional Director)

Regions 1, 2, and 3 hosted their annual CAPI Conference in February in wonderful Austin, Texas. The Austin Pride Organization hosted the amazing conference with over 60 people, and 36 different organizations represented. This year, CAPI welcomed 8 new organizations. They were able to learn a lot of information to empower their own cities. Las Vegas PRIDE is honoured to host the 2019 CAPI Conference in Fabulous Las Vegas! With Pride season commencing on the West Coast with Phoenix, we are excited for what this year will bring!

Region 4 Report

By Dot Belstler and Jonathan Balash
(Regional Directors)

2018 InterPride Region 4 Conference
March 23-25, Detroit Michigan

Those in town met up Friday evening at Briggs Sports bar across from the hotel. The bar hosted a reception for Motor City Pride and InterPride with a complimentary buffet and sampling from a local distillery.

Saturday morning included structured presentations
Bingo icebreaker was a great way to move around the room and talk to everyone.
Dave Wait (Motor City) presented InterPride 101
Dot Belstler (Twin Cities) presented the Restructuring InterPride PowerPoint
Dot Belstler presented “Crisis Management for your Festival”

After lunch we enjoyed “Speed Topics” – part presentation, part conversation
Jonathan Balash (Spencer) started with Engaging all Ages in Pride Festivals
• Spencer is very Family Focused
2018 Mid-Year Report

- Creates Coloring Books as a fundraiser
- Does Drag Queen Storytime

Ebony Janeen (St. Louis) discussed LGBT Community and Domestic Violence
- Partner with the Sexual Violence Center
- Sneak in domestic violence education into couples’ groups
- Watch for red flags

Tristan Putnam (Motor City) discussed the Entertainment Selection Process
- Uses AuditionsManager.com to track submissions

Tih Penfil (Motor City) discussed Photographing Pride
- Uploads everything to Shutterfly and makes a book

Sean Rhaesa (Motor City) discussed Festival Guides and Schedules

Zachary Mercer (Motor City) discussed Volunteer Recruitment & Resources

Dave Wait discussed Sponsorships and Vendors

Dinner at Pegasus Tavern – we took the People Mover!
Some folks went out, others back to the hospitality room for informal discussions and networking

Sunday morning breakfast & recap
- In favor of US Pride platform with AGM at least e/o year in US
- Decided that at AGM we will vote on co-director to replace Dot and alternate director

Attendees:
Hotter than July Detroit (3)
Indianapolis Pride (2)
Motor City Pride (9)
Out Fest Ann Arbor (2)
St Louis Pride (6)
Spencer Pride (10)
Twin Cities Pride (2)
West Michigan Pride (3)

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

Committees Served on:
James – Methods & Standards Co-Chair, Member Services Co-Chair, CSIC, World Pride, Finance, Governance
Kevin – Communications Co-Chair, Governance
Jason – Governance, Member Services

Report: Preparations for the 2018 Regional Conference continued through the end of 2017 and the beginning of 2018. The conference was held in Roanoke, Virginia and host by Roanoke Pride. The conference was attended by
Central Arkansas Pride, Pride Winston Salem, Atlanta Pride, Tidewater LGBT Interfaith, Virginia Pride, Charlottesville Pride, Charlotte Pride, Famously Hot South Carolina Pride, St. Pete Pride, Pride Fort Lauderdale, South Georgia Pride, Orlando Pride, and Gainesville Pride. Topics included: Putting your 501c3 to Work for You, Our Youth/Our Seniors, Sponsors, Human Rights, Insuring your Organization, What’s All the Fuss about the Plus?, Volunteers: Recruitment, Retention, & Appreciation, Pride Today: Not Just a Festival, Diversity and Inclusion, and roundtables on Best Practices for your Festival and Social Media. The attendees decided that the 2019 conference will be held in Orlando, Florida, the 2020 conference would be a Joint Conference with NERP in Charlotte, North Carolina, and the 2021 conference will be held in Richmond, Virginia.

During the conference, a proposal to appoint dual state coordinators within the POSE region was discussed and approved by the members. The breakdown would be as follows:

Coordinator 1: Arkansas and Louisiana
Coordinator 2: Alabama Mississippi
Coordinator 3: Tennessee and Kentucky
Coordinator 4: North and South Carolina
Coordinator 5: Georgia and Florida
Coordinator 6: Virginia and West Virginia

Wherever our Regional Directors fall geographically, they can fulfill their state coordinator; the balance we pinpoint an active person in each area to cultivate the Region.

The responsibilities could be a simple list such as:

A) Reach out to all known Prides in each area to educate about InterPride and POSE... invite them if they aren’t already a member organization
B) Personally invite Prides in their states to the Conference and explain how the conferences work and the benefits of attending one
C) Make our POSE scholarship Known and how the program works for those who have financial limitations
D) Help cultivate Pride in areas pinpointed where there are no organizations or events currently active
E) Coordinators identify needs of region as a whole and cultivate the region in an efficient manner
F) Cultivate synergies which can particularly benefit smaller Prides in our region that don’t have the buying power larger Prides do
G) These coordinators could also help the conference host on the annual event so that we aren’t constantly "reinventing the wheel" every year

Researched 139 areas in the region. Identified and found contact info for: 115 Prides in our region active, about 85 not InterPride (this information was shared with the Member Services Committee)

Additionally, 24 cities with enough populous to support an event which currently appear not to have any LGBT/Pride organization active.

Currently, Region 5 has 24 members, with members renewing throughout the year. Our hope is that this new initiative will increase our membership, increase our capacity to help smaller prides across the SouthEast, and increase the attendance at our regional conferences over the next few years.
Progress on Goals:

**Goal: Accomplish the 2018 Regional Conference**
Responsibility: Regional Directors, Alternate Regional Director, and conference host.
Measure: Successful conference as evidenced by the conference attendees report
Status: Conference completed, survey pending
Update/Notes: None.

---

Region 6 Report (NERP)
By Tyler Evertsen, Alan Reiff and Marcy Carr
(Regional Directors and Alternate Regional Director)

Committee Participation:
Tyler Evertsen: Human Rights and Member Services Committees,
Alan Reiff: WorldPride Committee Co-Chair, Human Rights and CSIC Committees
All three Regional Directors participate in the monthly InterPride board conference calls.

Goals:

**Goal 1: Membership Drive.**
Responsibility: Regional Directors and the Alternate Regional Director will divide the region up.
Measure: An increase of a minimum of 10 pride organizations by NERP 2019.
Status: On-going goal
Update/Notes: Currently, NERP has 26 paid members out of a potential of 70+ regional pride organizations. The Region 06 Team will be coordinating efforts to increase member organizations. We will seek to get past member organizations to renew and find new organizations to join.

**Goal 2: Regional Outreach**
Responsibility: Regional Directors, the Alternate Regional Director, individuals that have Region 6 pride affiliation
Measure: Quantifiable committees and events with Region 6 presence.
Status: On-going goal
Update/Notes: NERP members continue to serve on a plethora of InterPride Committees. Greater participation was called for. The three Regional Directors have committed to try to attend and be present at more member organizations in this region. Also increased communication with member organizations. A graph will be created to track the participation of Region 6 for statistical data to present at NERP 2019.

**Goal 3: 2019 NERP Conference**
Responsibility: New Hope Celebrates (host committee) and Regional Directors and Alternate Regional Director.
Measure: Increased participants, timely notices sent out to the region
Status: On-going up to March 2019.
Update/Notes: The three Regional Directors have pledged to a more contributory role in the planning of the NERP conferences. Planning sessions will be scheduled to offer New Hope Celebrates any assistance they require. Future bids will be taken at NERP 2019 for future conferences beyond 2020.
Goal 4: The David Schneider NERP Scholarship Fund
Responsibility: Regional Directors and Alternate Regional Director and member organizations
Measure: Quantifiable increase in funds available in the fund by NERP 2019
Status: On-going
Update/Notes: Spotlight and emphasis will be put on the growth of the David Schneider Scholarship Fund. This fund will be used to assist member organizations send delegates to the annual regional conference. This fund could be used as a member benefit. Funds collected will be held by InterPride treasurer. A regional donations campaign will be started.

Goal 5: Intra-Regions/Global Communications
Responsibility: Regional Directors and Alternate Regional Director, possible sub-committee members
Measure: Quantifiable as per graphic tracker to be created.
Status: On-going
Update/Notes: A task force/sub-committee will be created to monitor and examine NERP’s position within InterPride as well as enhancing communications within the regions as well as globally. Better shared volunteerism at individual prides within the region will be promoted.

Goal 6: Electronic Visibility
Responsibility: Website – Sylvain Bruni, Facebook – Regional Directors and Alternate Regional Director
Measure: Current up-to-date status of website and Facebook page
Status: On-going
Update/Notes: With the updating and revamping of the NERP website, it will be used as a conduit for information and regional updates. The valued commitment of Sylvain will be instrumental with the website. Also, the Facebook page administration has now been transferred to the three Regional Directors and will be routinely updated as well.

Goal 5: Developing Future Regional Leaders
Responsibility: Regional Directors and Alternate Regional Director, specific regional individuals
Measure: Future number of members stepping up to leadership
Status: On-going
Update/Notes: The Regional Directors and Alternate Regional Director will work to identify, foster, and educate individuals within the region who express a desire to move up to leadership positions within the region as well as with InterPride as a whole.

Regional Directors’ Narratives:

Marcy Carr – I am grateful that the region has given me the opportunity to continue with the Regional Director team. This responsibility is not taken lightly. I look forward to expanding the region as well as accomplish all goals set.

Tyler Evertsen – It is with great enthusiasm that I embark on my second year in this great role. We are on the precipice of making great strides at this time in our organization’s history. A main part of those strides are to insure that InterPride becomes a truly global organization. Growing NERP is a primary goal, not only to enhance the organization as a whole, but a large asset going into next year’s historical WorldPride 2019/Stonewall 50 in NYC.

Alan Reiff – I am happy to come back to a Regional Director’s position after many years. My commitment to fulfill the regional goals as well as InterPride’s over-all mission are steadfast. I promise to do my best to maintain the high level of work that preceded me. I am confident that my past LGBT leadership experience will be an asset to the NERP region and I believe the proximity of the three of us will enhance this region as well.

REMEMBER THE PAST CREATE THE FUTURE
Committee Listing:

Brandon
- Governance
- Member Services
- Methods and Standards

Mark
- Communications (Co-Chair)
- Moving Forward
- CSIC
- Methods and Standards
- Member Services
- Governance

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

**Report:** From our work with Fierté Canada Pride (FCP) - our regional partner, we are continuing to identify Prides across Canada across all communities, especially in smaller and culturally diverse communities.

Also in the region, the delivery of communication to members also includes almost every piece of correspondence in Canada’s two official languages, English and French. Out of this is the following goal:

**Goal: Delivery of Communications and Regional Conference in both English and French**
Responsibility: FCP Communications, RD’s, FCP RD’s
Measure: Incomplete
Status: In Process.
Update/Notes: Correspondence to FCP Members in both languages has increased. Hoping to increase this once the 2019 FCP Conference takes place in Ottawa.

Working with the Government of Canada. Work with the Prime Minister’s LGBTQ2SI+ Secretariat is ongoing. The goal here is to increase funding to members through Heritage Canada, and to raise the awareness of prides in smaller and diverse communities and perhaps provide funding to the Regional Partner, FCP.

Planning and organizing is underway with the Canada Pride Festival 2020 in Winnipeg, Manitoba and planning for the conference for 2019 is about to begin which will take place in Ottawa. The FCP membership also selected Regina to host the 2020 Regional conference.

We are still working on the dialogue around Pride and Police, in Canada.
Region 8 Report
By Chrissy Taylor (Vice President of Operations for Region 8) 
in collaboration with
Frank van Dalen (Vice President of Operations based in Europe)

Progress on Goals:

Goal: Regional directors in region 8
Responsibility: Vice President of Operations overseeing Region 8
Measure: Have Regional Directors appointed
Status: Ongoing
Update/Notes: Region 8 has no Regional Director. There are however Prides in that region. Objective is to propose to appoint new RD’s to develop the membership in that region. This will be discussed in the second European Regional Director meeting in May and in collaboration with EPOA. An online regional meeting with members of InterPride/EPOA based in Region 8 will be organized to formalize the appointments once candidates have been found. This is due summer/autumn 2018.

Goal: Human Rights program
Responsibility: Vice President of Operations overseeing Region 8 in collaboration with Human Rights Committee
Measure: Support campaigns
Status: Ongoing
Update/Notes: Many Prides in Region 8 still operate in hostile environments, although the situation per country has shown a significant progress when it comes to the legal and social climate. At the same time, what is gained is easily lost. In some other countries, like Russia and Belarus, it is impossible to organize pride events. At the same time in Russia some actors try to establish prides. When needed InterPride will give support or token of solidarity.

Goal: Membership growth
Responsibility: Regional Directors Region 8
Measure: Number of Prides becoming member
Status: Ongoing
Update/Notes: The primary task of the soon to be appointed Regional Directors in Region 8 is to develop the membership in this region.
This Region is a vibrant, diverse and rich of cultures space. The Caribbean and Central America integrate this Region. This also is a region with high rates in Human Rights violations for LGBT people in particular. As we know Transportation between islands is in some cases one of the biggest challenges we confront. Especially when it comes to join together. There's approximately 15 Pride on the Region. In some cases, more than one per country. Puerto Rico as example have two on the island. Dominican Republic makes two events also and so on. Only Puerto Rico & Saint Lucia are members of InterPride. In the past a few efforts were made and for a year or two Costa Rica was member too. But we understand there is a few issues that we need to overcome in order to make InterPride more visible on the Caribbean.

During the last year after Hurricane Marias the Caribbean suffers greater challenges to overcome, particularly in the economic perspective. This in some way difficult the possibilities of organizations to celebrate Pride Events in their
islands. Right know just a few events were even cancelled or move to other venue due to reconstruction on those islands hit by the Maria.

Last year also we meet with Dominican Republic Pride event staff and a few other organizations who collaborate with then on logistics. Cuba is next on the Agenda, also Colombia. Thanks to friends, colleagues and allies were connecting people through the region.

For this year we expect to engage more Prides to Join InterPride. The Caribbean needs to show up regionally and globally as well. Visibility and Solidarity is what we as LGBT Communities in hostile environments needs more than ever. Raising funds to help Prides to join InterPride and help them been more visible not only in their countries but an international scale.

Another goal is visiting those Pride events and be present with them. Last year Dominican Republic and this with Cuba were contacting people to work both local and regional in the Spanish Caribbean, adding other Spanish speaking countries and doing the same for the English Caribbean. With some help we could talk about increasing the presence of InterPride on the region and making it visible and AGM Conference.

This two simple but important goals will make us more visible and will help us to know how they work and how IP could be their ally. It’s time to reconnect and create a new future for all.
Region 10 Report
By Andy Train
(Regional Director)

Region 10 (British Isles & Ireland)
146 Prides in the UK and 9 in Ireland of which 9 are members of EPOA and therefore InterPride.

Not all of our Prides are members of UKPON but we still communicate with them all and maintain an open list encouraging people to attend and support their events.

We had our conference last October in Blackpool and elected Mazz Image from Oxford Pride as my new Co-Chair taking over from Steve Taylor.

UK Pride 2018 is Isle of Wight Pride 21st July 2018 – our only beach based Pride.

UKPON Conference will now be an annual event the next being 26 – 28 October in Glasgow.

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

Addressing issues around inclusion and addressing this through additional events e.g. a BiPride and identifying community groups and leaders who can help more of understand the issues is very important for us right now.

Region 11 Report
By Lars Henriksen and Stein Runar Østigaard
(Regional Directors)

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

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

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

This year we organized our second Regional Conference and we have agreed that this should become an annual event from now on.
Programme for the regional Conference:

SCHEDULE

PRIDE UPDATE
10:00 – 11:00
All of the attending Prides will give a short status on the last year, focal points of their Prides and on experiences they would like to share with the participating Prides. Keywords: Size, ups and downs during the year, new initiatives, results, organization, etc.

Speaker: All participants

ILGA-EUROPE AND PRIDE
11:00 – 12:00
Steve Taylor, Communications Director ILGA, EUROPE, will give a lecture on ILGA-Europe, their role in LGBTQIA-issues and on what Pride organization can gain from joining an organization like ILGA-Europe.

Speakers: Steve Taylor, Communications Director ILGA-Europe

LUNCH BREAK
12:00 – 13:00

ORGANIZING VOLUNTEERS
13:00 – 14:15
The session be on how to organize volunteers for Prides. Oslo Pride has developed a system for organizing their volunteers. To get inspired Fredrik Dreyer, Oslo Pride, will take us through their system. The session will end in a discussion on how the different Pride organizations work with getting volunteers, how they work with creating a sense of belonging and how to get volunteers to take responsibility, etc.

Speakers: Fredrik Dreyer, Oslo Pride

ORGANIZING PRIDES
14:30 – 15:30
Even though we organize the same kind of work, the Scandinavian prides are organized in different ways. This session will be a roundtable talk on how to organize pride organizations with a focus on the experiences of the participating Pride organizations.

Speaker: All participants

EVALUATION ON THE DAY
15:30 – 16:00
It's the first time we meet up like this outside of InterPride or EuroPride so we'd like to hear your thoughts on the day, the subjects and on what would be great to do in the future.

DINNER
19.30-22.00
Progress on Goals:
Goal: Keeping Prides connected
Responsibility: Regional Directors
Measure: number of Prides participating in each other's festivals and sharing good practice
Status: Ongoing
Update/Notes:

Goal: Raising awareness about Interpride and expanding the membership
Responsibility: Regional Directors
Measure: By expanding the membership and by looking at attendance at regional conferences, at our Prides and at the AGMs of EPOA and Interpride
Status: ongoing

Region 12 Report
By Uwe Hörner, David Staeglich and Patrick Orth
(Regional Directors and Alternate Regional Director)

Austria, Germany, Switzerland and Liechtenstein
Since the last AGM in Indianapolis 2017 we had two regional conferences – one in Münster from oct. 13th. – 15th. and one this year at the Waldschlösschen academy near Göttingen from march 16th – 18th. 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.

The conferences are great for networking and talking about our experiences with our prides. We had key-note speakers about gender in speech, the trans theme and improvement of press work by prides. Uwe Hörner presented the WorldPride promo Videos 2019 in New York and 2021 in Copenhagen as well as the official video for EuroPride 2018 in Stockholm and Gothenburg /Sweden. All attendees got a sheet with all upcoming dates of international conferences (InterPride and EPOA), WorldPrides and EuroPrides and LGBTIQ sports events as GayGames, EuroGames, OutGames.

CSD Deutschland built a planning commitee for a joint attendance at EuroPride 2019 in Vienna and / or WorldPride 2019 in New York.

The upcoming EPOA AGM in Vienna in september ist the next opportunity to bring the prides of region 12 together. We have a strong interest in deepening pride cooperation in Europe. So we are very happy that the idea we developed last year of using existing twinning agreements for pride partnerships between british and german cities become more and more vibrant.

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

The next regional conference will take place october 19th. – 21.th in Magdeburg/Germany.

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 really 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.

We do believe in strengthening our pride organizers network will benefit in a long term for all. We think by now InterPride is well known by the region 12 Prides.

There are 72 Pride organizations in region 12: (62 in Germany, 4 in Switzerland, 6 in Austria and no pride in Liechtenstein). As soon as we notice that there are new prides in our region we try to get in contact with them, offer them our help and try to visit them at their pride.

Since our last Interpride AGM there were no Prides in our region. They take place from April to September. Beside that several pink christmas markets took place in a number of cities

Interpride members are 13 of them:

Austria:
Bregenz, Vienna

Germany:
Braunschweig, Hamburg, Mannheim (Rhein-Neckar), Berlin, Cologne, Mönchengladbach, Konstanz, Oldenburg and (new) Magdeburg and Düsseldorf

Associate member: CSD Deutschland

Switzerland:
Zürich
Committees Served On: Human Rights, WorldPride

Report: Since the 2017 INTERPRIDE World Conference & AGM in Indianapolis, I have continued to work to achieve the mission 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 17th to 21th 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 final report from the WorldPride Madrid 2017, and the Madrid Pride 2018 on the FITUR LGBT Stage.

Since I occupy the position of Regional Director 14, all printed programs, brochures, and informative items of Madrid Pride, are displaying the InterPride & EPOA logos following my instructions in order to promote the Associations. All these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

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

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

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

Goal: Promotion of the Association

Goal: In the International Tourism of Madrid (FITUR), I present the campaign: “Madrid Destino de la Diversidad” (“Madrid Destination of Diversity”), an international campaign that shows all the actions carried out in Madrid for the LGBTQI+ Community and all those actions carried out abroad promoted by Madrid Pride in collaboration with the
Madrid City Council. Throughout the Campaign, it is noted that Madrid Pride is a member of EPOA and INTERPRIDE.

Goal: Also in FITUR, I gave a presentation on the main stage of LGBT pavilion. It was a promotional presentation of Interpride and Madrid Pride 2018.

Goal: Also I have promoted InterPride at events in Buenos Aires, Vienna and Bilbao.

Nationals Meetings:

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

These meetings had three objectives:

1º) Continue to work together

2º) Strengthen support of organizations to Madrid Pride 2018

3º) Increase the participation of all organizations in Madrid Pride 2018


Goal: I have 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 2018.

Goal: I have participated in the III National Conference on Communication and Security in major events, making a presentation on how were the preparations, coordination and final results of the WorldPride Madrid 2017. “Complutense University”, Madrid, March 7 to 8.
Internationals Meetings:

Goal: I have held meetings in Vienna, from January 26 to 29, to prepare the next EPOA AGM in September and with the objective of increasing the presence of delegates from the Region 14.

Goal: I have participated in “Discover Bilbao Bay of Biscay weekend” (more info in the next point: “Other important strategic goals”).

Goal: I have participated in the event: “Jour Fixe of the Vienna Tourist Board”, Hofstallung, Museums Quartier, Vienna, Tuesday, 24 April 2018. The activities from the Vienna Tourist Board has been focused - amongst others - on LGBT marketing. One of the most important subjects next year will be the EuroPride Vienna, from 1 to 19 June 2019. Katharina Kacerovsky (Managing Director Stonewall GmbH - Vienna Pride - EuroPride Vienna and the
Vienna Tourist Board recommends the WorldPride 2017 in Madrid as best practice and they was invited to me to make a presentation.

OTHER IMPORTANT STRATEGIC GOALS:

* I have participated in several meetings with LGBT Organizations across the Europe and across the World:

1) November 2017 Buenos Aires: XXVI Marcha del Orgullo Buenos Aires (Pride Buenos Aires) and several meetings with LGBTQI organizations from Argentina and government representatives from the city of Buenos Aires.

2) January 26th, 2018: Vienna with Hosiwien and with Vienna Europride 2019 Committee.

3) January 27th, 2018: Vienna Regenbogenball.

4) March 2018, 23 to 25: “Discover Bilbao Bay of Biscay weekend”, that included the EPOA Board Meeting. I have participated in this meeting between EPOA Board of Directors, representatives from InterPride and IGLTA, LGBTQI+ Organizations from Bilbao, Bourdeaux (France), Basque Country government representatives, members of the Bilbao city Council and the Press.

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


Pride Centroamérica:

I have participated in the Skype calls of this Regional Platform created February last year 2017, during the Regional Meeting of Central Americas Leaders and LGTBI Organizations at Tegucigalpa, Honduras. There were representatives from El Salvador, Honduras, Guatemala, Nicaragua, Costa Rica & Panama.

We celebrate a several Skype calls with collectives, organizations and leaders from Central America with the aim of share experiences, analyze the situation and troubles on that region, emphasizing on particularities of each country to strengthen regional alliances and define mutual actions between INTERPRIDE and those regions.

WorldPride Madrid 2017:

In the last InterPride World Conference & AGM in Indianapolis, we present the Final Report of the WorldPride Madrid 2017.
Work performed as Conference Coordinator from EPOA Board of Directors:
2018 Mid-Year Report

In 2017, (21-24 September) EPOA celebrated its Annual General Meeting, in Gothenburg/ Göteborg, Sweden. The EPOA AGM was hosted by West Pride who arranged with EPOA Conference Coordinator and EPOA Board, reflecting the heritage and future of the Organization. For 4 days were held two EPOA Board Meeting, three plenary sessions, workshops, more than 14 speakers, one Welcome and Institutional Ceremony, and a full “social events” program. During this AGM a record of participating delegates was reached and Thessaloniki was elected to host the EuroPride 2020.

I worked together with Hosiwien - Stonewall GmbH - EuroPride Vienna 2019 in the organization of the Annual General Meeting of the European Pride Organizers Association that will take place in Vienna, from Thursday 6 to Sunday 9 of September 2018.

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.

Goal: 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:

London (UK) (Friday 27th to Sunday 29nd of October 2017)

Vienna (Austria) (Friday 26th to Sunday 28th of January 2018)

Bilbao (Spain) (Friday 23th to Sunday 25th of March)

Also, I have participated in all monthly skype call of EPOA Board of Directors.

Region 15 Report
By Thanos Viachogiannis
(Regional Director)

I’ve been trying to reach out to other Pride events for joining InterPride by being present there. Often many of the Pride organisers have a hard time estimating the benefits of networking that come with InterPride, especially when their Pride events are not safe and they are only working towards that direction. Thessaloniki being appointed to host EuroPride 2020 is a huge success for the movement in Region 15 and it has already empowered LGBTI organisations in many neighbouring countries.
**Pride events in Region 15 (18 in total)**

**InterPride members:**

1. Athens Pride (Greece)
2. Thessaloniki Pride (Greece)
3. Belgrade Pride (Serbia)
4. Zagreb Pride (Croatia)

**Non InterPride members:**

1. Tirana Pride (Albania)
2. Patras Pride (Greece)
3. Creta Pride (Greece)
4. Sofia Pride (Bulgaria)
5. Split Pride (Croatia)
6. Cyprus Pride
7. Montenegro Pride
8. Bucharest Pride (Romania)
9. Ljubljana Pride (Slovenia)
10. Istanbul Pride (Turkey)
11. Izmir Pride (Turkey)
12. Ankara Pride (Turkey)
13. Kosovo Pride

**Region Success Stories**

1. September 2017: Thessaloniki Pride was appointed to be the host of EuroPride 2020, the first large scale LGBTI event hosted in Region 15.
2. October 2017: Kosovo held its very first Pride event in the capital Prishtina.
3. February 2018: Belgrade Pride expressed its intention to bid for EuroPride 2020. This is a huge progress considering that the government had been banning the event for several years in the recent past.

**Progress on Goals:**

**Goal: EPOA board meeting with representatives of Region 15 Prides**

*Responsibility: Organiser / Host*
*Measure: Number of Pride events representatives*
*Status: Not Started*

Update/Notes: The board of EPOA will be meeting with Pride organisers of the Region 15 on Saturday, 23 June 2018 during the 7th Thessaloniki Pride. This will be an effort to outreach within the region.

**Goal: Subscribe Sofia Pride to EPOA and InterPride**

*Responsibility: Outreach*
*Measure: Subscription*
*Status: In Process*

Update/Notes: In talks with them about joining the family of EPOA and InterPride.
2018 Mid-Year Report

Goal: Participation in first Skopje Pride
Responsibility: Advising them, helping them out with practicalities and attending the event
Measure: Photos
Status: Not Started
Update/Notes: Please treat this info as strictly confidential. First Skopje Pride will take place during the ERA – LGBTI Equality in West Balkans and Turkey Conference, so a lot of activists are expected to attend.

Region 16 Report
By Carlos Idibouo
(Regional Director)
with the support of Kaye Ally and Frank van Dalen

Progress on Goals:
Goal: Pride Platform region 16
Responsibility: RD’s region 16 with support of VPos Africa
Measure: Established informal pride platform
Status: Ongoing
Update/Notes: After the visit from Frank van Dalen to Johannesburg Pride increased activity under the leadership of Kay Ally (chair Johannesburg Pride) is seen when it comes to reaching out to prides in South Africa. The same is happening in the Francophone area in Africa by Carlos Idibouo. It is expected to have an informal pride platform established early 2019. Part of the program is to host webinars for prides in Africa and InterPride to exchange knowledge in a mutual way. To strengthen the relationship between Africa and InterPride and to increase traction an additional Regional Director will be proposed to the board. Leadership programs from the USA state department will be brought to the attention of pride leaders in Africa in collaboration with San Diego Pride.

Goal: Restructuring committee
Responsibility: co-chairs restructuring
Measure: Restructuring explicitly addressing needs from Africa
Status: In process
Update/Notes: The voice of Africa when it comes to restructuring both related to economics, representation, participation, technical boundaries, legal challenges and cultural differences are presented to the restructuring committee both in writing and in vocal way.

Goal: Human Rights program
Responsibility: Regional Director Region 16 with support of Vice President of Operations
Measure: Support campaigns from prides in hostile environments
Status: Ongoing
Update/Notes: Uganda Pride is banned due to government interference. Support from the global pride community will be organized when Uganda Pride requests such. In general prides in Africa operate in legally or socially hostile environments. More rapid response for support or solidarity will get organized.

Goal: Membership growth
Responsibility: Regional Director Region 16  
Measure: Number of Prides becoming member  
Status: Ongoing  
Update/Notes: The Regional Director is actively reaching out to prides in Africa. The ODA-membership fees per country are established and shared by the Vice President of Operations with the Regional Director. Key is to restructure the sign-up process for new prides since this since to be a big hurdle for prides in Africa. This requires alignment with membership services and the launch of the new website. So far two prides who wanted to sign up have failed to do so for technical reasons.

Region 17 Report  
By Emmanuel Temores  
(Regional Director)

After the annual conference in Indianapolis a working group of representatives from Mexico, Central and South America and some board members from outside of the region (Juan Carlos Alonso, Fran van Dalen, Jorge Solorio and Aron Winston) was formed. Since then we have held several meetings to brainstorm and starting putting a plan together.

In order to contribute to the strategy of the Restructuring Committee, I shared recommendations which identified barriers to growth, as well as opportunities to develop the Latin America region in InterPride. I shared an input with identified barriers to change, and opportunities to develop the area of Latin America in InterPride. So far, some of the ideas have been applied by the committees, like the translation of some stuff the documentation, and the increased awareness of the board of taking into consideration other languages in our communication stuff.

I keep doing research and scheduling meetings with pride organizers in the region that doesn’t know about InterPride, and also with other that already know about us but are not members. It have served also to talk about the scholarships and the solidarity funds.

Throughout the rest of the year, some working group members and I will visit several cities in South America. With the support of Welton Trindade from Brasilia and other Brazilian Pride organizers, a conference of prides will take place in May in Sao Paulo. InterPride will have a stand at the conference and participate in some presentations. I’m currently in talks with Emilio Arroyave from Medellin to hold a national conference in Colombia in the summer. Events like these haven’t been held recently in the countries mentioned.

Additional work:  
I was invited by Michele Irima to co-chair with her the Restructuring Committee, which I accepted and served for three months. Later, I decided to leave the position (I’m still a part of this committee), in order to focus more closely on developing networks and a cohesive platform in the region I work for (South America), and in Mexico. In November I had a meeting with the people of the pride of Mexico City, who showed interested in becoming a member.

As part of the InterPride Human Rights Committee I organized a first of a series of webinar (of the year) in Spanish, in February. And, the first webinar in Portuguese is already in the planning stages. The goal of these webinars is to
remain in touch with Latin American pride organizers.

As part of the Pride United Team, I still identifying and editing some of the prides of the list. In addition, I provide support by translating newer versions or appendages to the report. I have also translated official documents for others committees, such as scholarship forms into Spanish.

As a representative of InterPride I was invited to participate in some activities and writings related to human rights and pride during the most recent edition of the Guadalajara International Film festival. I also supported to the Museum da Diversidade Sexual in Sao Paulo to collect some pictures for an exhibition of pride events.

Region 20 Report
By Paul Savage
(Regional Director)

Currently there are 4 InterPride member organizations in Region 20

- Sydney Gay and Lesbian Mardi Gras (SGLMG)
- Sydney Queer Irish (SQI)
- Goulburn Valley Pride
- Oceania Pride, Fiji

Region 20 takes in much of the Oceania region of the world and includes the major population centers of Australia and New Zealand. The region is culturally diverse and laws and attitudes towards LGBTQI people vary greatly from country to country. In at least seven countries, homosexual activity (mostly between males) continues to be illegal and Pride events are often banned or cancelled by authorities. Marriage Equality legislation has been passed in Australia since the previous 2017 report.

Goal 1 - At a regional level I am continuing to work with rural and remote indigenous and island communities to ensure involvement and solidarity. A key achievement this year was to bring a number of individuals to SGLMG 2018 and its QueerThinking conference. This included representatives from Fiji, Tonga, Tiwi Islands, rural and remote indigenous Australia, Solomon Islands and New Zealand. The journey to full participation in InterPride will be a long one and my firm belief is that establishing regional empathy and unity is a critical step on that journey. Understanding the cultural significance of this important. A key achievement has been to fully align Oceania Pride from Fiji who has recently joined InterPride and submitted an application for grant assistance and support through the solidarity and scholarship funds. Oceania Pride’s cultural empathy and support will be a key enabler and accelerator.

Goal 2 - A further strong focus of activity in Region 20 has been to work with Sydney Gay and Lesbian Mardi Gras, government, sponsors and other partners to start building a solid foundation for preparing a compelling bid for Sydney to host WorldPride in 2023. Sydney has submitted an expression of interest to host WorldPride in 2023 and, further to some ‘noise’, has formally submitted a waiver request on the eligibility criteria to bid. The view in the region
is that the criteria is particularly exclusionary for developing and emerging regions and particularly cost prohibitive for Region 20 members specifically.

InterPride’s commitment to global inclusion and an open demonstration of commitment to supporting our Region 20 goals will be important for future growth and development in this underrepresented region.

Currently it is difficult to present a compelling value proposition to potential members in the region.

Region Information:

1. There are approximately 28 key Pride Festivals and Parades across Australia and New Zealand (including Sydney Gay and Lesbian Mardi Gras and Goulburn Valley Pride). Many of these have been approached for membership but it has been difficult to present a compelling value proposition for membership. I am extremely hopeful that a WorlPride bid and subsequent development process will deliver greater solidarity and networking across the Region and thus increased InterPride membership
   AUSTRALIA: Broken Heel (Broken Hill NSW), Pokolbin (Hunter Valley NSW), Parramatta (NSW), Border Pride (Albury NSW), Tropical Fruits (Lismore NSW), Sydney Pride (NSW); Pride Victoria, Brisbane Pride (Qld), Midsumma/Midwinter (Melbourne Vic), Sunshine Coast (Qld), ChillOut (Daylesford Vic), Cairns Tropical Pride (Qld), Ballarat Pride (Vic), Noosa Pride (QLD), Shepparton Pride (Vic), Glitter (Gold Coast Qld), Alice Springs Pride Carnival (NT), Pride March Adelaide (SA), Darwin Pride (NT), Feast (Adelaide SA)

   NEW ZEALAND: Auckland Pride, Wellington Pride, Hamilton Pride

2. With the support of Oceania Pride, we have developed a community network of LGBTQI organisations across the pacific island communities. It is early days for this body but we are hopeful to deliver the first Oceania conference later in the year. My attendance will be subject to affordability or funding.