

InterPride

International Association
of Pride Organizers

2012 Annual Report

30th ANNIVERSARY 1982 – 2012

InterPride Inc. – International Association of Lesbian, Gay, Bisexual, Transgender and Intersex Pride Organizers

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

Our Mission

InterPride's mission is to promote Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Pride on an international level and to encourage diverse communities to hold and attend Pride Events. InterPride increases networking, communication and education among Pride Organizations. InterPride works together with other LGBTI and Human Rights organizations.

InterPride's relationship with its member organizations is one of advice, guidance and assistance when requested. We do not have any control over, or take responsibility for, the way our member organizations conduct their events.

Regional Director reports contained within this Annual Report are the words, personal accounts and opinions of the authors involved and do not necessarily reflect the views of InterPride as an organization. InterPride accepts no responsibility for the accuracy or completeness of material contained within.

InterPride can be contacted via email info@interpride.org or via our website.

www.interpride.org

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Information given in this Annual Report is known to be correct at the time of production September 20th, 2012



Table of Contents



Corporate Governance	4
Executive Committee	4
Regional Directors	4
Regions and Member Organizations	6
InterPride Regions	6
Member Organizations	7
InterPride Inc. 2010 Annual Report	10
Summary	10
Personal note from the Co-Presidents	12
Co-President's Report	13
Committee Reports	14
Conference Structure and Integrity	14
Communications	15
Secretary's Report	16
Fund Development	16
Vice-President's Reports	17
WorldPride	22
Finance	26
Financial Statements	26
Human Rights	30
Regional Reports	36
Scholarship Reports	51

Gay Rights demonstration, 1976, New York City

Corporate Governance

InterPride is managed by nine Executive Committee members and a board of currently twenty-eight Regional Directors representing twenty regions. Listed here is the 2012 Board, along with their member organization affiliation.

Regions 16, 17, 18, 19 and 20 are currently not represented by a Regional Director but monitored by the Executive Committee.

Executive Committee

Caryl Dolinko

Co-President
Vancouver, BC, Canada

Mark Frederick Chapman

Co-President (Resigned April 14, 2012)
Zurich, Switzerland

Gary Van Horn

Co-President (Appointed April 2012)
Pittsburgh, PA, USA

Brett Hayhoe

Secretary
Melbourne, VIC, Australia

Trisha Clymore

Treasurer
Decatur, GA, USA

Sue Doster

Vice President Member Services (Appointed April 2012)
New York, NY USA

Billy Urich

Vice President Operations
New Britain, CT, USA

Andrea Gilbert

Vice President Operations
Athens, Greece

Ruben De Keyser

Vice President Operations (Resigned August 2012)
Ghent, Belgium

Suz Seymour

Vice President Operations
Northampton, MA USA

Regional Directors

REGION 1 DIRECTORS

Ron De Harte, Palm Springs, CA USA

Shannon Lank, Phoenix, AZ USA

Alternate: **Matthew Cox**

REGION 2 DIRECTORS

Frank Leonzal, Tacoma, WA USA

Johnathan Jones, Anchorage, AK USA (Resigned January 2012)

REGION 3 DIRECTORS

Dona Hatch, Santa Fe, NM USA

Tony Ross, Albuquerque, NM USA

Alternate: **Brisa Apodaca**

REGION 4 DIRECTOR

Matt Crawford, Troy, MI USA

REGION 5 DIRECTORS

James Hermansen-Parker, Norfolk, VA USA

Cain Williamson, Atlanta, GA USA

Alternate: **Isaac Kelly**

REGION 6 DIRECTORS

Paul Sanders, Long Island, NY USA

Sherri Rase, Edison, NJ USA

Alternate: **Jayme Martin**

REGION 7 DIRECTORS

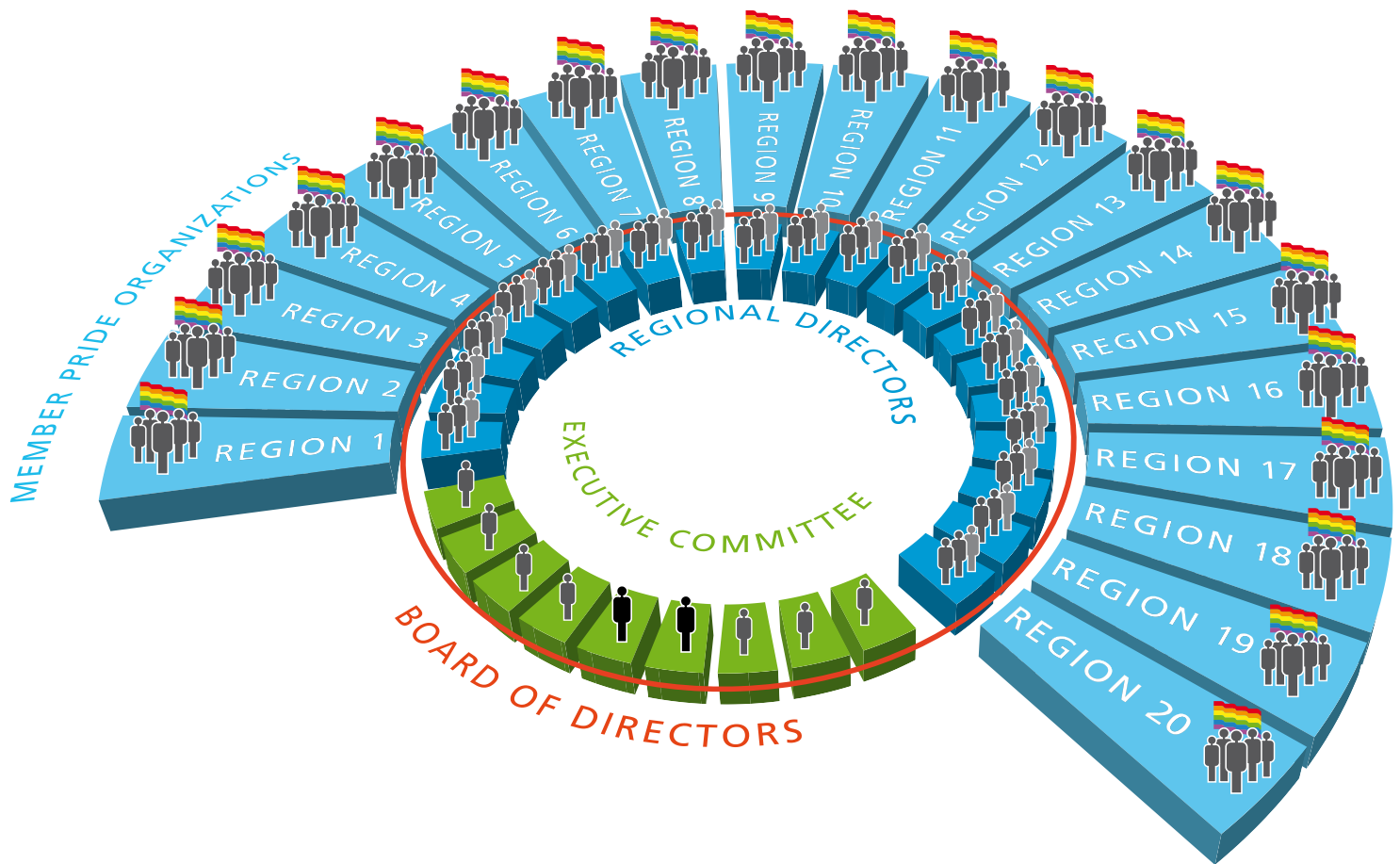
Mark Singh, Toronto, ON Canada

Luke Amona, Toronto, ON Canada

REGION 8 DIRECTORS

Kaspars Zalitis, Riga, Latvia

Tomasz Baczkowski, Warsaw, Poland



REGION 9 DIRECTOR

Herminio Ortego, Puerto Rico, USA

REGION 11 DIRECTOR

Andreas Nilsson, Oslo, Norway

REGION 12 DIRECTORS

Stefan Baier, Konstanz, Germany
Robert Kastl, Berlin, Germany

REGION 13 DIRECTORS

Hans De Meyer, Brussels, Belgium
Vincent Autin, Montpellier, France
 Alternate: **Janvier Van Damme**

REGION 14 DIRECTORS

Juan Carlos Alonso Reguero, Madrid, Spain
Emilio Aguilera, Madrid, Spain

REGION 15 DIRECTOR

Goran Miletic, Belgrade, Serbia

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

MEMBER PRIDE ORGANIZATIONS

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

The members nominate the Executive Committee. The Board of Directors elects the Executive Committee members.

InterPride Regions

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

Region 2 United States (States: Alaska, Idaho, Montana, Oregon, Washington, Wyoming)

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

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

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

Region 6 United States (States: Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington DC (District of Columbia))

Region 7 Canada, (Provinces: Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland & Labrador, Northwest Territories, Nova Scotia, Ontario, Prince Edward Island, Quebec, Saskatchewan, Yukon Territory), St. Pierre et Miquelon

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

Region 9 Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Costa Rica, Cuba, Dominica, Dominican Republic, El Salvador, Grenada,

Guadeloupe, Guatemala, Haiti, Honduras, Jamaica, Martinique, Montserrat, Navassa Island, Netherlands Antilles, Nicaragua, Panama, Puerto Rico, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, Turks & Caicos Islands, Virgin Islands (UK), Virgin Islands (USA)

Region 10 Guernsey, Jersey, Ireland, Isle of Man, United Kingdom of Great Britain and Northern Ireland

Region 11 Aland, Denmark, Faeroes, Finland, Greenland, Iceland, Norway, Svalbard, Sweden

Region 12 Austria, Germany, Liechtenstein, Switzerland

Region 13 Belgium, France, Luxembourg, Monaco, Netherlands

Region 14 Andorra, Cyprus, Gibraltar, Israel, Italy, Madeira, Malta, Portugal, San Marino, Spain, Turkey, Vatican City

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

Region 16 Algeria, Angola, Ascension, Benin, Botswana, Burkina, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Congo, Cote d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mayotte, Morocco, Mozambique, Namibia, Niger, Nigeria, Reunion, Rwanda, St. Helena, Sao Tome and Principe, Senegal, Seychelles,

Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Western Sahara, Zambia, Zimbabwe

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

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

Region 19 Bangladesh, Bhutan, British Indian Ocean Territory, Brunei, Cambodia, China, India, Indonesia, Japan, Korea North, Korea South, Laos, Macao, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Papua New Guinea, Philippines, Seychelles, Singapore, Sri Lanka, Taiwan, Thailand, Vietnam

Region 20 American Samoa, Australia, Baker Island, Bouvet Island, Christmas Island, Cocos (Keeling) Islands, Coral Sea Islands, Fiji, French Polynesia, Guam, Heard Island and McDonald Islands, Howland Island, Jarvis Island, Johnston Atoll, Kingman Reef, Kiribati, Marshall Islands, Micronesia, Midway Atoll, Nauru, New Caledonia, New Zealand, Niue, Norfolk Island, Northern Mariana Islands, Palau, Palmyra Atoll, Pitcairn Island, Samoa, Solomon Islands, Tahiti, Timor-Leste, Tokelau, Tonga, Tuvalu, Vanuatu, Wake Island, Wallis & Futuna Islands

Member Organizations

InterPride counted 167 member organizations in the year 2012. 132 North American, 1 Caribbean, 30 European, 2 African, 1 Asian and 1 Australian member organization. Compared to last year this is an decrease of 13%.

NORTH AMERICA

REGION 1

Sedona Pride Association
Austin Gay & Lesbian Pride Foundation
SOMA Pride
North Georgia Marietta Pride
Southern Nevada Association of Pride
Christopher Street West
Utah Pride Center
Bisbee Pride
Tucson Pride Inc
Gay Pride Celebration Committee of San Jose Inc.
Oakland Pride, Inc.
San Diego Pride
Long Beach Lesbian and Gay Pride
Los Angeles Leather Coalition
Tijuana GLBT Pride - Mexico
Humboldt Pride
Phoenix Pride
Reno Rainbow Fest
San Francisco Pride
Folsom Street Events
Pride and Promote (AT The Beach)
Greater Palm Springs Pride

REGION 2

Identity
Capitol Pride
Capitol Hill Pride Festival
Pride Day Equality Project Inc
Kitsap Pride Network
Montana Pride Network
Rainbow Center-Out In Tacoma
OutSpokane

REGION 3

Southern New Mexico Pride
Out Boulder
Pride Houston
Taos Pride
Albuquerque Pride
Enid LGBT Coalition
Denver PrideFest
El Paso Sun City Pride
Santa Fe Human Rights Alliance / Santa Fe Pride
Dallas Tavern Guild
Los Ranchos Pride

REGION 4

PrideFest
South Central MN Pride
St. Cloud Pride
Pride St Louis

Gay & Lesbian Community Center of Greater Cincinnati

Fort Wayne Pride

Motor City Pride

QC Pride

PRIDEChicago

Indy Pride

Stonewall Columbus

Spencer Pride

Gay-Lesbian-;Bisexual-Transgender Pride/Twin Cities

West Michigan Pride

REGION 5

Upper Cumberland Pride

Destiny Foundation/Pride New

Orleans Celebration

Pride South Florida

Charleston Pride Festival

Central Alabama Pride

New Orleans Pride

South Georgia Pride

Volusia Pride

Upstate Pride SC

Kentuckiana Pride Foundation, Inc.

Pride Community Center of North Central Florida

The Family Tree Community Center, Inc.

Knoxville PrideFest/East TN Equality Council

Stonewall Summer Pride
 Savannah Pride
 St Pete Pride
 Hampton Roads Pride
 Atlanta Pride Committee
 OBX Pride
 Roanoke Pride
 Mobile Alabama Pride
 Miami Beach Gay Pride
 Blue Ridge Pride
 Augusta Pride
 Nashville Pride
 Pride-SWFL

REGION 6

Jersey Lyfe
 Risque Atlantic City Pride
 Southern Maine Pride
 Connecticut PRIDE Hartford Rally & Festival
 Boston Pride Committee
 Gay Alliance of the Genesee Valley - Rochester Pride
 Delaware Pride, Inc.
 Jersey Pride, Inc.
 CNY Pride
 Cape Cod LGBT Pride
 New Hope Celebrates
 Philly Pride Presents
 Chesapeake Pride Festival
 Reading Pride Celebration
 Brooklyn Pride
 LGBT Coalition of Western MA
 Pride of the Greater Lehigh Valley
 Pride Alliance Long Island
 NW PA Pride Alliance, Inc.

Queens Lesbian & Gay Pride Committee
 Capital Pride Alliance
 Noho Pride
 Rhode Island Pride
 Heritage of Pride
 Delta Foundation of Pittsburgh / Pittsburgh Pride

REGION 7

tri-Pride
 Capital Pride Festival (Pride Committee of Ottawa-Gatineau)
 Halifax Pride Society
 Okanagan Pride
 Pride Prince George
 Pride Winnipeg Festival Inc.
 River Of Pride – Riveiere de Fierde
 Fierté Montréal
 Edmonton Pride Festival Society
 Vancouver Pride Society
 Pride Calgary Planning Committee
 Pride Toronto
 Friends Help Friends Society
 Rainbow Mission Foundation

CARIBBEAN

REGION 9

Coalicion Orgullo Arcoiris

EUROPE

REGIONS 8, 10-15

Amsterdam Pride
 Arcigay Milano
 Athens Pride
 Barcelona Pride/ACEGAL
 Berliner CSD e.V. / Berlin Pride
 Braunschweig Pride/Verein für sexuelle Emanzipation e.V.
 Budapest Pride
 Casa Rosa
 Cologne Pride
 CSD in Konstanz e.V.
 CSD Rhein Neckar e.V.
 Fundacja Rownosci / Equality Foundation
 Gay Pride Reykjavik
 Hamburg Pride e.V.
 Hosi Wien/Vienna Pride
 Lesbian and Gay Pride de Marseille
 Lesbian and Gay Pride Montpellier
 LGL, Baltic Pride
 Madrid Pride/Aegal
 Manchester Pride
 Mozaika – LGBT and their friends Alliance, Baltic Pride
 Oslo Pride/Skeive dager
 Portugal gay Porto
 Roze Zaterdag
 Pride London
 Roma Pride/Circulo di cultura omosessuale Mario Mieli
 Stockholm Pride
 The Belgian Pride
 Tous & Go
 Zurich Pride Festival

AFRICA

REGION 16

Rainbow – Uganda
Joburg Gay Pride Festival

ASIA

REGION 19

TOKYO Pride

AUSTRALIA

REGION 20

Pride March Victoria

InterPride Publications

InterPride offers its members and officers a range of publications and brochures that can be downloaded from the website: the brochures and Annual Reports explain and illustrate the work of InterPride and its members to a wider public; the Regional Directors Guide providing a valuable suggestions and checklists for officers serving the organization.

The *PrideRadar* publication focuses on LGBTI Human Rights from the Pride movement's perspective. It also includes a comprehensive list of Pride events around the world with specific insight into the development of Pride events and their reception in their respective societies.



InterPride Inc. 2012 Annual Report

SUMMARY

By Caryl Dolinko and Gary Van Horn, Co-Presidents

This Annual Report covers the time between the conference in Brussels, Belgium, from October 20–23, 2011 up to the 2012 conference in Boston, MA, USA.

2011 AGM and World Conference Brussels, Belgium

The 30th InterPride Annual General Meeting and Conference took place in the fabulous capital of Brussels, the gorgeous European city of Belgium. The conference was hosted by Rainbow Spectrum and they worked closely with the Conference Structure and Integrity Committee to offer a variety of workshops and amazing evening events. The conference was attended by quite a few European organizations that had not been at the AGM for many years and we were please with the amount of delegates that came to partake. Our hosts organized a variety of activities such as welcome reception at Brussels City Hall, a dinner at a unique local brewery and restaurant, a World-Pride event with the support of Pride London and tour and gala dinner in the city of Ghent. These events offered everybody in attendance the chance to connect, network and get to know each other outside of the business atmosphere of the conference. The Annual General Meeting was enjoyed by everybody and we thank the organizing committee for their time and effort to welcome us and provide a successful conference.

Organization

At the 2011 conference **Caryl Dolinko** was elected as Co-President; **Trisha Clymore** as Treasurer, **Gary Van Horn** as V.P. Member Services, **Andrea Gilbert** as V.P. Operations Non-US, **Suz Seymour** as V.P. Operations US and **Ruben De Keyser** as V.P. Operations, Non-US. Completing their terms were; **Hans De Meyer** as V.P. Operations, Non-US and **Jer Megowan** as Treasurer. New Regional Directors were elected by their regions to serve their region and participate on the InterPride board of directors. The new board is listed in this annual report. The Executive Committee and the board would again like to thank those members who served on the board and gave their expertise and valuable time to InterPride.



Annual General Meeting and Conference, Brussels

Board and Committee work

InterPride members provided the board with **goals and tasks** that were then allocated by the board to committees to ensure that the work was completed. Some of these goals have yet to be achieved but as these committee members are volunteers that offer to do the work, it is at times hard to hold people to task. We have a Committee Involvement Document that ensures that monthly meetings are held, and information from these meetings uploaded for the board to review. This ensures that we stay on track and are able to meet the goals that the members have set forth. We do have to note that monthly meetings were not held by all groups and some committees barely met at all. As well, some of the Co-Chairs appointed to these committees were neither actively involved nor consistent participants in their own committees. As well, not all documents or meeting notes have been uploaded, but this has greatly improved from the previous years.

The board set up a **monthly schedule for conference calls** on GoToMeeting and GoToConference which has offered the opportunity for up to 100 people to be involved and participate. With these applications, we are able to share the conference call facilitator's computer screen for presentations. In addition, these systems have been made available for Committee calls as well to ensure that everybody has the opportu-

nity to connect on a monthly basis. We held a Skype call as well as some board members had computer issues and we wanted to ensure that all members could participate. A schedule was utilized and to accommodate the different time zones all over the world, although there continues to be challenges with times and attendance. Overall, the monthly calls have proven to be a very effective way to ensure board communication and updates on committees. Notes are posted online in Google Docs and sent out after each of the monthly calls to the entire board to ensure that they know what took place over the call. These calls were informal and although no board voting took place we will continue to use this as a means of communications between board members and committees.

The **Virtual Office on Google Docs** continues to serve as our document storage, accessible for every board member. It contains all the data and documents produced by the board and committees and protects the knowledge and history of the organization. It also prevents the potential loss of this valuable information and provides the required transparency of the organization. All board members have access to this information and are able to access it from any computer that has internet capability.

The **website** that was created in 2009 was a major improvement on the one prior, but we had multiple back-end issues and it was apparent that we needed to create a new website and implement an effective way to manage member information. The V.P. of Member Services and Communications Chair explored a variety of options and found a system and website company that would meet our needs and provide solutions to our problems. We implemented a **new Member Management Software, Member Suite**, shortly after the AGM and it has proven to be a very powerful online tool. We have been able to consolidate decades of databases into one system, and now we can better manage our member data. We have integrated it into our website and eliminated the need for a programmer or database expert to deal with member's information. In addition, we updated and revamped our entire website to ensure that the information we need, can be easily updated with a WordPress CMS and that content is updated on a regular basis utilizing the posts from our Facebook page. In addition, we created a **merchandise program and store** where people can purchase InterPride branded items directly on our

website. This new website and all the applications we integrated, was a major task that has brought us forward and can now be used for many years to come.

WorldPride

Despite last minute changes, bad press and problems within the Pride London organization, WorldPride 2012 in London was a success. A detailed day-by-day report was submitted to the WorldPride Committee by the Co-President in attendance. Despite promises and assurances by Pride London at the mid-year meeting that things were confirmed and on task, many things fell through.

The Secretary of State had been invited to the Gala Dinner and up until one week before the event, the WorldPride committee had not informed if this was confirmed or not. In addition, the opening and closing ceremonies that had been deemed 'not significant enough' by the Mayor's office were not confirmed despite attempts to gather this information. The joint InterPride/EPOA VIP event had no confirmation on attendees or media either. In the end, Hilary Clinton did not attend the Gala Dinner, there was no opening or closing ceremony, the Mayor didn't take part in the event and our VIP event attendance had people there that had been invited by our group in London.

In the week leading up to WorldPride there a tremendous amount of bad press about Pride London, and InterPride fortunately wasn't tarnished as our name was kept out of it and our branding and logos were nowhere to be found on any of their banners, advertisements, guides, or information. This was unfortunate as we were promised inclusion on all of this, yet in the end, it was to our benefit that InterPride was not affiliated with the issues at hand.

InterPride had a great set up at our booth and the members in attendance all took turns talking to people at our vendor site. We offered brochures, information and insight into what InterPride does and were able to garner positive attention to our organization. The Co-President, along with WorldPride Co-Chair, Pride London interim Chair, the Board Chair and Executive Director from Pride Toronto closed the event in Trafalgar Square by officially handing over the new WorldPride emblem from London 2012 to Toronto 2014. The WorldPride report can be found in this annual report. ■



Pride Links Us Together

Every year, all over the world, the LGBTI community has what some might call a “family reunion”. We all meet up for Pride, and sometime in the week leading up to the big day, we get our hair cut, go to the gym for our last set of ab crunches and make sure our outfits are fabulous so that we look our best for the “cousins” we see once a year. We celebrate in many ways around the world: we march, we protest, we host festivals or put on parades, but whatever it is we do, we call it Pride. For that one day, we are visible and proud and we welcome everybody to celebrate our community at our ‘reunion’.

No matter where you might be for Pride, you know that once you step into it, you’re a part of it. And if you’re not, you want to be. There is joy, love, laughter, acceptance and a sense of elation and wild abandon. For that one day, we don’t have to hide, we don’t have to be afraid and we don’t have to feel

shame, for there are thousands and thousands of us standing together, united as one. It’s on this day that Pride links us together, wherever we are.

There’s a familiar and welcoming feeling when you arrive at Pride. It’s not just the leather men, gyrating twinkles, colourful drag queens, sporty softball jocks, or topless women. There’s something in our spirits that’s visible to those who look past the party. It doesn’t show itself by waving a rainbow flag nor does it need to march. It’s the deep sense that we’re a family that’s journeyed here, and now we’re connected in celebration.

That’s what Pride does. Pride links us together as a community and says “we’re here” wherever we are. We may see a part of ourselves, even for a moment, in those who march in the parade, or in those who dance and celebrate. As they carry the rainbow flag through the crowds and down the streets or wave them at picnics, or fly them as kites, we claim this day as ours and we can proudly say, “I’m here! This is my community, my family, and I’m one of them.” For that one day at Pride, we proclaim that we’re united, in our understanding of one another and in our struggle for acceptance.

Next time you stand at the roadside and watch the dykes on bikes kick off the parade, the floats, the marchers, the boas, the boys and all the pageantry, be proud to know that this is our family. And, like all families, we may have our fights, our struggles, even our drunk aunts and our inappropriate uncles, but more than anything, we have each other. On this one day, we can put away our strife and join together because this is our day, our Pride, and through this, we are forever linked.

Caryl Dolinko & Gary Van Horn

Co-Presidents, InterPride Inc.

Co-President's Report

By Caryl Dolinko and Gary Van Horn, Co-Presidents

This year has been interesting with a change in Co-President's half way through my term. Since the mid-year meeting, I have had the absolute pleasure to be working with my new Co-President, Gary Van Horn. We work very well together and have the same aims and purpose in mind, which is to ensure that every change that comes forward advances our mission and enhances our mandate. We both feel that this organization is in great turmoil and significant change is needed if we are to continue on the path charted 30 years ago by the founders.

The position of Co-President is one that requires we are involved in almost every aspect of the organization and that we sit on every committee. Gary and I divided up the responsibilities and each sit on an equal number of committees. I am involved in CSIC, WorldPride, Scholarship, Human Rights and am Chair of Communications and Fund Development. Gary is involved in CSIC, Finance, Members Services, Scholarship, WorldPride and is Chair of Methods and Standards. We both attend as many committee meetings as possible and are involved in conversations and share opinions and ideas. The position of Co-President requires constant attention, continual involvement, and a tremendous amount of obligation to meet the requirements and demands of the board, committees and all members. By being involved in so many committees we are both able to see how intricately they are all linked as a whole and are able to ensure they continue to move our mission forward.

We are both diligent in ensuring that Board members are kept up to date and reminded of our monthly meetings by sending out notices in advance. We have subscribed to an online application (GoToMeeting/GoToWebinar) for all Board and Committee meetings and ensure that everybody has the information to login and see documents and desktop screens shared. We ensure minutes are being taken, and that they are posted Google Docs and shared with the board after the meetings. This ensures that the board members, who aren't able to attend the monthly meetings, have access to what was discussed and a great understanding of the conversations that were held and the direction that we are heading. In each meet-

ing, committees are asked to update the board on their activities and share these updates with members in their region.

After the monthly Board meetings, we update the 'Board Involvement' document which is posted on Google Docs for transparency and provides a clear indication of the involvement of those that have been 'elected or appointed' to these positions. It allows our board colleagues to see who is attending meetings, and doing the work elected to do, and gives our members a clear indication if the Regional Directors elected to represent them are doing the work. It is still very disappointing to see many of those elected to these positions not participating at all. We also have a 'Committee Involvement' document, which keeps track of monthly meetings occurring to ensure that the goals set out by our members can be met. If the committee isn't meeting on a regular basis or if the Chair of the committee isn't involved, it's clearly indicated. These documents aren't meant to 'tattle tale' or 'out' people that aren't involved, it's to ensure that the work is being done and that those elected are upholding their responsibilities to the board and the membership who elected them.

I attended the WorldPride event licensed to Pride London and I have submitted a report and it is included in this Annual Report under WorldPride Committee. Gary attended the EPOA AGM and his report is included under Member Services committee.

Gary and I created the Board agenda for the AGM and we have both worked closely with Boston Pride to ensure we have a successful conference. I sent out notification to Board members and Committee Co-Chairs of the impending AGM reports due and again, reports have not come in by Regional Directors and Committee Chairs. Those that were sent have been included in this Annual Report. ■

Committee Reports

CONFERENCE STRUCTURE AND INTEGRITY

By Sue Doster, Vice President Member Services, Chair Conference Structure and Integrity Committee (CSIC)

CSIC Co-Chairs: Sue Doster, Hans De Meyer (in absentia)

Active Committee Members: Sylvain Bruni, Chris Bryan, Trisha Clymore, Caryl Dolinko, Anna Dubrowski, Glen Paul Freedman, Andrea Gilbert, Lynn Habel, Dona Hatch, Russell Murphy, Jean-Francois Perrier, Eric Pineault, Billy Urich and Gary Van Horn.

CSIC Committee Updates

AGM Seed Money:

The CSIC committee discussed, if there is still a need for the seed money (generally \$500-\$800). As it is basically designed to be a "pass-through" budget item, a committee with the means to produce a conference shouldn't need a cash flow cushion. The CSIC committee voted to support retiring the seed money process. That recommendation has been passed on to M&S for consideration.

2014 AGM Bid Validation:

The CSIC Committee received two bids for the 2014 AGM. Sue created a Bid Validation Form which was applied to the two bids that were submitted. The CSIC committee determined that one of the two organizations did not meet the organizational eligibility requirements to host an AGM. The remaining bid, from the Delta Foundation of Pittsburgh (USA) was reviewed and was forwarded on the Co-Presidents for dissemination to the membership for consideration in Boston. Pittsburgh's bid can be viewed at www.pittsburghpride.org/interpride2014

AGM Schedule:

Both the CSIC committee and the Boston host committee have spent a considerable time finalizing the conference schedule. The biggest change from past years is the moving of the Saturday Morning Plenary from its traditional afternoon slot.

Boston AGM Update:

A detailed report from the Boston Host Committee can be found at www.interpride2012.org/wp-content/uploads/2012/09/IP12_August_Report_text.pdf

Report Highlights

- 180 people registered
- 71 organizations
- 18 countries
- The majority of workshops are confirmed
- Evening venues close to being confirmed

Montreal Presentation at the upcoming AGM:

Sue had a call with the Montreal Host Committee and went over the things they should have as a part of their presentation at the Boston AGM. Shared the Conference Guidelines document and went over the time they have allotted for their presentation.

Montreal's bid can be found at www.fiertemontrealpride.com/interpride-2013/

Discussion about Capping Conference Hotel Prices

The committee discussed the possibility of setting a maximum room rate for host hotels. There was discussion as to whether it should be a rule or a guideline. The consensus was that we should include a guideline in the Conference guide of a maximum room rate of \$199 USD. Additionally we should include language in the standing rule that "bidding committees should strive to keep hotel and registration costs to a minimum".

AGM Bid Process

CSIC is also looking at potentially re-working our bidding processes, discussion to be continued.

CSIC Report on Goals List from the 2011 AGM

1) *Ensure frequent communication between conference host and members – [IN PROCESS]*

Members of the Boston Host committee have joined the CSIC committee and have been on the majority of our calls. They have provided reports on their progress. Additionally, the Boston Committee has created a number of conference update webpages that the CSIC chairs and Co-Presidents

can access to get the latest up to date information. Sue is continuing to work with Boston to ensure that communication continues. CSIC is also including on a "conference communication schedule" in the conference guide (see goal 2), which would define the minimum standards for conference related communications. (Note that CSIC will work with the Communications committee where the overlaps with their responsibilities). Looking forward to Montreal, members of the Montreal Host committees have joined CSIC as well.

2) Create a guideline/checklist for conference structure more in-depth than the Standing Rule – [IN PROCESS]

The committee agreed that a Conference Checklist could be a valuable resource prospective host committees. It would be an easy way to identify all the requirements of being a host committee. Since its conception, this goal has expanded to include many additional aspects, such as best practices and guidelines. Sue is currently working on a draft document for future discussion and revision by CSIC.

3) Enact the Mentoring Program at Conferences, pay more attention to new people orientation – [IN PROCESS]

The Boston host committee is planning a Mentoring program at the upcoming conference. The conference co-chairs have agreed to document Boston's Mentoring program, working with CSIC, we will create a "How to" guide for host committees, which we could in turn use to formalize the process.

4) Increase educational component of AGM/Conference with more "quality" material (InterPride University) - [IN PROCESS]

This has been an ongoing subject of committee discussion and we are continuing to look at it. The Boston Host Committee has set high standards for the presenters at this AGM, requiring a detailed application process. There is definitely more work to do in this area.

A recurring theme of committee discussion centers around the challenges InterPride faces presenting consistent, high-quality conferences from year to year. Currently the annual conference quality depends greatly on the varying resources of each host committee. Some committees are better suited than others to organize a successful conference. As a result, the quality of the conference varies greatly from year-to-year. The committee is looking into the feasibility of using a professional conference planner to aid the organization in planning and organizing our annual conferences. This contractor could be charged with upholding conference standards from year to year. Such as

- Regular conference communication
- Ensuring quality educational components
- Securing and managing international conference sponsorships

The committee did raise concerns about the cost and international compatibility of a conference planner. The initial goal would be that this individual or company would need to be able to raise enough through sponsorship to at minimum, cover their fees. Additionally, the conference planner would need to have experience organizing conferences outside the US. The CSIC Committee agreed to gather more information and discuss further. ■

COMMUNICATIONS

By Caryl Dolinko, Co-President and Communications Chair

The communications committee has held monthly meetings since the AGM yet with limited attendance. Although we had many people sign up for the committee, very few have actually attended meetings or been actively involved. Despite the limited participation, there has been quite a lot of activity and continued movement with this committee.

We published the *PrideRadar* in the Spring and were able to provide the membership with this new publication. We anticipate that the publication can continue to be updated and produced annually with the input and involvement of the Human Rights Committee. Both brochures published by InterPride have been updated and were printed for distribution at WorldPride and are available for download by our members on our Google Docs website.

We are excited to have a new InterPride website which is easy to update using WordPress and has a fully integrated application for Member Services, MemberSuite. This application makes it easy to update, register and renew membership and keeps all the information in one place with historical data easy to access. The website will now be brought back under the communications committee, with the members section under the administration of Member Services.

We have approximately 1,500 subscribers to our newsletter with 32% of all recipients viewing the information and clicking on links provided. This list of recipients includes all of our members as well as other international LGBT associations. We send out newsletters on a regular basis and include information for our members highlighting the AGM, our committee work and any regional news submitted. We send out notifications to Regional Directors in advance of publishing the newsletter to ensure members had time to provide information to share.

We have been actively posting articles of interest and news items on Facebook and have 5,335 fans on our Facebook page. We regularly ask member organizations and Regional Directors to post their news to our Facebook page. Facebook provides our members a place to share their information on an international platform. Our page is reviewed on a regular basis

and advertisements or information not relevant to Prides or the LGBT communities are deleted. We have created a disclaimer (not a policy) which protects us and explains that we will be removing those selling services or products, promoting hate or posting irrelevant or offensive comments. Our Twitter account is directly linked to our Facebook page and all of our posts are tweeted to our twitter community.

One of the goals set out by the membership was to establish a YouTube channel where InterPride would have short videos demonstrating 'how-to' create a float, set up an event or other relevant information that would be informative and interesting to members. A member of the communications committee took on this task, but nothing has been done so this goal will not be met and we will include this for next year and hope to have an active YouTube presence. As well, creating a media list for Press Releases has been difficult as well. Despite requesting information of media contacts from our members around the world, nothing has come forward and we do not have a dedicated volunteer who has been able to create a database for media. As such, we continue to publish our Media and Press releases to the greater community through our newsletter list, posted on our website and shared on Facebook.

The InterPride magazine was published in June and was overseen by the Communications Committees working in conjunction with Member Services to provide Pride calendar information and distribution for members. There were new publishers and editors and considerable communications was required. A couple of articles by Regional Directors were included and one even published in Spanish. The current agreement with the publishers is in place until 2013, starting in 2009 with a payment of \$15k annually to InterPride and a 5% increase per year until the end of the contract. One hundred copies of the magazine were distributed at WorldPride in London. ■

SECRETARY'S REPORT

By Brett Hayhoe, Secretary

In addition to being Secretary, I serve on the Methods and Standards, Communications and Human Rights Committees and am Co-Chair of the WorldPride Committee. I take the minutes for all meetings I attend.

I have always enjoyed immensely my work with InterPride and will continue to do so for as long as the membership wish me to. This AGM and World Conference marks the end of my first term as Secretary however I will be seeking re-election to the role for another two years. I believe it is vitally important for InterPride to have a geographically diverse representation and I take my role as the only person from my part of the world very seriously. I hope you have found my work as Secretary to be prompt, accurate and professional.

You will see from the attendance records that I rarely miss a meeting despite most of them occurring at times when most people would prefer to be sleeping. I understand this is part and parcel of being an international organisation and accommodate accordingly. ■

FUND DEVELOPMENT

By Dona Hatch, VP and Chair Fund Development Committee

During the final board meeting in Brussels, Jermie Black from Barefoot Wine made a presentation detailing the \$5,000 sponsorship Barefoot was proposing to InterPride. In the ensuing months many conference calls were made to work out details of the contract.

A section of the contract deals with the proposition of a multi-year agreement between InterPride and Barefoot. As of the deadline for this report, the monies have not been received, but it is anticipated they will be received before or at the 2012 AGM. At the request of Barefoot, this money is earmarked for scholarships. Barefoot is also sponsoring the reception for the scholarship recipients. I have not been included in any of the discussions since April. Gary Van Horn has taken on that responsibility.

At the mid-year meeting in Boston there was much conversation on fund raising. I brought up the possibility of hiring a grant writer, suggesting InterPride pay a commission on grants written. I brought a proposal to this committee from a grant writer which was received with more questions and concerns than positive feedback. The proposal was put on hold. During committee discussions it was decided that before we could move forward there needed to be a new mission statement in place.

During this process, several committee members provided resources with websites that detailed organizations and corporations that might be a source for funding. There will be a vote on a new mission statement at the AGM in Boston at which time the possibility of grant writing can once again be brought to the table. While researching the notion of a grant to provide funding I discovered that the biggest challenge facing the organization is that we are an organization of organizations. With that being said, there are sources that could be possible funding sources.

I have been in contact with the corporate offices of Target, American Natural Tobacco, and ID Lube. My conversations with ID Lube have revolved around the possibility of the company being a sponsor for the monthly newsletter. They have pledged to donate a gift basket(s) that may be raffled at the AGM. Discussions are still ongoing with the marketing department in the hope of getting a cash donation for the newsletter sponsorship.

American Natural Tobacco has undergone many changes since the sale of the company. However, the upside is that they are very committed to philanthropy to the LGBT community. The company made a donation to my organization this year for the first time in several years. There is ongoing correspondence with them.

Conversations with Target have been dragging with weeks between emails. There is interest that must be cultivated. The controversy over political donation last year might work in our favor.

The HRC Top 100 Companies is a good resource for those companies that are LGBT friendly. The challenge here is that these are very large corporations with strict criterion for charitable contributions. It is my goal to have a much larger committee next year, one that will commit to actively researching which of these companies would be a good fit with IP. Over the last four or five months, the committee members has dwindled and the monthly meetings were actually held as a part of the monthly conference calls.

One of my goals at the AGM this year is to talk about the importance of this committee to the well being and existence of InterPride to interested people in the hopes of recruiting some go getters for the committee. ■

VICE PRESIDENTS REPORTS

By Sue Doster, Vice President Member Services

Current Membership Status:

InterPride presently has 119 active members plus EPOA members. Through membership registration, we have collected USD 25,110.10 which exceeds our budget line of USD 20,000 by USD 5,110.10.

Update from the [New] Vice President of Membership Services:

I took over for Gary Van Horn as the VP of Member Services for InterPride at the midyear meeting in Boston, I was attending the meeting in as a CSIC Committee Co-Chair. During the meeting there was a call for nominees and I found myself nominated for the position of VP of Member Services and, after some introspection and many questions of Gary, I decided to run.

My decision was based on the belief that Member Services is a critical component of InterPride. We are a membership organization and our members are the core of who we are and what we do. The Vice President of Member Services has been a very interesting and pivotal role to me. I believe that we, as an organization can continually improve the job we do reaching out to and supporting our members. InterPride was originally formed to promote the sharing of knowledge and skills between pride committees. We must continue to build on that foundation if we are to stay relevant as an organization.

My interest in Member Services stems from my long term commitment to pride and its continued success. I have worked on two pride committees and professionally in nonprofits providing high levels of customer service for over 2 decades. In many ways, that is the charge of the Vice President of Member Services, serving on the "front-line" and working hands-on with members, helping them to get the most out of their membership.

Stepping into the role, I have directed my efforts to getting up to speed on the Member Services functions. While reviewing the Member Services Mid-Year report, Gary's observation jumped out at me:

"In working to get members to renew I have run in to some issues with people questioning the value of InterPride. Many members take advantage of the insurance discount ... We need to focus more on the networking aspects of InterPride ... We also need to find ways to increase member benefits."

InterPride, as an organization, must be able to definitively answer the question: "Why should our organization become a member of InterPride?" Member Services, most of all, must be able to give concrete answers. I am currently drafting a flyer that will highlight the advantages of InterPride Membership. While a brochure alone will not provide the ultimate answer, it is a start. Our ongoing commitment to provide answers to that question will define InterPride's future. As VP of Member Services, I will strive to create ways to provide our members with the tools to be more effective and in turn make InterPride a valuable asset for years to come. I invite all of you who share that goal to join me in this pursuit. ■

By Andrea Gilbert, Vice President

General comments on the year that passed

In October 2011, after serving as RD 15 since 2008, when entrusted to do so by at least 6 Board members, I accepted the nomination for VP Non-US Female, and was elected to that post vacated mid-term by Caryl Dolinko. My enjoyment in working for this organization took a downward turn at that point. I can only attribute this sea-change in me to the autocratic culture that emerged with the new Executive Board. (Indicatively, my term was launched with an insulting, condescending email from a fellow officer, actually questioning my competency! I have yet to receive an apology from him.) In addition, European participation dropped sharply, leaving me feeling most of the time like the opposition party. I found myself at ideological odds with a number of board members and committee chairs – positions that, as the year went by, became overwhelmingly dominated by members from Region 6. There seems to be a movement at the 30-year mark to return InterPride to the domain of its founding fathers.

An organization that purports to be global or even national must proactively seek balanced representation. The excuse of “nobody else steps forward” is simply bogus. I personally know of members who are willing and more than capable of leading and governing. But they are systematically worn down and alienated by a few individuals afflicted with what’s known in the non-profit world as “founder’s syndrome.” I have sensed reluctance on the part of board members to speak up because they feel defeated before the battle begins, or are simply too polite. As a result, the status quo prevails – or worse, regresses – because grievances remain closeted in private email threads.

Board and committee positions should not be recycled among the old guard, no matter how experienced and knowledgeable these individuals may be. Outreach to individuals in other regions has to be a priority for this organization to improve its present culture and foster growth.

I believe that the Co-Presidents and the Member Services VP should make more of an effort to reach out to other officers and members, especially those, like me, who directly sought counsel or openly expressed dissatisfaction and unhappiness. It is also the responsibility of these officers to respect their Board members and address their needs first. They should field rather than acquiesce to blatantly divisive and capricious personal vendettas – such as the recent demand for a letter of “validation.”

There is a tendency to blame the RDs for “not doing their job.” The Greeks say, “A fish stinks from the head.” I maintain that the RDs need to be given a better product to sell – if indeed they are to be viewed as a simple sales force. They should be given encouragement along the way, and support, similar to what I’d received from Billy Urich, Mark Chapman and Trisha Clymore during my terms as RD. There are reasons why RDs lose interest and motivation, and that needs to be seriously addressed in depth.

Are you clear about your duties and role as Vice President of Operations?

I was less clear about my role as VP than I was in my years as Region 15 Director. I saw my chief role as minority advocate for non-US members and regions. Supposedly, executive positions have more responsibility but also more say in proceedings. But this is not the practice; I have little sense that my voice counts for much. I am frustrated with the manner in which important decisions and chair appointments have been made – some of which I believe were gratuitous and nepotistic, rather than based on ability or past performance. I will address this matter in the Committee section.

Do you feel that you are making a difference? What are your barriers and what can we do to help?

I continue to do work diligently at outreach and communication with NGOs and activists in the neediest regions that I cover, specifically 15 and 18. With a few exceptions in Region

15, there are no Prides in these regions, which are predominantly homophobic and hostile. There are no RDs for these regions, so I am their only connection to IP.

I attended the Mid-Year Meeting in Boston, and was the only non-North American executive officer to do so.

In June, I participated in a (non-InterPride) regional conference in Tirana, Albania. Titled “*Stop the Violence – LGBT Rights are Human Rights*,” it was organized and sponsored by the US State Department and Dept of Justice, and comprised activists, NGOs and US government personnel from 17 countries from the Balkans, Turkey, Moldova and Kyiv. I was able to expand my connections and friendships even further with activists in Bulgaria, Romania, Kosovo, Macedonia, Albania and all countries in Region 15 and beyond. Their main concerns are rights and homophobic violence.



Andrea Gilbert with Albanian colleagues on panel for Media and Communication at Tirana Workshop

Through the Regional Network founded in 2011 by KAOS GL in Ankara, I’ve established and maintained contact with NGOs in Lebanon, Israel, Georgia, Azerbaijan, and Armenia as well as the Balkans and Turkey. A number of these NGOs are determined to hold Pride events in the not-too-distant future: notably Albania, Montenegro and Macedonia. 2012 also marked the first Thessaloniki Pride (June 23), in Greece’s northern sister capital. The event was very successful, with a turnout of about 3000 marchers and many more onlookers on a route going through a section of town lined with cafes and residences.

These new/projected and/or established Prides are potential EPOA/IP members, but money and ideology present barriers.

I have just returned from the EPOA AGM in Marseille, where I honestly and forthrightly presented my concerns over the relations between the two organizations. Over the years, I’ve made no secret of my dissatisfaction at the lack of benefits for EPOA

and non-US members. This makes for a very hard sell in my regions. In addition, I do not see the benefits as translating solely into monetary compensation (such as Scholarship awards – which is a dubious argument). I firmly believe that more can and should be done to make the organization relevant and welcoming to non-NA members. This would include more AGMs outside North America, more workshops geared to non-US/NA realities, more courtesy given to non-NA time zones when planning electronic meetings, and more outreach in general to members who have been alienated by procedure and attitudes.

Conference calls and voting participation

With very few exceptions (at least one because of technical difficulties) I attended all Board calls and most committee calls as well, despite the frequently inconvenient hours. I also reviewed the relevant minutes, making corrections where necessary. I always voted promptly.

What are the barriers in your regions? What could IP do to help you with these barriers?

The barriers to the regions/organizations I am closest to are:

- A. Absence of Pride events due to (1) homophobia and hostile environments, (2) barriers to the right to assembly [non-EU countries], (3) Pride is not a priority or desired political goal.
- B. Poverty: Lack of funds to join InterPride and even less money to attend the AGMs.
- C. Perceived or actual irrelevance of IP [as an Amerocentric organization] to the particular region's issues and problems.
- D. Inaccessibility: AGMs must be held in more accessible locations for most non-NA organizations to be able or willing to attend. Given the unfeasibility of this, we should not expect non-NA organizations to be particularly interested in either joining IP or attending the AGM.
- E. Scholarship: In addition, most of these impoverished organizations are accustomed to getting full scholarships or attending conferences where all regular expenses are covered. Despite my pleas over the years to simplify the scholarship application and process, with some gains in that direction, the application itself continues to be an impediment. The crucial financial section is unnecessarily complex, incomprehensible and unfair. In my opinion, any organization able to understand what the 4 required financial documents are, let alone have them at their fingertips – in English, is too solvent to be eligible. Scholarships should be awarded to those organizations struggling to get started or in crisis economies, with possibly less-than-perfect accounting practices and English language skills – organizations for which the airfare alone is prohibitive.

Committee participation and evaluation

This year I served on CSIC, Methods & Standards, Human Rights, and, initially, Scholarship. I attended as many meetings as pos-

sible and actively contributed to the discourse. In general I feel that required monthly committee meetings are unnecessary and an imposition on already burdened board members. We are, after all, volunteers, with our own organizational duties, occupations and social lives. At some point in the fall, I was being asked to attend meetings in the middle of every Saturday and Sunday afternoon for weeks on end.

Especially, I do not see any logic in requiring regular meetings of the Human Rights Committee. HR, through the excellent work of Billy Urlich and other contributors, continually monitors and reports on incidents and developments throughout the world. The information is then disseminated to those who are interested. This is its purpose.

Cain Williamson (Atlanta Pride and now RD) and I became co-Chairs of the Solidarity Fund, a subcommittee of Human Rights, which we drafted and established together with Billy Urlich. I am currently working with LGBT UNITED-Macedonia, a new group in Europe's most institutionally homophobic country (rated minus-4 on ILGA-Europe's Map of Protections). They are working on a proposal, which if submitted in time, I hope to present prior to or at the Boston AGM as a first application of the Fund.

Scholarship, however, is an area that requires some very critical attention. At some point – in Long Beach I believe – it was decided that the Scholarship sub-committee should be shifted from the domain of CSIC to that of M&S. I now believe that neither is appropriate; it should be an independent body.

Scholarship is, in many cases, the very first encounter with IP for new, frequently foreign members. It is therefore imperative that communication from the Chairs be drafted with **correct spelling and grammar**. The application process must be **welcoming and easy to follow** for small, often non-English speaking, organizations. It is essential that applications be **processed in a timely, responsible fashion**. Given the importance of this position and the sensitive work of this committee, I strongly urge that the **Chairs be nominated and elected by the Board**, and that the **Committee be mandated to include at least one non-NA member, with deliberations scheduled for an hour when that foreign member(s) can attend**.

I was prevented from participating in the Scholarship Committee deliberations because Athens Pride was an applicant. As an Executive Board member, however, I have serious issues concerning way business was handled. First, there was the unexplained replacement of two willing, competent and experienced chairs (both women and non-R 6) and by two men, one from R 6 and the other completely unknown and eventually AWOL. As an applicant, I struggled with the financial section of the application, which was an unauthorized alteration of the reforms put in force in 2011. As it turns out, every applicant encountered the same difficulty. In addition there were

unjustified delays in reviewing the application, convening the Committee – which was finally held at an hour when no Europeans could attend – and eventually announcing the awards. The entire process took 2 ½ months from start to finish with no explanations along the way to either committee members or applicants. These factors created undue problems and confusion for recipient organizations

Periodic meetings of CSIC are necessary to ensure the success of the AGM, and I commend Sue Doster and the Boston Committee for their best practices to this end. I enjoyed attending these productive meetings.

Methods & Standards, on the other hand, is so dominated by R 6 that a critical committee meeting was held in person at the Region 6 Conference, to the disadvantage of off-site members. At that time a proposal for radical reorganization of the Board structure was virtually pushed through over the subsequent objections of the Board at Mid-Year. None of this, however, addressed the committee's initial mandate, set forth in Brussels, to reform the "constitution." Virtually everyone but the authors of this document views the ridiculously cumbersome Standing Rules as an impediment to best practices and growth. Yet, after the first SKYPE meeting following Brussels, the subject was dropped completely. Given that the new co-Chair, appointed by the standing Chair, is an author of this document, it doesn't seem likely that this project will be a priority.

Final words

To sum up, I know for a fact I am far from alone in my concerns over the direction this organization is taking. Others may simply be more reluctant to speak their minds. To be brutally frank: I've felt like a participant in a game of Survivor, based on personal alliances and where any legitimate grievances or differences are stifled, ignored or relegated to the realm of private griping and gossiping. This must be rectified. Otherwise IP will become a franchise corporation or worse: an American club of partiers and party planners bent solely on getting more and more members, who, once they pay their money, are then neglected. But perhaps this is what the membership majority actually wants. If that is the case, fine. But then the InterPride mission should be presented as such, with no more pressure or pretence to be anything else.

It has deeply saddened me to write this report. ■

By Suz Seymour, Vice President

After being elected at the AGM in Brussels, 2011 as a VP of Operations, I was left with a strong momentum to really do all I could to help InterPride become a more cohesive organization.

InterPride has the potential to be such an incredibly strong worldwide organization, yet seems entrenched in rules that often tie our hands, instead of simplifying the tasks we have before us.

The midyear meeting in April was a successful one; it being my first one, I'm not sure I can know the difference regarding other midyear meetings but we appeared to make great strides in how our organization will focus its energies for the future, via our mission and vision statements. Without a clear and strong mission, there is no way the organization can move forward to meet the challenges we have globally. This will be reviewed and voted upon by the membership at the AGM. I'm looking forward to speaking in its behalf!

In regards to my Regions 1-5 in North America, Region 2's RD Frank Leonzal and Region 4 Representative Matt Crawford have been in touch regarding membership issues, mostly regarding lack of continued interest in InterPride from various member organizations. This appears to be an ongoing concern for these two RD's and one I note might be reflective of other regions. With various website issues regarding the posting of Pride events to the ongoing question of: "What am I getting for my dollar?", I feel InterPride will continue to struggle fiscally until we can give more bang for the buck, so to speak. Being a part of something greater than oneself is purely altruistic and we need to be able to have something more concrete for our Pride organizations, esp. the smaller ones, when it comes to membership benefits.

I have sent an email to all of the RDs regarding my thoughts to the \$20.12 fundraising drive and the above mentioned ideas. I also followed up with a phone call to remind of them of the deadline for this report.

I have been involved with the Boston Pride committee in regards to the hosting of this year's AGM and I am confident we will have a stellar conference because of the tireless work of these individuals. I was present at Boston Pride this year at the InterPride table with copies of 200 pamphlets regarding our organization as well as another 200 regarding our Human Rights Committee. Everyone I spoke to was impressed and excited to know of InterPride's existence....but clearly, did not know of our existence! Imagine a future where we are as well known as HRC or GLAAD or other groups working together for greater LGBT rights. I feel we must pursue media relations and continue to advocate through social media. Our voice should be the one the media looks to contact. As far as the Communication Committee is concerned (of which I am a co-chair), I know we are working on new materials for handouts and this will be welcomed, certainly by the individuals I have spoken to.



We also need to work more closely within our regions to identify and reach out to the smaller or not as well established Pride organizations. I'm not sure how we do more of this, as we are relying on the efforts of a volunteer group, but at some point, we must look into ways to increase our financial coffers. This may allow for a stipend to be received from Board members which may allow for more time to be committed to the endeavor.

Lastly, I was tasked with reaching out to the Prides of South America, specifically Brazil, in regards to an error of Interpride's in which (after it was presented as to what happened) they did not renew their membership. Clearly, in not being able to speak Spanish or Portuguese, I had to rely upon other members to assist in this task. Many thanks to Alan Reiff in his attempts to speak/communicate with RD's in South America from past years. He was unsuccessful in this attempt, but I believe it is still something that must be done again, and again, until we have achieved success in communication. I am willing to continue following up on this.

I have spoken with Region 15 RD Emilio Aguilera about continuing the efforts to communicate in this region as well as translating our website into Spanish with regular updates. I know we have discussed this in the past but have yet to achieve results. I plan to bring this proposal to the AGM with actual timelines to achieve this by, with the board's approval. After attending Madrid Pride in July on the gracious generosity of their organization and the Tourism Board, I was firmly re-committed to my belief the absolute need to have Europe and other non-English speaking countries involved in our organization. There is a big beautiful world out there and we need to work together to make change....and that includes other ways of thinking/achieving results.

It is my hope that we can bring this vision forward in the years to come with a cohesive Board committed to making a positive difference for our Pride organizations, and through them, the



Board members at midyear meeting in Boston MA, USA

individuals who most need to hear our message and know someone is out here, doing something.

On a personal note, I have been somewhat unavailable to do much of anything for Interpride for some months as I have been dealing with some personal health issues, as well as being one of 2 major people working on our Pride event, which is in less than 3 weeks as of the date of this writing. I have every intention of returning my body to the optimum condition it needs to be in to handle the work load I have requested of it, and appreciate the patience of the Board in this regard.

WORLDPRIDE

By Brett Hayhoe, Co-Chair WorldPride Committee

I came into the role of Co-Chair of this committee at the last AGM and World Conference. As most of the work for WorldPride 2012 London had already been done, I deliberately took a back seat and allowed those who had put in the hard yard continue and bring the event to fruition. I have however taken a VERY active role in the work surrounding WorldPride 2014 Toronto and have led the meetings, negotiations and administrative duties for the bid/s to be presented at this year's AGM and World Conference for future events.

WorldPride London Report for InterPride

WorldPride London 2012 was certainly an event that garnered attention before it began and I had no idea what we were going to encounter when I arrived to represent InterPride as Co-President.

Leading up to the event, not only were events changing rapidly but information was hard to come by and the Chair of Pride London wasn't able to provide details in a timely fashion to us. Both Co-Presidents held a conference call with the Chair to find out details of what had occurred with the government, funding and the public and although we were satisfied with the results of the call, we were hesitant.

I arrived in London on Monday, July 2nd and went right to the Pride office which was quiet and empty aside from the Chair of Pride London. This was my first clue that we were indeed in for a mess ... most Pride offices the week leading up to the event are a hive of activity and buzzing with people and action. Pride London's office was silent and empty and the reasoning I was given was that people were working from their own homes or offices ...

I was told that the Gala Dinner on Thursday now had a table available for free for InterPride attendees so I sent out an email to invite those who were going to be present in London. This as a pleasant surprise as we were told that initially that only two spots were available for InterPride (the Co-President and WorldPride Chair) and that other InterPride folks would be offered a discount price of GBP 180 (approx USD 240).

I enquired if InterPride would be receiving badges, name tags, wristbands or anything to clearly identify us and was told that we would be receiving these the following day. A list was sent again to the Chair to ensure that he had the 20-ish names from InterPride. This list was created by the WorldPride Chair and grew significantly over the week. This list of names would be InterPride people that would be admitted to all the official events. We provided all the credentialed information that was requested well in advance to ensure that no 'hiccups' would occur once the week began.

I was shown their WorldPride magazine/guide and no-

where was InterPride mentioned nor was our logo in the magazine highlighting our involvement as the licensor of the event. Our logo appeared once in an advertisement, tiny and alongside other logos so not highlighted at all. Nowhere on their posters we were listed and aside from the website, our affiliation was not seen or highlighted at all.

Wednesday, July 4th – Our first official event was the Shadow Home Secretary reception. We were met at Victoria station and accompanied by Patrick Williams, Chair of Pride London to the Parliament offices of the Labour Party where they were holding an event to support their LGBT community, MP's and network of supporters. Nobody else from Pride London was in attendance from their board. There were approximately 75-100 people in attendance and as Co-President I was asked to speak at the event. All of the InterPride folks networked with the attendees and we all found that none of the media in attendance, the community groups, the politicians or supporters knew anything at all about our InterPride/EPOA VIP event on Friday. This was our first 'red flag' to alert us to the fact that Pride London had not sent out our invitation to anybody that could and should be at our event. From this point on, all of the InterPride folks in attendance made it our mission to invite everybody to our VIP event and ensure that it was well attended and a success.

Pride Toronto was in attendance at this event with Tourism Ontario, Tourism Toronto, the City of Toronto's Event Manager and the host hotel delegate from The Hilton and during my speech, I thanked Pride London for hosting WorldPride and introduced Pride Toronto letting the audience know that they would be producing the next WorldPride in 2014. I mentioned that InterPride represents over 150 Pride organizations around the world and are honoured to march, speak and represent those who could not attend and those who cannot march or speak freely in their country.

Thursday, July 5th – The Chair of Pride London held a reception at their new space on Greek Street and we were invited to attend. We expected to meet the board, their staff, media, volunteers and their supporters and were shocked when we were the only people in attendance! Barefoot wine provided alcohol and there was some food but after a tour of their space, the event was essentially over. The Chair of Pride London pulled me aside to tell me that he had resigned as Chair the night before and that there is now an interim Chair in place, yet all events would still go ahead as planned.

I'd asked the Chair of Pride London to show me the emblem and he assured me that it would be at our VIP launch on Friday. He couldn't provide more information about the emblems and I said, "emblems"? He told me that there were two emblems for the handover and again, I asked to see photos or have them emailed to me as it was a surprise that two had been created. I asked if there were any other surprises and he



assured me that there weren't and that the emblems would be on hand as well as the WorldPride Oath...again, I said "oath?" I told him I didn't know what oath he was talking about and that I needed to see if before any oath would be taken or given and that this had not been shared with the WorldPride committee, the board hadn't given the okay for an oath and as Co-President, I couldn't approve anything like this without first seeing it, sharing it with the committee or having board approval.

The WorldPride Chair arrived in London for this Thursday event and I updated him on everything going on. I said that not only did we still not have identification with badges, wristbands or other, but that our VIP event the following day had nothing planned and no guest list. No food had been ordered and was shocked as I had expected the WorldPride Chair had taken care of this but instead, we created a menu for the following day. Despite having weeks to confirm all these details, nothing had been done. Again, the invitation had not been sent out so we were extremely worried that nobody would attend and that our event would poorly attended by our group only.

Some of the InterPride delegates then walked over to Canada House for Toronto Pride's event to launch WorldPride. This event was superb. Not only were WorldPride banners, postcards, t-shirts and graphics everywhere, but InterPride's name was on all the promotional materials highlighting our affiliation with the wording, licenser of WorldPride. Pride Toronto did a brilliant job of marketing WorldPride and launching it at Canada House.

A great crowd was in attendance and again, networking and invitations were extended too prominent attendees for our VIP event. Most people were aware that InterPride was involved with WorldPride but only because of Pride Toronto's highlight of our involvement. I had the opportunity to speak again and reiterated that InterPride represents Pride organizations around the world and that I was personally proud as a Canadian to have WorldPride in Toronto in 2014.

On Thursday night, eight of us attended the Gala dinner at the Langham Hotel and it was beautiful. Sahran was the emcee of the event and was gracious and spoke beautifully about the state of Human Rights for LGBT people around the world and specifically in Commonwealth countries. The Chair who had just resigned, Patrick Williams was placed at a table at the back of the hall while his whole board sat right beside the stage and it created a strange atmosphere for those who knew what had just occurred. Again, InterPride was dismissed and our involvement not highlighted nor acknowledged at all. In the Gala Dinner guide, however, InterPride had a statement published, as did the WorldPride but I had written them a couple of months earlier, so knew that they would be in there. That was the only place where InterPride had a presence, again, no logo was shown or recognition other than that.

Friday, July 6th – The day started with a private breakfast with Pride Toronto, myself (Co-President), the WorldPride Chair (Hans) and EuroPride Chair (Andreas from Stockholm). The purpose of

this breakfast was to discuss the strategy for WorldPride 2014 and ensure that none of the same issues occurred in Toronto, as well as to try to figure out a way to incorporate EuroPride and connect these events. The Board Chairs, the Exec Dir and WorldPride Chair from Pride Toronto, the authorities and PR team from Tourism Ontario and Tourism Toronto and the City of Toronto event manager were all in attendance at this meeting.

The Tourism authorities shared their plan to engage other cities and countries so that vacation deals can be set up as well as having them all included in the WorldPride festival to ensure that there was a global feel to the site by having other cities represented. They already have 7 stages for their festival and I suggested each of these stages represent the continents (obviously the 'frozen continents excluded) and they loved the idea. I also suggested that since it's two years out, that we have a telecommunications partner that a couple of the main stages have live video feed from EuroPride, NY Pride and SF Pride so that everybody has a feeling that this event is truly global and this idea was approved. IT will require synching festivals with live feed but there is enough time to organize this.

After discussing some of the details like this, the PR folks discussed how they are already on top of Facebook and have thousands of fans, that they are handing out WorldPride 2014 t-shirts, they have bought taxi advertising in London and have a media and VIP suite for at the hotel on Sunday to invite media up from Pride London and around the world. I have absolute confidence that Toronto is on top of WorldPride and stated that this would be our actual 'coming out' for WorldPride and InterPride and something that we would be proud of.

WorldPride Chair and myself attended a luncheon hosted by Visit London, the official tourism bureau and quickly found out there was a familiarization trip being hosted for LGBT media from around the world and this luncheon was for that media. Again, we were surprised that nobody from Pride London had alerted us to this. We were introduced at the luncheon and both Hans and I spoke briefly to introduce InterPride and welcome them to WorldPride. I went from table to table handing out business cards and inviting the media to our VIP event later that afternoon. Unfortunately, none of them had been told of our event and they already had plans set up for them but quite a few said that they would try to attend our event as it was newsworthy. This was a great opportunity to share our news with the LGBT media yet Pride London missed this completely and again, a total disappointment.

Our InterPride/EPOA VIP event was from 4-6pm and most of our delegates arrived at the space at 3pm to help set up. The food we ordered was all there, but the space was sparse, so flowers and vases were purchased to brighten up the space. Our banners were hung on the walls and I handed out 'Pride Links us Together' buttons for the InterPride delegates to wear. The emblems were both there to be unveiled; one of

them was a gorgeous glass sculpture and the other, a trophy like you'd see at a sporting event. I was told that there was a silver picture frame with the names of the other WorldPrides but this was handwritten in pen and not appropriate to display. It was decided that the glass emblem would be the official emblem to hand over at all WorldPrides from this point on and Pride Toronto agreed that they would put a square black base on it and have the names of past WorldPride events engraved. I was disappointed that this had not been done but again, I was not being shown the emblem despite asking several times.

Again, I asked if we would have identification badges and was told that the list that we sent would reflect the badges we receive and that we'd have them for the Parade on Saturday morning.

Our event was well attended mostly by people and community leaders that we had met over the past few days and many of the journalists we'd met at lunch and at the previous events also attended. The Westminster Councilor attended as did previous board member Paul Birrell, yet, the current board of Pride London did not attend, except for Sahran and their interim Chair Tony. Although, I am not sure they even knew our VIP event was going on. It was clear that there was a massive lack of communication between and InterPride was merely an inconvenience, not a licensing body and continually dismissed.

With approximately 150 people attending our event during the two hours, the InterPride delegates were networking and talking to everybody in the room. It was a pleasure to host an event with the group in attendance and a relief to have experienced Pride event planners to set up this VIP event. Both myself as Co-President and Hans as EPOA President spoke to the attendees and officially unveiled the emblem and ceremoniously opened WorldPride.

At the end of our event, the past and interim Chairs of Pride London approached me and wanted to speak and have the opening ceremony and have everybody (20 people perhaps ... aside from those smoking out front) come to the back room where there would be a performance. I was unaware that a performer was scheduled to happen and was shocked that they both wanted to speak ... neither were in attendance when we spoke to the entire crowd at the event! I said that there was no point speaking as nobody was really there and we were in the midst of cleaning up the space at this point. In addition, I would have appreciated knowing that they have promised the performer a chance to sing in front of our crowd. This had not been relayed to me beforehand ... although, I was told there would be cabaret drag queens, but they never showed up.

We were told that there would be an official Opening of WorldPride and that the Prime Minister's office had gotten involved because they felt it wasn't significant enough, and then, at the end of our event, this was actually tied into our event ... and the Prime Minister's office wasn't involved at all.



There was no opening ceremony by Pride London or closing ceremony either. Thankfully, we hosted one!

Saturday, July 7th – Despite all the changes, we were told to be at the Parade set up at 9:30 as the march would begin at 11am. I first went to the festival site and despite being told the size of the booth, it wasn't the size we were told and there were no chairs despite asking prior to the event. Billy Ulrich brought a brilliant display that he set up for our booth and one of our banners was used for the tablecloth and another banner to identify us. IN addition, I brought all of the brochures for people to take and had them on hand.

When I arrived at the hotel and asked about our identification badges, I was then told that there aren't any badges and that we would receive wristbands when we got back to the festival site. I was furious and Hans tried to ensure me that they have the list and that it would all be okay. He then told me there were about 80 people on the InterPride list and I was shocked as our group had about 20 people identified.

The march went on without a snag and the crowds were fabulous. Hans, Billy and I held the InterPride banner and we were at the start of the march behind the original founders of Pride London's march 40 years before. We had loads of interviews and photos taken and the 2 hour march was a great success.

When we arrived back to the festival site, I went to the VIP area and they did not have any list, didn't know what I was

talking about and refused entry to myself and other InterPride delegates standing there. Hans came up and was surprised that they had no list, but I was not surprised in the least. I went to the main stage and asked to see the person in charge there. I demanded that the list of InterPride delegates be handed over immediately and that we are given access to the VIP section. We escorted the Pride London person to the VIP section and from that point on, InterPride delegates had no issue accessing the VIP section.

I attended the Pride Toronto Media suite during the event and was surprised to see it completely full and active with media posting tweets and updating facebook highlighting WorldPride 2014. Again, they had banners up and promotional materials which also identified InterPride.

Back at the festival site, I was told that there would only be 6 of us on stage for the handover of the WorldPride emblem to Toronto. We were given wristbands and right at the end of the event, with approximately 25,000 people in the crowd, I went on stage with Pride Toronto, the interim Chair of Pride London, WorldPride Chair Hans and the Toronto Pride team. We handed over the emblem and had great success with this part of the event. ■

FINANCE REPORT

By Trisha Clymore, Treasurer

The Finance Committee has accomplished all the goals set by the membership in 2011. The Finance Committee is currently working on the 2013 Budget which will come before members at the 2012 AGM for approval.

The membership had requested that InterPride not deficit spend and we have adhered to this request. This year we were able to

transfer \$30,000 from general operating to our Certificate of Deposit account. This moves us closer to where we were a few years ago in operating revenue and savings.

The board held to the decision to reduce expenditures for travel for the midyear board meeting and the AGM. This line item has been reduced immensely in the past 18 months and is helping us get back on sound financial footing.

As Treasurer, I attend the NERP regional conference in March in Rochester, NY as well as the POSE conference in Asheville, NC. I attended the Midyear board meeting in Boston in April. ■

InterPride Inc. – Profit & Loss Budget vs. Actual

January through December 2012

	Jan - Dec 2012	Budget	Proposed 2013 Budget
ORDINARY INCOME/EXPENSE			
Income			
Membership Revenue	25,510.10	20,000.00	23,000.00
Operations Revenue			
Fundraising	325.80	5,040.00	2,000.00
Banner Sales	60.00		0.00
World Pride Fees			
World Pride Bidding Fee	500.00		0.00
World Pride Fees – Other	0.00		0.00
Total World Pride Fees	500.00		0.00
License Fees			
World Pride License Fee	1,979.75	1,000.00	1,000.00
Contract License Fees	16,537.50	15,750.00	16,537.00
Total License Fees	18,517.25	16,750.00	17,537.00
Total Operations Revenue	19,403.05	21,790.00	19,537.00
Merchandise & Sales			
Apparel & Clothing	45.60		100.00
Total Merchandise & Sales	45.60		100.00
Total Income	44,958.75	41,790.00	42,637.00
Gross Profit	44,958.75	41,790.00	42,637.00
Expense			
Scholarship Expenses			
Accommodation & Meals	281.45		
Total Scholarship Expenses	281.45		
Reconciliation Discrepancies	-0.49		0.00

	Jan - Dec 2012	Budget	Proposed 2013 Budget
Board & Conference Expenses			
Alumni	0.00	300.00	300.00
Conferences & Travel Expenses			
Accommodations (Lodging)	3,122.44	7,000.00	7,000.00
Conference Expenses	195.00		
Scholarship Pledge Match	0.00	2,500.00	2,500.00
Registration Fees	12.50	500.00	500.00
Travel & Transportation	1,633.50	5,500.00	5,500.00
Visas & Other Expenses	162.69		
Conferences & Travel Expenses - Other	201.60		
Total Conferences & Travel Expenses	5,327.73	15,500.00	15,500.00
Regional Directors Outreach	0.00	3,500.00	3,500.00
Regional Conference Support	7,200.00	8,000.00	8,000.00
World Pride	138.06		0.00
Total Board & Conference Expenses	12,665.79	27,300.00	27,300.00
Administrative & General Exp			
Administrative Charges			
Bank & Interest Charges	361.33	120.00	425.00
Credit Card Charges	429.64	495.00	600.00
Total Administrative Charges	790.97	615.00	1,025.00
Communications			
Conference Calls	0.00	360.00	100.00
Web Site	8,205.85	8,100.00	6,000.00
Survey Service Costs	207.82	180.00	0.00
Communications - Other	0.00	300.00	200.00
Total Communications	8,413.67	8,940.00	6,300.00
Insurance	485.00 6	60.00	525.00
Postage & Shipping	28.40		125.00
Taxes			
Corporate Filings	0.00	900.00	900.00
Total Taxes	0.00	900.00	900.00
Total Administrative & General Exp	9,718.04	11,115.00	8,875.00
Total Expense	22,664.79	38,415.00	36,175.00
Net Ordinary Income	22,293.96	3,375.00	6,462.00
Other Income/Expense			
Restricted Income			
Restricted Scholarship Revenue	6,478.50		
Solidarity Fund	20.00		
Total Restricted Income	6,498.50		
Other Income			
Interest Income	3.88		
Total Other Income	3.88		
Total Other Income/Expense	6,502.38		
Net Other Income/Expense	6,502.38		
Net Income	28,796.34	3,375.00	

InterPride Inc. – Profit & Loss Prev Year Comparison

January through December 2011

ORDINARY INCOME/EXPENSE	Jan - Dec 11	Jan - Dec 10	\$ Change	% Change
Income				
Services	5,050.07	102.50	4,947.57	4.82%
Membership Revenue	22,080.52	21,178.85	901.67	4.26%
Operations Revenue	25,705.81	17,000.00	8,705.81	51.21%
Conference Revenue	0.00	500.00	-500.00	-100.0%
Scholarship & Donations Revenue	0.00	3,634.50	-3,634.50	-100.0%
In Kind Donations	4,325.59	0.00	4,325.59	100.0%
Total Income	57,161.99	42,415.85	14,746.14	34.77%
Gross Profit	57,161.99	42,415.85	14,746.14	34.77%
Expense				
Scholarship Expenses	0.00	13,543.73	-13,543.73	-100.0%
Uncategorized Expenses	752.55	0.00	752.55	100.0%
Board & Conference Expenses	26,757.02	39,683.75	-12,926.73	-32.57%
Administrative & General Exp	8,225.57	8,580.30	-354.73	-4.13%
Total Expense	35,735.14	61,807.78	-26,072.64	-42.18%
Net Ordinary Income	21,426.85	-19,391.93	40,818.78	-210.49%
Other Income/Expense				
Restricted Income	23,053.94	15,803.64	7,250.30	45.88%
Other Income	258.13	173.34	84.79	48.92%
Temp Restricted Revenues	0.00	-15,161.05	15,161.05	100.0%
Total Other Income	23,312.07	815.93	22,496.14	2,757.12%
Other Expense	6,977.58	0.00	6,977.58	100.0%
Total Other Expense	6,977.58	0.00	6,977.58	100.0%
Net Other Income/Expense	16,334.49	815.93	15,518.56	1,901.95%
Net Income	37,761.34	-18,576.00	56,337.34	-303.28%

InterPride Inc. – Profit & Loss Prev Year Comparison

January through August 2012

ORDINARY INCOME/EXPENSE	Jan - Aug 12	Jan - Aug 11	\$ Change	% Change
Income				
Services	0.00	5,050.07	-5,050.07	-100.0%
Membership Revenue	25,510.10	18,612.41	6,897.69	37.06%
Operations Revenue	19,403.05	16,478.82	2,924.23	17.75%
Merchandise & Sales	45.60	0.00	45.60	100.0%
Total Income	44,958.75	40,141.30	4,817.45	12.0%
Gross Profit	44,958.75	40,141.30	4,817.45	12.0%
Expense				
Scholarship Expenses	281.45	0.00	281.45	100.0%
Reconciliation Discrepancies	-0.49	0.00	-0.49	-100.0%
Board & Conference Expenses	13,289.44	14,369.31	-1,079.87	-7.52%
Administrative & General Exp	9,784.86	867.68	8,917.18	1,027.7%
Total Expense	23,355.26	15,236.99	8,118.27	53.28%
Net Ordinary Income	21,603.49	24,904.31	-3,300.82	-13.25%

Profit & Loss Prev Year Comparison	Jan - Aug 12	Jan - Aug 11	\$ Change	% Change
Other Income/Expense				
Restricted Income	6,498.50	19,564.12	-13,065.62	-66.78%
Other Income	4.36	257.10	-252.74	-98.3%
Total Other Income	6,502.86	19,821.22	-13,318.36	-67.19%
Other Expense	0.00	1,388.86	-1,388.86	-100.0%
Total Other Expense	0.00	1,388.86	-1,388.86	-100.0%
Net Other Income	6,502.86	18,432.36	-11,929.50	-64.72%
Net Income	28,106.35	43,336.67	-15,230.32	-35.14%

InterPride Inc. – Balance Sheet Prev Year Comparison

As of August 31, 2012

ASSETS	Aug 31, 12	Aug 31, 11	\$ Change	% Change
Current Assets				
Checking/Savings				
Cash & Bank Accounts	66,778.13	74,789.47	-8,011.34	-10.71%
Total Checking/Savings	66,778.13	74,789.47	-8,011.34	-10.71%
Accounts Receivable				
1100 · Accounts Receivable	1,125.00	100.00	1,025.00	1,025.0%
Total Accounts Receivable	1,125.00	100.00	1,025.00	1,025.0%
Other Current Assets				
Short Term Investments	57,000.00	27,000.00	30,000.00	111.11%
Undeposited Funds	0.00	47.64	-47.64	-100.0%
Deposits & Prepaid Expenses	0.00	485.00	-485.00	-100.0%
Total Other Current Assets	57,000.00	27,532.64	29,467.36	107.03%
Total Current Assets	124,903.13	102,422.11	22,481.02	21.95%
Other Assets				
Intangibles	3,900.00	3,900.00	0.00	0.0%
Total Other Assets	3,900.00	3,900.00	0.00	0.0%
TOTAL ASSETS	128,803.13	106,322.11	22,481.02	21.14%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Pre Paid Membership Dues	0.00	50.00	-50.00	-100.0%
Total Other Current Liabilities	0.00	50.00	-50.00	-100.0%
Total Current Liabilities	0.00	50.00	-50.00	-100.0%
Total Liabilities	0.00	50.00	-50.00	-100.0%
Equity				
Net Assets	100,696.78	62,935.44	37,761.34	60.0%
Net Income	28,106.35	43,336.67	-15,230.32	-35.14%
Total Equity	128,803.13	106,272.11	22,531.02	21.2%
TOTAL LIABILITIES & EQUITY	128,803.13	106,322.11	22,481.02	21.14%

HUMAN RIGHTS

By William Ulrich Vice President, Chair, InterPride Committee on GLBTI Human and Civil Rights

The Human Rights Committee of InterPride continues its mandate to educate the membership on global LGBTI human rights issues and the challenges of Pride organizing around the world.

One of the greatest triumphs for InterPride was the Plenary Panel discussion between InterPride/EPOA representatives and leaders of several International Human Rights organizations which took place at the Brussels AGM. Upper level representatives from Amnesty International, IGLYO, ILGA World and ILGA Europe joined with InterPride and EPOA representatives on the panel, which I moderated. It is indeed unfortunate, as well as a sad commentary on the level of awareness of so many InterPride members, that both the point and tremendous significance of this historic occurrence was lost. This is the sort of dialogue we should have been engaging in for years. Hopefully, this cooperative-focused communication will continue into the future and serve to further educate ALL InterPride members. Unfortunately, however, I am not aware of a similar discussion taking place this year in Boston.

Activity

As a representative of InterPride, I attended and/or participated in 3 different meetings at the United Nations in New York City.

1. A panel discussion on bullying hosted at the United Nations entitled, "Stop Bullying – Ending violence and discrimination based on sexual orientation and gender identity." This was a Side Event on the occasion of Human Rights Day. The distinguished Panelists included: Ivan Šimonovi, Assistant Secretary General for Human Rights (OHCHR); Philippe Kridelka, Director UNESCO New York; Judy Shepard, Matthew Shepard Foundation (USA); Doi Nakpor, human rights defender (Thailand); Nadine Moawad, human rights defender (Lebanon); Stephane Innocent Simpore, human rights defender (Burkina Faso). Although I recorded the session, the audio was quite poor. However, the session is available as a UN webcast at www.unmultimedia.org/tv/webcast/2011/12/stop-bullying-ending-violence-and-discrimination-based-on-sexual-orientation-and-gender-identity.html
2. As part of the UN International Week of Women I also attended a session entitled, "The Plight of Rural Lesbians" with representatives from Kenya, Namibia, Indonesia, New Hampshire. The testimony from these women ranged the gamut from horrific and frightening to heartwarmingly courageous. This session was sponsored by RFSL and ILGA-World.
3. During my discussions with representatives from these two organizations above, a follow-up meeting was planned for later that week and I returned again to the UN to meet with

ILGA and RFSL members, who, incidentally, are also connected with Stockholm Pride. During this second meeting, we discussed ways in which InterPride could partner with both the RFSL and ILGA for the upcoming ILGA World conference being held in December of this year in Stockholm. In this meeting, they offered that the changes seen in InterPride during the past few years were encouraging and they applauded our efforts to raise awareness of global human rights issues around the world. They see this as being helpful in changing the global reputation of InterPride overall. They were also impressed by our development of a Solidarity program and our extensive attempts to expand internationally, particularly in hostile areas. It was also offered, however, that we need to continue and rev up this new trend toward education and awareness-raising within our own ranks if InterPride is to be perceived as a viable and worthwhile International organization.

I also attended a roundtable discussion in Northampton, Massachusetts facilitated by members of the Boston Pride Human Rights Committee. These talks were both fruitful and hopeful.

I presented a workshop at University of Connecticut for True Colors International LGBTI Youth Conference on global LGBTI human rights issues as they pertain to Pride organizing. This was a highly productive and spirited discussion with engaged youth from around the world.

I am pleased that I was able to present a session at this year's NERP, which had a significant Human Rights component after a consecutive 2 year absence. Michael Hardy from host city Rochester, NY is to be commended for including this. A similar presentation and roundtable discussion also took place when I attended the POSE conference with kudos to their organizers, Blue Ridge Pride in Asheville, NC. It was interesting to see the vast dichotomy between these 2 American regions. In the Northeast, many states have attained equality and protections for LGBT citizens. However, in the "Bible Belt" of the American South, these struggles continue. It was also interesting to note that greater attention was given to the human rights presentation at POSE than it was at NERP, quite possibly because the anti-gay and hostility issues faced by the community in the southern region are not unlike what our brothers and sisters must contend with in hostile areas around the world.

My participation in the Region 2 Conference in Portland, Oregon allowed me to facilitate a significant Human Rights presentation. Although attendance at this year's 2nd annual regional gathering was relatively low for this developing region, the discussions were intense and thorough, showing, as with Region 5, a considerable interest in developing a more significant Human Rights component at Pride events. We also held lengthy discussions on how to increase participation from the region for next year's Region 2 conference.

Prior to this year's Pride season, I made a video on the difficulties of Pride organizing and human rights around the world and uploaded it to YouTube: www.youtube.com/watch?v=8jcYVc7oUYE. It joins my video of Jamaica's first Pride.

A number of InterPride and EPOA representatives were invited to take part in Madrid Pride and I was fortunate to be among them. This was a truly glorious weekend of festivities and we were treated to the fabulous ambiance the city has to offer. Similarly, I was invited to speak at this year's Halifax Pride (NS, Canada) and brought along some human rights display material.

I participated in the Human Rights Conference as part of the WorldPride festivities in London this summer. Although it was wonderful to again meet activists from around the world and renew old friendships with others, the conference itself was, unfortunately, not well attended. In the future, such events should be better publicized and open to the public. It should be noted that the London WorldPride was fraught with difficulties and the lack of cooperation and communication from the hosts to InterPride was sorely problematic. I was particularly disappointed in the lack of advertising of the event throughout the city and was shocked to learn that most people had no idea the event was even taking place. One good note: the banning of the fancy-floated parade changed this event to an old fashioned march, not unlike the civil rights protest marches of former times. I brought a large pictorial display of Prides around the world and selected panels from the Atlanta Pride Human Rights Display, which were exhibited at the InterPride Booth during the festival in Trafalgar Square.

A disturbing item of considerable concern was the complete and total exclusion by WorldPride organizers of the Human Rights arm of InterPride, the licensing body for WorldPride. Further, while we understand that conflict and personnel changes within the host organization have occurred, the lack of any general information coming to InterPride regarding WorldPride was both concerning and troubling, to say the least. Hopefully, this lack of information and inclusion will be remedied for future WorldPride endeavors and there is every expectation that Toronto has this necessary correction well in hand.

Region by Region

In keeping with my tenure as Vice President of Operations in addition to Human Rights Committee chair, with the exception of Region 7, those regions under my charge are all fraught with danger and difficulty. Where possible, outreach continues with only modest success at times. However, there has been some success, nonetheless. My attendance at the UN sessions has been helpful in that endeavor, and further dialogue with these new contacts will continue. Additionally, as VP Ops, I also participate on the Scholarship, Solidarity, CSIC and M&S committees.

REGION 7 – Canada

Communication from R7 Director indicates that R7 Conference in Kelowna, BC went very well. A separate report has been submitted by Regional Directors.

REGION 8 – Eastern Europe

There has been no response to my attempts to contact the 2 Regional Directors. Emails have not been answered.

I did, however, receive a letter from Milan Rozsa (Budapest Pride) who expressed interest in holding a Region 8 conference. Discussions expanded to include Andrea and Goran from Region 15, with discussion evolving to establish a joint R8 and 15 conference, possibly in Belgrade. I made it a point to bring in the R8 RD team into the discussion thread, which has become quite extensive, but to no avail. Neither Regional Director and responded or joined in the discussions. Funding is being sought by principal organizers from such organizations as Heinrich Böll, RFSL, various Embassies, Civil Rights Defenders, etc.. This will probably end up being a Region 8 conference with invites to other groups in R15. Still early in planning stages, such a conference would be a momentous event for the area.

Increasing anti-gay legislation is ongoing throughout the region, most notably in Russia, but Hungary has also adopted a new constitution, in force in January, which includes DOMA and "traditional family" dictates. These initiatives are also seen in Baltic and other former Soviet states. We also now have contact with Kiev and there are actually 2 Prides in the Ukraine. However, homophobic activity including physical harm to participants pre-empted their Pride event earlier this year. IP member Gender Doc-M in Chisinau is also working on events planning. Moldova is another of the Scott Lively visitation countries in which he promoted his hate propaganda against LGBT people as he did in Uganda.

REGION 9 – Caribbean

I have been in email and SKYPE contact with a group in St. Lucia to establish a Caribbean Island Pride concurrent with Carnivale. I had a SKYPE call with the Region 9 Director to bring him into the discussions. He was thinking of trying to host the St. Lucians in PR so they could see an actual Pride celebration. This could be a possible use of Solidarity Funds, as there would be transportation costs. It should also be noted that St Lucia was the site of gay bashings of 2 Atlanta men last year. While plans are still early, the principal from the St. Lucia group was thinking of doing some marketing at the Gay EXPO in NY for their (possible) July '13 event. Establishing IP membership for possible scholarship to AGM was also discussed.

Human Rights Attorney and activist Maurice Tomlinson, recipient of the first David Kato Award and organizer of the first Pride endeavors in Montego Bay and Kingston, was forced to flee his native Jamaica for safety after information on him was published in the Jamaican press. This is frighteningly reminis-

cent of the situation in Kampala in which the Red Pepper/Rolling Stone magazine papers published information on David Kato and other activists in Uganda with the caption, "HANG THEM" which ultimately led to David's murder. Sadly, there has been no Pride/IDAHO organizing since Maurice left Jamaica.

A separate report on this region has been submitted by the Regional Director.

REGION 16 – Africa

As I predicted, the Bahati Bill returned to and continues to languish in the Ugandan Parliament. Senegal, Cameroon, Nigeria, Zimbabwe, Ghana and others are likely to follow suit. Activism in these areas continues to be problematic and unhealthy, and we were deeply saddened to learn of the brutal murder of Tanzanian activist Maurice Mjomba. He joins David Kato Kisule and too many more.

With contacts from my UN visits and the WorldPride Human Rights conference, I will be working with HR activists in Africa to establish regular dialogue with quasi-pride organizing, mostly possible in Kenya and Namibia, where LGBT people march in "other" manifestations for women's rights and human rights. A "Gay Pride", however, is still not possible outside of the Republic of South Africa. South African Prides have not responded to my overtures. This region continues without Regional Director representation.

REGION 18 – Middle East

The flood of change since the Arab Spring has not affected LGBTI people in the region.

Iraqi murders of Emos continue under a shroud of nebulous information. While some LGBT activity occurs (HELEM, etc) in Beirut, and Israel boasts a welcoming, free and open society, difficulty persists in the region, fuelled by ancient, ongoing conflict between Arab and Jewish traditions and philosophies. However, the "freedom" in Lebanon has been drastically curtailed in recent months and there are reports of arrests of LGBT people. Sadly, a decrease in LGBT Muslim activity in Both Tel Aviv and Jerusalem has been noticed. (In the past, Queer Muslims would wait until dark to sneak into Israeli gay establishments. This has become increasingly difficult.) Despite the existence of Prides in Israel, there is still no representation from this region.

REGION 19 – Asia

There has been no response from Regional contacts. A regional report, although highly desired, is not anticipated.

Recently acquired contacts from Indonesia (resulting from my UN encounters) may help to rectify this, although any Pride per se, is unlikely on any of the islands. In India, homosexuality has now been decriminalized for a number of years, but I am unaware of any cultural changes due to a lack of contact. Outreach is ongoing, but difficult.

Nepal has had considerable success, particularly with regard to Trans issues through the work of MP Sunil Pant, founder of the Blue Diamond Society. Katmandu has Prides. A contact there has been established and we will work to bring them into the InterPride family.

Rumors indicate that Tokyo Pride has resurfaced, but former contacts are no longer involved and can offer no information. Tokyo could be the key to the rest of the Pride celebrations in Japan.

The Philippines has been active in LGBT activity, particularly in Baguio City, Cebu City, Manila and other areas, thanks mainly to the efforts of the ProGay organizations. Sadly, with the departure of both the Indian and the Philippine Regional Directors, outreach to Asian Pride events has been quelled. A greater emphasis needs to be placed on outreach to this area for the encouragement of membership renewal. This is easier said than done, however, as we still have no membership roster to work from and no Regional representation to perform outreach. However, when we consider that Asia alone has nearly 75% of the world's population, outreach becomes more of an imperative.

Goals Review

As one can see, we have much work remaining to be done. It is a refreshing change that a greater emphasis on global human rights issues has returned to some of the US regional conferences. Representation from throughout the global theater is, or should be, an ongoing imperative for ALL of us. It is unacceptable that Asia, for example, with nearly 75% of the entire world's population, has absolutely no regional representation on the board of InterPride. If we are to be seen as a truly INTERNATIONAL organization, this must change. However, we need to initiate a process by which this can occur with regularity and consistency, protests to the contrary and financial constraints notwithstanding.

On a brighter note, however, a review of the GOALS assigned to the Human Rights arm of InterPride show considerable success and I should point out that this is the only committee to have satisfied all goals assigned by the membership:

1. *Establishing working relationship with LGBTI HR organizations (ILGA World, ILGA Europe, IGLYO, IGLHRC, etc.)*
This goal has been achieved. Although it could be factually stated that this goal has, in fact, been satisfactorily achieved, it is ongoing and should continue as "ongoing".
2. *Creation of an annual HR documentation «PrideRadar».*
This goal has been achieved. Mark Chapman has inserted the forwards, completed the document and sent it out. It has already been disseminated to the membership, Google Docs and should be up on the website. Mark's work on this was exceptional. Mark and I will be working with the IPHRC

to revise the document on an ongoing basis and are currently working on that for distribution in 2013.

3. *Establish a process how to apply and to disperse the Solidarity Funds*

This goal has been achieved. With input from Cain, Andrea and Russell, the Solidarity document has been completed. A select number of organization test cases are being vetted in the Balkans and the Caribbean and it is anticipated that the first Solidarity Fund disbursement will be forthcoming shortly.

4. *More attention be given to the political side of Prides*

This goal has been achieved. While it can be said that this has been completed, this particular decision rests, and rightly so, with individual member organizations: some choose to become more politically charged and some do not. I believe, however, that as a goal specific to InterPride itself, this has been accomplished but should remain "ongoing".

It is both hope-inducing and refreshing to see an increase in the interest of human rights issues and initiatives from some of the North American regions. This has been an ongoing recommendation from my reports of previous years to bring us all in closer alignment with other regions around the world.

Conclusion and Observations

This report concludes my 10 years of continuous service on the Board of InterPride: 6 years as Regional Director and 4 as VP-Operations and I now take pause to reflect on that tenure.

I was recently asked if I feel I have made a difference to this organization. I'm not sure how to answer that.

When I first got involved with InterPride all those years ago, I noticed a marked lack of "internationality" with the exception of a few select groups off the North American continent. I also noticed a shocking lack of human rights focus, despite the existence of a human rights committee. I could not understand how there could be such a low attention to human rights issues, when it is a clear and unmistakable given that there can be no Pride without the full exercising of basic human rights.

In 2002, I became Co-chair of the InterPride Human Rights committee and began a gradual period of change. At the 2003 Montreal AGM I became involved with Scholarship, co-wrote a complete revision of the Human Rights committee and introduced a resolution which added "I" for Intersex into the InterPride moniker. We were the first international LGBT organization at that point to include Intersex people. As years passed, more international organizations and human rights groups would follow suit.

During 2004's AGM in Reykjavik, I was outspoken in board discussions which would lead to the revision of our definition of a Pride event. As a member of Scholarship, I was deeply concerned that some foreign organizations were denied schol-

arship because their Pride event did not fit our limited and narrow definition. That just HAD to change. I was also heavily involved in discussions which would lead to the ability of Regional Directors to participate in InterPride Midyear meetings.

The Portland AGM in 2006 marked a major turning point for InterPride, with a 5 hour Human Rights workshop focusing on the many international problems our people face around the world as well the difficulties in some areas in North America. Sadly, but not unexpectedly, the co-president at that time had refused THREE times to allow me to show footage during the plenary for all to see the hostility experienced by East European Prides, which had been seen during the long human rights session. The reason for the refusal to show the film to the entire AGM: "We have more important work to do." This was a truly unenlightened and callous response, indeed. Some attendees of that 5 hour session who had seen the film then went to the co-president and DEMANDED that the film be shown. And it was ... on Sunday, the last day of the conference. Had that film been shown at the beginning of the conference as I had asked, the debacle over our rules and regulations, which occurred throughout the plenary sessions of the first 2 days, would have been averted and an entirely different tone could have been established for that conference early on. I must also point out, that the showing of that particular footage, shocking as it was to the unexposed membership at that time, is the single most important and key event to prompt some major changes in InterPride ever since. It raised awareness and interest where there had been none before. It was at this time when I realized that it wasn't that people didn't care about what goes on around the world ... it's that they didn't know. I have been trying to raise awareness since. That human rights session in Portland, interestingly enough, would spark one participant to embark on a personal journey which would eventually lead to the film, *"BEYOND GAY: The Politics of Pride."*

It should be noted that I brought that footage back with me from the London EuroPride Human Rights Conference, *"Prides Against Prejudice"* in 2006, where I co-facilitated a workshop on Re-politicizing Prides with Robert Kastl (CSD Berlin). It was also during this event that I engaged Robert, who was EPOA president at the time, in a discussion of increasing membership, cooperation and participation of European Pride organizations within InterPride. We both agreed, however, that InterPride had little to offer. However, the groundwork was established in broaching the subject and I would go to the Stockholm EPOA meeting in 2007 to bring my same message. The following month at the InterPride AGM in Zurich, Mr. Kastl would amaze us all with the presentation of the first joint InterPride/EPOA deal, substantially increasing our international numbers and treasury. The Zurich AGM would also see 3 human rights sessions, one of which would bring about the establishment of

the Strategic Planning committee. Sadly, under this committee's leadership since then, nothing further has been done with it.

My involvement with InterPride and human rights over these past 10 years has taken me to 3 continents and nearly 2 dozen countries and almost as many American states. Throughout my travels, I have outreached and endeavored to increase membership from under-represented regions. I have written extensively on human rights issues and my articles and speeches have been printed and reprinted. I have attended and spoken at several international Human Rights conferences and Prides around the world, representing InterPride at such historic and momentous events as Warsaw's second LEGAL Pride immediately following the landmark *Baczowski v Poland* decision from the ECHR in Strasbourg, the first successful Belgrade Pride and the first Pride march in Jamaica. I have also carted human rights information and parts of the Atlanta Pride Human Rights Display on planes, trains and automobiles all over the world. We have established connections with numerous other bona fide international organizations and our reputation in the global theater has improved considerably from the once-perceived group of rich white male American party planners. We need to maintain these relationships and we need to maintain a forward momentum into the future. Going backwards should not be an option.

Have I made a difference? For a short while, perhaps. You be the judge. I do find it sad and disappointing, however, that our period of positive, forward change is about to take an alarming reversal with the AGM in Boston if the membership is not attentive and careful. InterPride is at a very delicate and dangerous crossroad. There has been a growing discontent with the direction the organization seems to be headed in currently, and for the past several months, there has been an increase in Board dissatisfaction with present top-level management. As a direct result, we have seen increased inactivity and resignations from several Regional Directors and Executive Committee members alike. Further, among many of those remaining, the disgust and distrust is alarming and becoming counter-productive.

We are a membership-driven organization. It is therefore incumbent upon the membership to know what is going on and to choose our elected officials carefully and wisely. As we have become more international, we need people in top positions who are knowledgeable and well-versed in global issues. They must also have a thorough knowledge of various geo-socio-political systems and possess full international cultural competency. It is embarrassing to have leadership represent us who do so with a repeated demonstrated lack of these important traits. Also, it is important to insure that our representation, from committee chairs and RDs on up, comes from real, operationally functioning and bona fide organizations which actually serve their respective community, not just those which exist on

paper. This is a requirement of membership, and vetting should be thorough.

We also need to pay attention to the appointments that our senior leadership makes to head up various committees. Appointing friends to important positions over other **qualified** individuals needs a closer scrutiny. Favoritism and nepotism should have no place in this organization. Additionally, the application of our rules and regulations need to be applied fairly, equitably, and with the wisdom to know when to correct those which are constraining and troublesome. We need to repair or dispense with those which are overly prohibitive and which prevent future growth for the organization and limit options for the membership. Because of such stringent application of our constricting rules, the membership was denied the opportunity of choice in selecting a future AGM: Los Vegas was denied a chance to bid for 2014 at the Boston AGM. Sad. Similarly, there was an attempt to prevent Madrid from being granted a requested exception in their bid to host World Pride 2017. We need to be making things better and simpler for our members, not bogging the process down with unnecessary rhetoric and rules which are less constructive and more prohibitive. Choices need to be offered, not prevented.

Additionally, there are a small number of people who wish to do away with gender parity on the Board and implement a total redesign of the entire Board and Executive Committee. This unenlightened plan will have disastrous results in the future and must be avoided.

If I could make any difference at all, I would urge the membership to use all due caution in their decisions as we move on. Ask questions and hold people accountable. This organization belongs to YOU, and those individuals sitting at the head table before you or who chair committees are there to do what YOU tell them to do. Tell them wisely, and be sure they do what you want them to do.

Although this report is not ALL INCLUSIVE, it serves to indicate the tremendous success activity of the Human Rights Committees as well as giving a brief overview of the regions within the scope of my responsibility. Moreover, as I depart the Board, I leave it and the membership with what I hope will be accepted as food for thought ... and future growth. It has been an honor to serve you and serve *with* you and I am grateful for both the opportunity and the experience. ■



DAVID ROBINSON (C) 2012



Courageous Uganda LGBTI activists marching for the first time in public –
Fotos ©2012 David Robinson

Regional Reports

REGION 1

Ron deHarte, Regional Director

Service as a Regional Director for me started five months ago at the end of March 2012. The responsibilities of Regional Director have primarily been that of an Ambassador spreading goodwill and information about InterPride. I've participated in board and committee conference calls as my schedule permits and in this short time I have served on the WorldPride committee and have provided support to the Co-chairs as requested. I participated in Sedona Pride, Phoenix Pride, San Diego Pride and WorldPride in London.

Barriers to the region are seen as barriers to the overall development of the organization.

An organizational structure built to support a very large entity is being used to administer business for fewer than two hundred members. This is limiting what InterPride can be. Bureaucracy born of this structure creates a stagnate environment and makes even the basic tasks extraordinary effort to complete.

I encourage the continued streamlining of the bureaucratic components of InterPride so that those who are elected to serve as officers and directors can get back to the objectives set on the table 30 years ago by our founders – be an organization that captures and shares knowledge and provide support to those who become members.

The Perception

As InterPride marks its 30th anniversary I find that interest in the organization is not as well-defined as it has been over the years. There continues to be a strong desire to network, learn and be a part of a united effort to achieve equality and fight for LGBT rights locally and globally. With three of the original founding member organizations in Region 1, there is a strong tradition of continued support of InterPride. Tradition keeps up hope. There is a feeling that the organization is at a turning point for renewed prosperity.

In 1982, lesbian and gay pride event organizers met at the first conference of the National Association of Lesbian/Gay

Pride Coordinators in Boston and realized the need for pride organizers to come together to share knowledge and support one and other. I strongly believe that for InterPride to survive and thrive in the next thirty years that the organization must embrace the core purpose that our founding brothers and sisters identified and wipe out the bureaucracy.

When I step back and want to evaluate the growth and impact of InterPride, I look at other LGBT organizations that were established about the same time as InterPride. Each organization is different and has a different mission than InterPride. But I look at organizational development and the annual operating budget. I consider the global brand awareness each organization has. I consider members served and the impact the organization's work has on society. After evaluating the various factors I see great opportunity.

Year Established	Organization	Members	Countries Served
1978	International Lesbian, Gay, Bisexual, Transgender and Intersex Association (ILGA)	900	110
1981	InterPride	171*	
1984	International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organization (IGLYLO)	50	European Region
1990	International Gay and Lesbian Human Rights Commission (IGLHRC)		World-wide

*2010 membership stats from InterPride website September 2, 2012

Membership

The current records indicate 18 pride organizations in the region are members of InterPride. We have identified 28 other pride organizations that have held events this year that are not InterPride members. 20 of these organizations are members of the Consolidated Association of Pride (CAPI). The membership number can be expected to increase by 4-6 organizations as members seek the group insurance discount prior to their events.

How do we grow membership?

Much has changed over thirty years. We have made great progress in the human rights arena. However, gay and lesbian individuals in California and forty-one other states still don't have the right to marry the person they love and in seventy-six countries around the world it is still illegal to be gay. The original purpose of our founders is as important today as it was in 1981 – providing support and sharing knowledge with other pride organizers.

To understand how we can grow membership I look to the answers of a few questions. How can we teach each other and how do we incorporate technology to enable this globally? How do we become the premier source of information for pride organizers? How do we best unify our efforts to achieve equality in our own backyard, across North America, Europe, Middle East, Central and South America, The Caribbean, Asia and Africa?

I feel strongly that by delivering renewed and sustaining value to membership and giving purpose to the InterPride brand, will result in direct membership growth.

Presence in Region

Short of having an organized team that travels to Pride events with the purpose of promoting InterPride and its member organizations, a Festival Kit can be made available to each member organization. An example of regional marketing success is the Consolidated Association of Pride (CAPI). Annually, they brand the association of pride groups and send member organizations posters and promotional post cards to disburse in their home city and at pride events. These materials promote a unified group of pride organizations in Arizona, California, Hawaii, New Mexico, Nevada, Texas, Utah, and Mexico.

Administrative tools

The Member Suite database is an informational resource tool. I am not clear on the full report development functionality and the simple ability to download membership contact information. Several organizations are listed as being in Region 1 and they are not. I've informed Membership of this regional misalignment. Those that are not properly aligned include: Austin Gay & Lesbian Pride Foundation, North Georgia Marietta Pride, Rainbow – Uganda, and SOMA Pride.

The Region 1 conference

The Region 1 conference is a part of the annual CAPI conference and was March 23-25, 2012 in Las Vegas, Nevada. Southern Nevada Association of Pride (Las Vegas Pride) was the host. The event featured local and regional speakers, discussion panels, workshops, and training sessions aimed at helping PRIDE organizations and other non-profits throughout the Western United States enhance their annual celebrations and events.



We thank a number of member pride organizations who contributed to the conference fund including: Christopher Street West \$1,000, Phoenix Pride \$1,000, Long Beach LGBT Pride \$500, Santa Fe Pride \$300, Palm Springs Pride \$300, Sedona Pride \$250, Tucson Pride \$250, Ventura Pride \$100, and Humboldt Pride \$100. Other donations were received from Casswood Insurance \$1,000 and Mike Iacono \$250 (as of March 3, 2012 reported by Las Vegas Pride).

Regional Highlights

I often wonder how many people think of pride events as a demonstration of our freedom of speech and of our right to assemble versus pride being about parades, parties and festivals. Looking beyond the flamboyant surface, the merchandise, the corporate logos, the Speedo clad dancers and sensationalized perfect physiques and you will see the LGBT rights movement in action. Millions of individuals in Region 1 attended pride events and were a part of the process of change and the fight for equal rights.

During the 2012 Pride season millions exercised their freedom of speech and their right to assemble gathering along parade routes and at festivals. Tens of thousands took to the streets with countless messages of equality showing support of the LGBT community. The varied messages communicated at the parade are intended to raise awareness and provoke action. Spectators learn of the vast network of nonprofit organizations. They learn about LGBT supportive businesses and they are exposed to the varied LGBT communities that are a part of the lives of the region's LGBT residents.

Pride festivals provide a safe and affirming environment to LGBT individuals to gather in celebration. Festivals can be liberating for individuals who are coming out or who are forced to live in secret or hide their identity. Thousands joined in celebration in events throughout Arizona, California, Hawaii, Nevada, Utah and Mexico to affirm that one does not stand-alone and that gay rights are human rights.

Our community is extremely diverse and pride events provide an opportunity to display this diversity. The following highlights showcase significant actions and the outstanding

community work of member organizations from throughout Region 1. (Listed in alphabetical order.)

Christopher Street West

With a reenergized vision LA Pride for 2012 shattered attendance records with well over 400,000 in West Hollywood for the parade and more than 45,000 event tickets issued for the festival.

The spirit of Pride has been building in size and importance to the vital role it serves on behalf of legal equality and social acceptance for all members of the human race. LA Pride called on the community to rise against persecution, discrimination and oppression and join a moment of silence at exactly 12:00 Noon (PDT) on Sunday, June 10, 2012 during the annual LA Pride Parade.



Moment of silence was organized as a peaceful protest to remember those who are no longer with us, or cannot be here today, to celebrate those that fought for Pride and the freedoms we now enjoy and to think of those who cannot celebrate Pride and remain oppressed. It was a time to remember the people who have sacrificed their lives in service of the Pride Movement and it helped raise awareness that there so much more to be accomplished.

Participants in the Pride celebration were asked to spread the word to their friends, neighbors and families and gather in support for a relentless and united spirit for the betterment of all human conditions. LA Pride is the annual LGBT celebration produced by nonprofit Christopher Street West.

Long Beach LGBT Pride

Over the past several years, the Long Beach Lesbian & Gay Pride Festival & Parade has become the 3rd largest in the nation, now attracting over 75,000 participants over the two-day celebration. More than 200 marching groups and floats comprise the parade entries since 1995, representing various religious, human services, governmental and social organizations.

While the main project of Long Beach Lesbian & Gay Pride is the annual Pride parade & festival, the organization op-

erates year-round and sponsors other philanthropic projects. Since the beginning, LBLGP has spearheaded a toy drive for disabled and disadvantaged children. In 1994 alone, the toy drive collected over 1500 toys. Tens of thousands of toys have been distributed in the community in the name of Pride. In addition to the toy drive, giving back a portion of the proceeds has become the hallmark of the organization. In the last five years a half million dollars had been donated and nearly one million since its inception.



Marcha Nacional del Orgullo, Mexico City

Thousands of people took part in a colorful gay pride parade in Mexico City calling for gender equity policies, tolerance, openness and democracy. The crowds celebrated the recent strides the community has made towards equality like Mexico City's historic decision in 2010 to become the first city in Latin America to allow same-sex marriage and urged the government to go even further to end gay discrimination across Mexico.



Marcha Orgullo GLBTI, Tijuana

Tijuana's Pride March celebrated its 17th anniversary and organizers estimate that nearly 6,000 people participated in the march and lined the streets to watch it pass by, which is a far cry from the handful of people who took to the streets in 1995. Organizers say the event is a public demonstration to demand rights and respect for the LGBT community.

This year's march featured Stuart Milk, nephew of the late Harvey Milk, as grand marshal and InterPride's Region 1 Director Ron deHarte was honored as the International Friend of the Year.

Maui Pride

Maui Pride is not just about celebrating our diversity; they are committed to creating tomorrow's leaders. Maui Pride's scholarship fund provides post-secondary educational scholarships to current and future lesbian, gay, bisexual, transgender, queer, and straight-ally leaders and role models from Hawaii. Maui Pride's LGBTQ and straight ally scholarships cover nearly any accredited post-secondary school or program.

Students who have been stigmatized or isolated, because of their sexual orientation or gender identity often lack critical family, financial, and community support. Maui Pride understands that encouraging them to continue their education can be very challenging. Too often, individuals of great promise give up because they don't think anyone believes in them or cares what they have to contribute. The Pride organization will award two scholarships at the October 2012 festival.

Oakland Pride

Oakland Pride is one of the most diverse pride celebrations in the country, and the second largest pride event in Northern California. The 2012 events celebrated the milestones and accomplishments of the LGBTQ community, and reflects the progress Oakland and the Bay Area are making towards equality for all residents.



Oakland is cited by the U.S. Census as having a high concentration of LGBTQ families with children. Pride events are generally a reflection of the community so in Oakland there was a sizable abundance of children, families and elders in attendance. Family focused programming embraces a diverse community and the result is a positive celebration.

Palm Springs Pride

Pride 2012 raises awareness for equal rights and full equality for individuals locally and globally. In our own backyard, we are one step closer to the day when every American will be able to marry the person they love, regardless of gender, and to have that important commitment recognized by the law of the land. Raising awareness for the freedom to marry, Palm Springs Pride showcased several new 20-foot-tall character balloons including same-sex couples Adel and Eve and Adam and Steve in the San Diego Pride parade. The custom designed giant balloons were created by the Palm Springs Pride organization to draw attention to equal rights and the freedom to marry for all individuals.



For the first time in history, the Pride parade route in Palm Springs will be a part of the annual AIDS Walk. The historic twining of events is to raise awareness and honor the 25 year AIDS Walk legacy of care, prevention and advocacy in Palm Springs. Walkers and parade spectators will experience a day of remembrance, HIV/AIDS education & awareness. Timothy Brown "The Berlin Patient" will be an honored guest.

Additionally, in a showing of support and unity, Palm Springs hosted a marching contingent in the WorldPride parade in London.

Phoenix Pride

The 105° heat that enveloped the Valley on Pride Sunday shattered a 63-year-old record and will be remembered as the hottest ever for the Phoenix Pride Parade and Festival. In spite of the heat, Phoenix Pride drew huge crowds to celebrate diversity and the growth of the LGBT community in the region.

At times it seemed those who don't support equality had a strong voice this year like Arizona's notorious anti-gay Governor Jan Brewer who wants the Supreme Court to overturn an appeals court which struck down an Arizona law which denies state employees the ability to keep their same-sex partners on their benefits, including health insurance.

In another incident, after it was announced that the

celebrity grand marshal was Beth McDonald, host of KEZ Radio's morning show, "Beth and Friends," McDonald was denied the opportunity to appear at an event sponsored by the Catholic Diocese of Phoenix after Catholic Community Foundation officials questioned her support of the gay community and participation in the Gay Pride Parade.



Rest assured the voice of equality is strong in the valley of the sun. For the first time in 32 years, officers from the Mesa Police Department were authorized to march in the Phoenix Pride parade in full uniform. Mesa Police Chief Paul Millstead, who recognized that Phoenix Pride embodies an inclusive and empowering message to embrace and love who you truly are inside, authorized the full uniform policy.

Way to go Phoenix Pride! A year of building bridges in the community, standing with allies and promoting diversity.

San Diego LGBT Pride

"America's Pride" in San Diego saw the largest number of parade spectators in their history and they made history in the process. Special honor was bestowed on the 400 brave service-members who participated in the military contingent in the parade. The loudest cheers were for the dozens of active-duty troops marching in military dress. This was the first time that U.S. service members were granted authorization to participate in a pride parade while in full uniform.



Thousands more celebrated the diversity and victories of the LGBT community this past year by coming out for the Pride Flag raising and Spirit of Stonewall Rally. The theme and messages of "America's Pride" march during the year on as San Diego Pride pushes forward on issues of equality to spread the message of Pride.

San Francisco Pride

For the 42nd year in San Francisco, Pride was about standing up for dignity and equality for all lesbian, gay, bisexual, and transgender people. Pride is a 365-day project and this year the Pride organization was engaged in year-round outreach and education initiatives including a Non-Partisan Voter Registration Project. Under the theme of "Global Equality," the annual parade and celebration in San Francisco's Civic Center attracted hundreds of thousands of event-goers who shared a common goal of achieving LGBT dignity and equality for all.

Utah Pride Festival

It was a year of breaking down barriers as more than 300 current and former members of the Church of Jesus Christ of Latter-day Saints participated in the Utah Gay Pride Parade as part of a parade contingent called Mormons Building Bridges. The Mormon Church has had a tense, sometimes condemnatory, relationship with the LGBT community. The church openly backed California's Proposition 8, which banned gay marriage in California.



Parade Grand Marshal Dustin Lance Black tweeted afterward: "In tears. Over 300 straight, active Mormons showed up to march with me at the Utah Pride parade in support of LGBT people."

Pictured far right, in his uniform is one of the military contingent organizers Sean Sala. Sean was one of hundreds of service members who made history marching in the San Diego Pride Parade with authorization from Defense Department.

REGION 2

By Frank R. Leonzal, Regional Director

Regional Directors

RD elected last year (2009) **Frank R Leonzal**, Term 2, 2nd Year.
RD #2 Vacant*

*Identity Inc. (according to Member Records did not finish the renewal process-nonpayment), thus J. Jones is not eligible to resume the duties of RD 2 position. No further interest has been expressed by other paid/current region members for either position at this time.

Alternate RD Vacant

No further interest has been expressed by paid/current region members for either position at this time.

Pride Organization Information

- Number of pride organizations in region 31 known pride producing organizations
- Number of above who are paid members of InterPride 7
- Number of new organizations
- Other pride locations identified – *Since Mid year reporting cycle – South Park Neighborhood Pride, Seattle WA/ Nubian Pride, Seattle WA/ Washington State Mr. & Ms. Leather Organization (?) Seattle, WA/ Kent Pride, Kent, WA.
- Folded or inactive organizations – no visible activity/information – Pride Corvallis, OR/ Seattle Black Pride/. Two organization chose NOT to hold events due to community issues- Hermiston Pride, Hermiston OR/ Pocatello Pride, Pocatello ID.

Regional Conference Information

Place and date of last regional conference:

Portland Oregon, Quality Inn Downtown Convention Center.
431 NE Multnomah Street, Portland OR 97232. March 30th-April 1st 2012.

Host Organization: Eugene Pride/Pride /Day Equality Project

Contact person host organization: Jer Megowan

Number of persons attending: 5

Number of pride organizations attending: 4

Place and date of next regional conference TBD

It was decided that only those organizations present in 2012 could bid to host in 2013 for continuity and structure, this would be Spokane or Tacoma at this reporting-no further details. Host Organization unknown.

Regional Communication

Communication with known Region pride groups via Yahoo group, Region Face book page and USPS mailing.

2012 remained a year with limited travel to region pride events based on work schedule and finances. In my work within the Region I continue to self finance all costs to doing the job

and receive nor request reimbursement from InterPride or my home organization *it was not part of the merger agreement of the two organizations nor do I want to burden my center with the additional costs. The Rainbow Center is also looking at a move to a larger site which requires the full attention to the needs of our community.

I have included financial reports starting with 2010 as it gives a snap shot as what it costs to do the work of InterPride on the region level. I feel this is valuable data and should be included moving forward in all RD reports – it is the only way InterPride will get to know what the real costs are to doing its work, regardless if the RD(s) seek reimbursement from IP or their home organization.

Outreach continued within the region mostly as needed to promote the Region conference, March 30th to April 1st. However the small number of registrants again exemplifies the issues of our region- Distance, Interest or lack of and the understanding of why InterPride membership is important. I have found (and proved out within the last year) many organizations do not turn to InterPride until their event insurance becomes an issue.

Prior to preparing this report I took time to read the entire RD Guide once again for a personal review and understanding of the role, duties and expectations of the VOLUNTEER position. I do believe I understand the duties of this Volunteer position and make every effort to outreach to the many pride organizations throughout the year and into the pride season by having a booth at their event to promote my home organization event as well as InterPride and its work. At the present I do not feel like it is making that much of a difference.

I find it most interesting that it appears much time was lost at the midyear meeting going over structures and guidelines that were before us and it now has gotten InterPride to what appears to be a cumbersome system of checks and balances and re-balances a, behemoth of an organization that seems to lean towards North America losing site of the mission on Human Rights in a Global situation.

In our region the biggest challenge is distance. Many of the known prides are on or near the Interstate 5 corridor which allows for reasonable access by driving which is still cheaper than flying regional. However as you look North (Alaska) and East (Idaho, Montana and Wyoming) it can become more of a challenge and makes more sense time wise to fly. Again not having financial support of a large home organization this again depends on my own current situation at the times given. The apparent lack of interest on the part of organizations also plays a big part in an RD's motivation. In 2012 I attended or visited 3 events of this report with another planned after this event for a new event as noted above in Kent Washington.

This event in particular also has the backing of the Kent Downtown Association- another good trend if this type of support continues to spread to other events. People seem to be realizing the power of the pink dollar or a matter of the right

thing to do when compared to the support other civic events receive from the various levels of government or city groups.

After years of intense actions such as email via the yahoo group and mailings with a newsletter it does not seem to matter in the end. The common reply to membership was "what do I get for \$50.00?" And as mentioned before the other motivator is Event Insurance-when they hit the point the local agent can no longer provide it, then they come calling on InterPride. *This will prove to be a key point for Region Directors and Member Services to work together and verify true membership so when organizations contact Casswood for quotes that NON Members are not taking advantage of our relationship.

There is a plan for one last mass mailing in 2012 with the Pride Radar report as well as data collection document for use within the Region, Pride Radar information for a better look into 'America and Region 2' and of course future membership opportunities.

I have not served or offered to serve on any committee within the 2011-12 periods and have no interest to add more work at this time. This still holds true at this time, with my only interest probably being Human Rights as it does affect all of us no matter our point of origin on this planet to some degree or another. I wish to acknowledge the hard work and effort that Billy Urch puts into this committee and greatly appreciated his attendance at our last two region conferences – I am only sorry more people were not in attendance to hear his important message. ■

REGION 3

By Tony Ross and Doña Hatch, Regional Directors

The main challenge facing RD's in our region is the mere geographical expanse of our region. I dare to say that region 3 has more miles to cover than any other region in the USA. For instance, the distance from Santa Fe to Houston is 962 miles.; from Abq to Denver is 443 miles. The point being, it is not an easy task to drive to most cities for an event. El Paso is a 4+ hour drive from Santa Fe and that is one of the cities within the closest proximity to the RD's. With that being said, this year We participated in Los Ranchos Pride, Santa Fe Pride, Albuquerque Pride, Taos Pride, and even Flagstaff Pride (Flagstaff Pride is actually in Region 1, but they requested help so We agreed). There is great camaraderie between all of the prides in central and northern New Mexico. As a matter-of-fact, We are in the planning phase of a statewide summit for all of the New Mexico pride organizations. The projected date for the summit is Sept. 9th (after this report has been submitted).

Committee Participation

We both had signed up for the Scholarship Committee while in Brussels. However, We were asked to resign from the committee as both of our organizations applied for scholarships.

Doña is co-chair of the fund development committee and will be submitting a separate report. She has also been in on three or four of the CSIC committee calls. Doña suggested the committee request future host organizations to have a cap on room costs.

Tony has been involved with Human Rights Committee. He forwarded news clippings and e-mails sent to InterPride directors to InterPride members within Region 3 to extend the information provided to various members of InterPride.

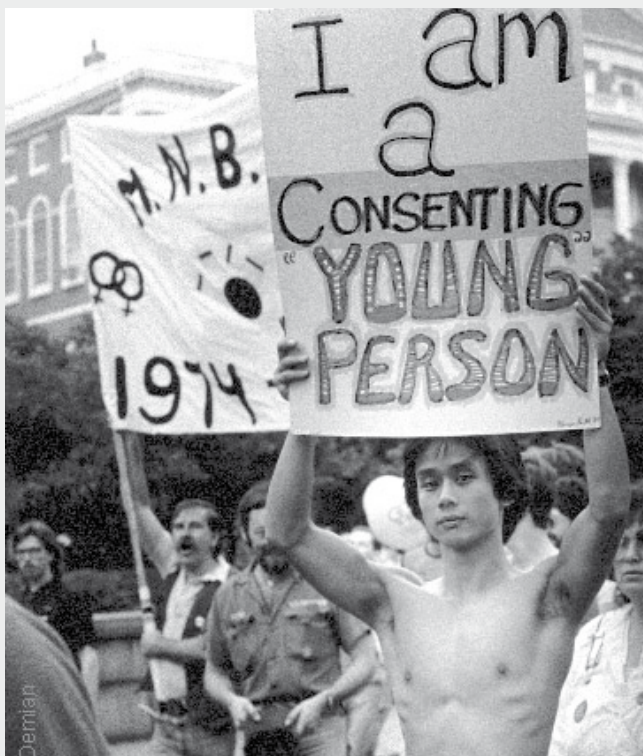
Both RD's and ARD attempted to put together a regional conference which became too cumbersome for members to attend. This year Las Vegas, NV held a regional conference for Region 1 and invited members of Region 3 to attend. There were ten individuals from Region 3 that attended this conference: Albuquerque Pride, Los Ranchos Pride, Santa Fe Pride, and El Paso Pride. The invitation to attend the Region 1 conference or any other regional conference being held this year was extended to all of the region 3 membership.

The region 1 conference was held just a matter of weeks following the Mid-Year meeting in Boston. Tony Ross attended the mid-year meeting in person and Doña attended each session via telephone conference call.

An email has been sent to member organizations to muster up energy to create and hold a regional conference in 2013. Emails were also sent to inform those members that there will be an opportunity for a new RD in region 3 along with a description of the duties for the position.

Outreach and Mentorship

Mass correspondence has been sent to member organizations several times throughout the year about InterPride. As a result there have been 4 new members join InterPride bringing the total membership of organizations in Region 3 to 11 nearly doubling the membership in InterPride from our Region. This is due likely to the communication the RD's had with this Pride Organizations and mentorship alongside the organizations. Unfortunately one organization did not renew that was a recent new pride organization of InterPride. ■



REGION 4

By Matt Crawford, Regional Director

I was elected to Regional Director at the AGM in Brussels last year. It has been very educational being on the InterPride board. I have enjoyed being a part of this organization. I look forward to the AGM this year. Now a little more seasoned, I will be able to better help our members.

I attended the midyear meeting. I enjoyed seeing everyone in April and the meeting was very informative. Unfortunately, I was not feeling well and I did not get to see more of Boston.

After returning from the midyear meeting, it was time for me to get ready for my local pride event. In May, I recruit most of the volunteers required to staff the beverage sales areas. So, I was busy recruiting volunteers and finalizing agreements with local beer and wine distributors.

Motor City Pride, the local pride event in which I volunteer, was held June 2nd and 3rd. For the second year, 2011 being the first, the event took place in downtown Detroit, MI in Hart Plaza. This is in the heart of Detroit and on the Detroit River. It gives a wonderful view of Windsor Ontario and many Canadians attend our event.

This year we had 42,000 participants, 138 vendors and 4 stages of entertainment. One of the stages, The Underground, features local DJs from Detroit spinning music all day both days of the event! This has been a huge attraction to EDM lovers as well as the GLBT community. The other 3 stages feature live bands, political speeches and comedians throughout the weekend.

I am the Beverage Director and manage the 3 serving areas. This year our sales were lower, but the beverage sales volunteers were enthusiastic and loved serving our community. Everyone had a great weekend.

We have had 2 meetings so far, and because the first weekend in June is also the Detroit Grand Prix, we have decided to move the event to the second weekend in June. Next year our event will be held June 8th and 9th.

After pride weekend, I did not have much communication with the regional membership. I assumed this was because it was pride season and everyone was busy making final preparations and then managing their local events.

Region 4 membership has dropped from 14 members to 12. This is because 2 organizations decided not to be involved this year. One organization suffered serious financial loss in 2011 and could not afford the membership fee. It is my hope this organization will return when finances allow.

The second organization contacted me shortly after the new InterPride website was published. This member was expecting a calendar where members could post events with links to individual websites with more information about events they

produce. While the new website does sort of accomplish this the information is someone lacking in details. The member organization has asked for a refund of their membership fee. My last communication with the member organization was in July and I provided information to file a formal grievance with InterPride. I have not heard any more from this member or on this matter.

Other than advising membership organizations on procedures, sending out informative e-mails and sending out a post midyear meeting e-mail, I have had little interaction with the regional membership. I rarely receive a question or concern from the membership. I did send out several e-mails to the region concerning the AGM in Boston. As of today, Indy Pride and Motor City Pride will be attending from Region 4. It will be great to meet the representatives from Indy Pride.

I have been looking forward to a document in which we describe the advantages of membership. I think this would be very helpful in gaining additional members.

In closing, I look forward to another great Annual General Meeting and World Conference hosted by Boston Pride. I am eager to have our regional meeting where we can discuss issues associated with the region I represent. I hope to increase membership and increase involvement from the regional membership. I am not sure how to do either, but I will be talking with other regional directors this year to get ideas. ■

REGION 5

*James Hermansen-Parker and Cain Williamson,
Regional Directors*

Since taking office as the Regional Directors for Region 5 in March, Cain and I have been working very hard, with a lot of help from our ARD, Isaac Kelly. With a region as large and active as ours, we have found that all three of us are kept pretty busy communicating with members and prospective members all across the southeast. Cain was able to help a new pride festival get off the ground in Upper Cumberland, Tennessee, where they were being threatened with protestors and possible violence. Thankfully, the event was a complete success, no one was hurt, and Upper Cumberland Pride is now a member of InterPride. I am working with the planners of a new event in Charlottesville, Virginia to host their first pride event on September 15th. Home to the University of Virginia and Thomas Jefferson's Monticello, it is fitting that they are finally celebrating pride just a few short weeks after school has restarted. And we have all reached out to former members of InterPride, trying to see what we need to do to bring them back into the fold and help re-establish connections with them. Isaac worked specifically with Charlotte, NC Pride to re-establish that relationship at their recent Pride festival.

We are grateful to the organizers of our 2012 conference in Asheville, NC, for putting on such an amazing conference. We had such a great time in Asheville and are happy to report that we had 13 member organizations present at that conference. We chose to hold our next conference in 2013 in Louisville, Kentucky with our host committee from Kentuckiana Pride winning the conference bid. Also, we chose to host a dual regional conference with our friends from up north after a successful one held in Pittsburgh in 2011. Atlanta Pride, having already won the bid to host the conference for NERP, was hopeful that POSE would give them a chance, and after the Managing Director of Atlanta Pride asked us to jump on the Midnight Train to Georgia, the delegates from POSE could not resist.

Cain, Isaac and I have kept constant communication with the members of our region through a monthly newsletter giving information about important InterPride information and upcoming Pride event dates within our region. This has become an amazing tool to communicate with all the pride groups in the region and help get prospective members an idea of what it is InterPride does. The regional team has also held conference calls together to see what more we can be doing to accomplish some goals of growing the region and building our membership. We have also had a conference call with the hosts of the 2013 conference to ensure they are on track to put on an amazing conference in March of 2013. The conference will be held from March 15-17 at the Seelbach Hilton in Louisville, Kentucky. Registration is open at www.kypride.com/pose and hotel reservations at \$149/night are being taken now. We will be in contact with the directors of both region 3 and 4, because of their proximity to the host city and invite any of their members to attend this conference in the spirit of pride, to help educate and inspire, and to give more people an opportunity meet other pride organizers for a weekend of learning and entertainment.

With great help from Ashley Arrington from Blue Ridge Pride in Asheville, NC, we have made contact with many pride groups in our region that we had never communicated with before. Her team found that there are over 70 pride producing groups across the entire SouthEast, and more being created each year. With our current membership at 26, we need to find ways of engaging our prospective members and learning all the tools we have to offer them. ■

REGION 6

By Paul Sanders, Regional Director

Greetings from Region Six. The smallest geographic, yet largest in terms of Prides in the United States.

2012 has been a year of change in Region 6. We said

goodbye to our Regional Director, Keri Aulita of Boston Pride, Gary Van Horn was elevated from Regional Director to Vice President of Member Services and then to the Co-Presidency of InterPride, Sue Doster of NYC Pride assumed Gary's VP position and I came back on the board after a 4 year absence to fill the position I vacated when Keri Aulita was originally elected.

We had a vacant Alternate RD position with Gary being elevated and Sherri Rase of Jersey Pride in Asbury Park, New Jersey became an RD. Jayme Martin of Central NY Pride in Syracuse, New York stood for election along with Kate Montiero of Rhode Island Pride. Jayme won the position and has been working with myself and Sheri to form a complete Team.

At the present time we have 23 paid members of the region. We have two organization from 2011 that have not rejoined in 2012, despite contact and outreach from the RD Team. ■

REGION 7

By Lorena Novy, Alternate Regional Directors

As an Alternate Director of Region 7 I am asked to step in when one of my two directors cannot attend meetings. I have attended as many meetings as I could, but I found the weekend meetings challenging at times. Working full time and being chair of Capital Pride, I found weekends to be both a time to catch up on pride work as well as check in with my loved ones. I have reviewed the minutes of the meetings. Once challenge was the midterm AGM for board members in Boston. As I could not take this time off from work, I tried to attend as much as I could remotely. Myself and the other two regional directors from Canada did the best we could to be present at various points of the meetings. Although we could not be there, I found the system worked well to include those that could not attend Boston.

This year, I was able to attend two regional conferences. The first one was region 6's conference in Rochester. At this time I was not a member of InterPride. However, I encourage my board to purchase an InterPride Banner which was used at our Capital Pride Festival. It was an energizing experience being a part of another region's conference. I also attended region 7's conference in Kelowna, B.C. (March 2012). There I was elected to be an alternate director of Region 7. It too was a great experience, and I look forward to next year's conference in Ottawa (March 2013). This year, I went to Pride celebrations in Montreal and Kingston. I will also be attending Peterborough. InterPride and FCP will be promoted at this event. We have many Prides in Ontario. The largest being Toronto Pride and the second largest being Capital Pride. There are prides in Kingston, Brockville, Cornwall, TriPride, London, Windsor, Thunder Bay, Sudbury, Peterborough to name a few. With many of Ontario's

Prides being small, promoting FCP is a top priority. At FCP we will promote InterPride.

Challenges to promoting InterPride in Canada: Although I am an American, I found the mid-year meeting heavily focused on American issues. As this was my first mid-year meeting, perhaps it was because it was in Boston? Also, many of the member benefits are US focused ... This might prove to be difficult to promote InterPride to the many smaller prides in Ontario. With Interpride being an international organization, there has to be a way to make benefits available to all regions of the organizations. Many prides are smaller and this might help increase membership. Also, with all of the directors located in Ontario, it has proven to be difficult to promote within the entire region. Although Canada's population is much less than the US, our land mass is larger, and this can prove to be difficult to go all across the country to promote the Interpride organization. With that in mind, FCP is a good place to reach out to many areas in which we cannot get to throughout the year.

My post as Alternate Regional Director commenced in March 2012. I am still taking in information from the organization. I am well versed in Google Docs and find this method quite useful with sharing of information. Being Chair of my pride this year was a big responsibility, and I was not able to put in as much time as I would have like to here. However, my term as chair is coming to a close, and I look forward to immersing myself into InterPride more whole heartily. I want to thank all of you who have responded to my questions and concerns. ■

REGION 8

No report was submitted.

REGION 9

By Herminio Adorno Ortega, Regional Director

Are you clear on what your role with InterPride is, whether it be Regional Director/ VPICommittee Co-Chair/ or Exec?

Not always, I am at times think I do, however many a time things do get lost in translation or in just the use of some simple words, I see it as a cultural challenge and in lesser time as a barrier. I shall use my trip to NYC pride, Madrid pride and WorldPride London, I wanted to see how the pride events differ and at same time are the same, for NYC, I have not only seen the March, but I have also gone to rally/festival at end, this year was advised by locals that the local government is slowly but surely controlling more the event itself first it shorten the march so it would not past in front of a certain church, secondly it moved the festival site to a much smaller area and limited the time, to close down by six P.M., this is a change, however is it for the

betterment of the event and pride itself. In Madrid even thou the parade/march is much smaller in length and size, the amount of people were a safety hazard to themselves, the locals informed me that the no use of barricade was to show this was an event for the people to be themselves and free, for me a cultural shock as to the danger, there I was given another shock upon seeing and for a time serving as translator to the blatant conduct of a U.S.A. member trying to pick some of the Spanish speaking member at the different event sponsored by our Spanish host. Offering your hotel room key, or at times your wallet showing credit cards, to try and pickup or buy someone time, I feel is not my role in InterPride, if it is I am certainly not going to be a part of this again as I told that member and left table after advising such. For me this was a very big lack of respect not only to our host country but also InterPride itself. The third city London WorldPride showed me again how much we all have to learn from people, and the lack of sensitivity by some of InterPride members again, before arriving in London some members commented at to which hotels they were staying in and the quality/cost of same, the part of my hotel is more expensive than yours and the comment of "that is how we do things in our country (country left out on purpose)" could seem as an innocent joke/comment, however for some people traveling on their own, out of their own pocket, and perhaps not of the same national gross income per capita, it sounded very pompous, I went to London to march for those in my region that could not, however after the situation many of us are well aware of, I was basically in a nice way, told to staffed the booth due to my medical condition, I know my medical condition and I paid my own way, and I went there to march. Afterwards still march over and where was the relief of those that did march, comments from members of the European countries, calling me "a little monkey from the islands," and hearing this from more than one individual, from a different country, again makes see why some of the members of black community do not wish to be a part of EPOA. There were people met along the way that did make the journey worthwhile and also a learning experience of the people of the world. So yes I think I know what my role is, however at times, maybe I am just the token monkey on someones back, or the translator for the one trying to pick-up someone, or the person trying to bring a bit a change to the world, I prefer to see myself as this last one.

Do you feel that you are making a difference? If yes, why? If no, why not? What are your barriers and what can we do to help? Having been involved with InterPride close to it beginning years I have seen many changes, at first it was an organization seeking to unify the issues that affected us at the time and even thou there were issues that divided us there were more that unified us, an example was the use the lambda in the rainbow flag, even thou it was chosen as our official symbol at the time cities such as San Francisco chose not to use it as it was

according to them a male symbol, so it done that the cities at the time were at liberty to use it or not, many did others did not however the discussion was held, and via this there was (at that time) a more unified flag, not just a rainbow which could be at times taken as a symbol of summer, a Co-op, or just a decoration from that last trip to Hawaii. Nowadays there is communication via the internet, skype, and many other technologies however a universal answer to issues still remains a hurdle due to the aspect of again perhaps cultural barriers, what might be a common everyday thing in one country or city can be offensive in another. Even in my region as an example in San Juan, Puerto Rico the event is geared as non-alcoholic and towards human rights issues along with education, of not only ourselves but inclusive of general public, on the west coast of island, they too are for human rights however their direction is in a big party which almost looks like just a giant circuit party, in the Dominican Republic they have the equal rights laws in the books however the reality in their case it is a just that in the books and their fight is to get those laws recognized, so they have a car caravan thru out the city claiming these rights be recognized and to stop the hardship their own government is causing on them, three cities, two countries, one issue EQUALITY. The communication is there however the pressure so far has not been enough and traveling is not always easy considering the airfares and visa issues in some countries, an example is Cuba, they are changing however U.S. nationals not easy to go there. yes, differences are being made, however at same time not as fast as we would like and some people are still being beaten or murdered just for being themselves.

Did you attend board conference calls? Did you review minutes from the calls? Did you vote on issues requiring votes? Yes, in most cases and if not able to make meeting at least try and read the minutes posted.

Were you able to access all the documents on email and Google docs? If not, why not? With the constant changes going on have seen several, however at times there was an issues that not everyone had access and again with the constant changes going on in system, basically just go by e-mails posted.

Did you have/receive communication from the VP of Ops that cover your region? Yes, I have to a degree, however not everything occurs as I would like it to see occur, and this is not only from VP of Ops, but at times reply from Exec Comm.

What are the barriers in your region? What could IP do to help you with these barriers? Region Nine is composed basically of islands so being physical in the events that I am aware of that do occur can at time be cost forbidden, an example for an hour and a half flight is close to seven hundred dollars, or due to government relations, not allowed in that country (Cuba

and U.S.A.) the contacts via internet and others forms of communications are good, however a physical presence, perhaps once a year at a conference or a pride/human right event would be much more beneficial.

How many Prides in your region? Six that I am aware of, however contact with some zero.

Did you reach out and make contact with member organizations in your region? there is only one member organization of which I am a member, with the others so far there is little interest as to joining interpride would be of benefit to them at this time.

How often? Via constant e-mail to non-members, however this is done via facebook, to keep up with our constant common interests.

How is InterPride perceived in your region? Do you members know who we are and what we do? I have communicated with them who we are and invited them to visit the site for more info and at same time create even more interest, however site is mainly in English, very little in Spanish which is the main language here, and even thou this year an article was published in the "Pride magazine" the article was changed so much that it seem that is was dealing only with females, it would have been good that if they were going to change it not just use perhaps a google translator for English version and not know what the use of the "@" symbol was in the article to help with the gender neutral issue in Spanish, and let the author know, when I finally saw the issue and commented to one of the vice president why was this done, I was informed the interpride has no control over what is printed, this for me is ridicules as if they can change even the pages that are of interpride, what is to stop them from putting in articles of hate to our community just by changing a few words.

Is there an InterPride presence within your region at member organization Pride events? If not, how can we increase our presence? Very little and due to what has been commented to me, very little at this time to join also.

Were you able to find more Pride organizations and get them interested in membership? Again most has been via internet and few due to interpride being an English language site with very little in Spanish or other languages, very little info to attract other organizations. In the past I offered to translate some pages to attract other organizations, however kept getting told the system was changing and it would be now more inclusive.

Did you serve on a committee (since Oct. 2011)? If so, which one(s) and how many times were you able to participate with the committee? Communication however there

have been very little posted, am now getting involved with the WorldPride committee, however have just attended part of one meeting.

If you chair a committee have you held regular meetings? if not, why? (eg/scholarship meets later in the year) How has attendance been? Am not a chair of any committee.

Did you post committee meeting notes on Google docs and share? If not, why? Nothing to note.

Did you share information about your committees progress in the monthly meetings? In the newsletter? See above.

Are you on task and will you meet the committees goals set out by the membership this year? No, am not

Did you attend a regional conference? Were you able to share information and answer questions about InterPride? Only one member organization, guess that answers that question.

Are you familiar with and able to use all the InterPride technology tools available (Google Docs & Mail, Member Suite, Facebook)? Am familiar with most (except Member Suite) and have used it as a tool to communicate with other organizations and people on interest, the could be future members of interpride and also with member of interpride to discuss issues that affect us, as individuals, a group, and people issues in general. ■

REGION 10

No report was submitted.

REGION 11

By Andreas Nilsson, Regional Director

Elected as Regional director at the AGM in Brussels last year I had a steep learning curve the first months, getting to know the organisation and the working procedures. The first months were somewhat challenging since there was a lot of rules and regulations to read and understand to be able to participate fully in discussions and decisions. I have experienced that during my first year as a RD that it's hard to make a difference within the organisations since things, rules and regulations seems to be more complicated than needed. In the last months the feeling of an organisation more interested in regulating it self have grown stronger and stronger.

During my year as an RD I have tried to attend as many of the board calls as possible, I was not able to attend the mid-

year meeting in Boston but I do feel that I have been active in e-mail discussions about most things brought forward to the board. Many times I have the feeling that there is a split in opinion between North America and Europe and this is something I see as crucial for the organisation to overcome to make InterPride a stronger organisation.

In Region 11 there are at least 18 prides and only 3 of them are members in EPOA and InterPride. Unfortunately no one else has been interested in joining the organisation since they felt that there was nothing in it for them. The membership benefits such as insurance, printing and banners are unfortunately not available outside US or North America. This is something we all need to work on to increase the numbers of members in Europe.

During the year I have contacted the different prides in my region at several occasions in regards to different things. There have been done two rounds of outreach and a third mailing asking for pictures from their events. Being an RD at the same time as you are on the EPOA board and deeply involved in my local Pride organisation has made it difficult to do as much as I have wanted.

Since I started serving on the board in October 2011 I have actively taken part of the Scholarship committee. I have participated in the e-mail discussion but have not been able to take part in the conference call where the applications were discussed and decided upon. This due to that it was a mid-week call EST, which is in the middle of the night in Europe. As a member of the committee I have to say once again that the rules and regulations sometimes makes it hard for applicants to full-fill all criteria and the application itself can be somewhat difficult to understand if you don't have English as your native language.

To conclude I think that InterPride is an interesting and important organisation for Prides all over the world and it has been fun, challenging and educational to serve on the board, being a RD and taking part in the work of the scholarship committee.

REGION 12

By Stefan Baier, Regional Director

Are you clear on what your role with InterPride is, whether it be Regional Director/ VPICommittee Co-Chair/or Exec? Yes I am. ☺

Do you feel that you are making a difference? If yes, why? If no, why not? What are your barriers and what can we do to help? Yes, I think I do – at least a little bit. I keep the Region 12 Pride list up to date, there was a Regional Conference finally this year now and I helped some of the new Prides

when they had any questions about organizing ... and I created the Region 12 Facebook page.

A kind of barrier is that there are not really much benefits for Prides in Europe (in comparison to the US for example) when they join Interpride or EPOA. But finally we got even one new member in our region to join EPOA/InterPride: CSD Rhein-Neckar!

Did you attend board conference calls? Did you review minutes from the calls? Did you vote on issues requiring votes? Yes I did as often as I could (in the last year I think I only missed one or two when I was in holidays and had no internet connection) I always read the minutes ... and I also always voted.

Were you able to access all the documents on email and Google docs? If not, why not? Yes, I was able to do that. ☺

Did you have/receive communication from the VP of Ops that cover your region? Yes. I or we did not much. But Ruben and me were communicating a bit via e-mail.

What are the barriers in your region? What could IP do to help you with these barriers? Motivating the other Prides (and they are many in my region) to join InterPride or EPOA and the AGMs. I explained the attending Prides at the regional meeting in Hamburg and also by e-mail to the other Prides how great the AGMs are – but it seemed for me that they didn't see the benefits. I think the benefits are not enough for the European Prides – in the US for example you have much more benefits with the cheaper insurance, cheaper printing costs, etc. And a big problem is to get an answer at all from them as well. From the 65 Prides maybe 10 write an e-mail answer back. ☺

How many Prides in your region? Did you reach out and make contact with member organizations in your region? how often? In Region 12 there are 70 Prides (5 more than last year – 59 in Germany, 4 in Switzerland, 7 in Austria and no Pride in Lichtenstein). By now 8 Prides (one more than last year) are member organizations of EPOA and so the same time of InterPride (6 from Germany, one from Switzerland and one from Austria).

There were new Prides in Delemont, Jura (Switzerland) and Heilbronn this year! Next year there will be new Prides in Bregenz/Vorarlberg (Austria), Wiesbaden and Amberg (Germany) and there is a second Pride organization in Mannheim (Germany).

I did reach out – of course I contacted the new Prides and explained them InterPride and my position and that I can help them if they have any questions.

I have attended the following Prides:

June 2nd in Karlsruhe, April 14th in Lörrach, June 16th in Zurich, June 23th in Berlin and the WorldPride in London.

I wrote or forwarded them e-mails about the AGM, WorldPride, Region 12 Facebook-Group, the Region 12 meeting, and the St. Petersburg Propaganda Law and the Austrian Prides about Sponsorship from Barefoot Wine – Jeremy was asking me that so he could get in contact with them.

How is InterPride perceived in your region? Do you members know who we are and what we do? InterPride should be known by them by now after the e-mails I wrote over the years and at the last regional conference I also explained the attending Pride organizers together with Robert what InterPride is.

Is there an InterPride presence within your region at member organization Pride events? If not, how can we increase our presence? At the Pride events I was attending there was no presence from InterPride, since there is no information material available to give away. Last year Mark F. Chapman, the former InterPride co-president was speaking at our festival in Konstanz and the InterPride logo was shown on the homepage from CSD Konstanz and Kreuzlingen. I think at Pride Zurich it was on their homepage as well.

It would be great to have one or better two free InterPride banners in Region 12 which could be sent from one Pride to another to increase the presence at the Prides.

I think most of the Prides would hang it up somewhere at the their festivals or at their parade trucks.

Or we could make sure that the Pride organizations would hang up the banner by giving them some benefit (maybe we could offer them something like one year no registration fee at the Interpride AGM or something like that) Just an idea.

Or what about printing our Human Rights and InterPride brochures (a box full of them) and sending them to me, so I can send them along to the 70 Prides.

Were you able to find more Pride organizations and get them interested in membership? Yes, CSD Rhein-Neckar became members of EPOA and so the same time of Interpride. There were some organizations who said they were interested like Ulm or Lörrach but until now they didn't become members. Of course the five new Pride organizations are informed as well via e-mail – but no response came back.

Did you serve on a committee (since Oct. 2011)? If so, which one(s) and how many times were you able to participate with the committee? I am with the WorldPride committee – I think I joined three out of four conference calls.

If you chair a committee have you held regular meetings? if not, why? (eg/scholarship meets later in the year) How has attendance been? I don't chair a committee.

>>>

Did you post committee meeting notes on Google docs and share? If not, why? See above.

Did you share information about your committees progress in the monthly meetings? In the newsletter? See above.

Are you on task and will you meet the committees goals set out by the membership this year? See above.

Did you attend a regional conference? Were you able to share information and answer questions about InterPride? Yes, I attended the regional conference in Hamburg on February 11th, 2012 and shared information and answered questions. I hope a lot of the Pride organizations will become members now. The conference was great and I met a lot of new organizers from the Northern Germany Pride organizations.

Are you familiar with and able to use all the InterPride technology tools available (Google Docs & Mail, Member Suite, Facebook)? Yes I do... Not much in Member Suite, since I was only able to log in once until now. ■

REGION 13

No report was submitted.

REGION 14

By Juan Carlos Alonso Reguero and Emilio Aguilera, Regional Directors

Activities of the Regional Director and ADR

We have been performing a number of tasks for InterPride that included communicating with different Pride organizers in Region 14, requesting for even and organizational information and encouraging them to join InterPride, participate in the Mid Year Board Meeting in Boston and the majority of skype calls, and accordingly to find ways of getting membership fees from different sources.

Since October 2011, we have managed to convince many Prides from Spain as Extrempride, Marbella Pride, Asturias Pride, Orgullo del sur in Spain and we made several contacts with Argentina and Cuba to become members but there were not affirmative replies from them because they don't feel InterPride close of their organizations mainly for language aspects. This fact make us think strongly on how the way we can approach to new membership.

During the Madrid international fair of tourism (FITUR) from January 18th to 22nd we performed a presentation about InterPride his mission and statements at the stage of the LGBT

area of the fair with a great success. Many people were interested in the association.

Special promotion was made of WorldPride London in order to give them more visibility and promote the event. During a lot of occasions London Pride was contacted by us in order to arrange some promotion in Madrid for WorldPride with no response.

All printed programs, brochures, and informative items of Madrid Pride are displaying the InterPride logo following our instructions in order to promote the association. All these materials were distributed all over the Spanish territory, certain tourist information corners of Spain in Europe and international fairs of tourism. On the webpage of Madrid Pride you can find the logo of InterPride and a little explanation informing about our membership of the association. All this promotional events were performed with the collaboration of my team of volunteers and the support of AEGAL.

Sponsoring

A familiarization trip was organized in collaboration with AEGAL and Madrid Visitors and Convention Bureau to assist Madrid Pride 2012. All board members who attended the mid-year meeting in Boston were invited, this year InterPride was very well represented during Madrid Pride by some officers of the board. Some EPOA members and international media were also invited to attend.

19th Annual EPOA Conference, Marseille France

The 19th annual EPOA conference took place on August 31st-September 2nd 2012 in the city of Marseille, France host of EuroPride 2012.

Hans de Meyer, President of EPOA, chaired the conference which was attended by 16 member organizations from across Europe. The conference was particularly pleased to welcome representatives from new member organizations.

Gary Van Horn Co-president of InterPride attended the first session of the AGM.

All the usual formalities of the conference were dealt efficiently. EPOA Treasurer Tomasz Backowsky referred that the EPOA's Financial Report for 2011 shows a profit. The conference also discussed and approved some important amendments to its By-laws on the basis of aboard proposal. The Board also presented the new EPOA webmail that is already in use by the board Members.

The delegates discussed also the current joint-membership arrangements with InterPride (the International Pride Organizers Association). They agreed to cooperate further with InterPride and maintain the current partnership for the next two years.

Marseille reported that plans for EuroPride 2013 are progressing well. They have to provide a full Budget and a schedule of events no further than 15 days after the AGM. The board will review the documents and will send out to the

membership. A skype call will take place in order to decide what to do with the license of Europride 2013. EuroPride license for 2015 was rewarded to Riga. Milan, Barcelona and Manchester were the contenders.

During elections the following were returned to the board of EPOA

President: **Hans De Meyer**

EuroPride Coordinator: **Juan Carlos Alonso Reguero**

Conference Coordinator: Vacant

Human Rights and Diversity Coordinator: **Elodie Brun**

Treasurer: **Tomasz Baczkowski**

Secretary: **Andreas Nilsson**

Robert Kastl is now Media and Internet Coordinator.

The Board and members thank **Andrea Macarrone** for the dedicated work he did for EPOA as Media coordinator and wish him well for the future.

Robert Thewessen (Berlin, Germany) was appointed as Auditor. ■

REGION 15

No report was submitted.



Europe's largest Pride event – Madrid Pride

REGIONS 16, 17, 18 & 19

These Regions are currently not represented by Regional Directors. The activities are included in the reports of the Vice Presidents.

REGION 20

By Brett Hayhoe, Secretary

Pride March Victoria is the only member of InterPride in Region 20. The 2012 event was held on the 5th of February with two very different outcomes on the one day:

1 – The March was a huge success with one of the largest contingents of participating organisations and individuals in the organisation's history. Strong winds didn't dampen the enthusiasm of those in attendance either. Fitzroy Street, St. Kilda

was lined with well-wishers and spectators of all ages, colours, genders and sexualities.

2 – It was not until the march had reached its destination in Catani Gardens that the skies opened up and drenched the park and all in it. What was to be a hugely successful event (financial, infrastructural, patron participation, re-designed layout etc) quickly turned into a complete disaster. Participants left the park and drove and only a handful returned when the weather eased an hour later.

Financially, the organisation – through close and responsible fiscal management – had reserves that were used to pay its accounts, but now (as they say) the cupboard is completely bare.

The organisation is strong however. Its members and sponsors are solid and loyal. The event is held in high regard throughout the community. It will re-build and be an even bigger and better event in 2013. ■







Scholarship Reports

PAMELA O'BRIEN MEMORIAL SCHOLARSHIP COMMITTEE

*Paul Sanders, Co-Chair,
Pamela O'Brien Memorial Scholarship Committee*

The Pamela O'Brien Memorial Scholarship Committee has the task of developing and promoting the InterPride Scholarship Fund.

In 2012 we awarded funds to three organizations:

- Athens Pride, Greece
- Southern Georgia Pride, USA
- Santa Fe Pride, USA

We awarded these three organizations as they were deemed worthy based on their application, financial needs and potential to serve the community, past grants and to give back to InterPride.

Athens Pride declined their award for 2012 stating that it was not enough to cover the expenses. We regret that they were unable to make arrangements based on our award.

There were 17 applications received in 2012 with only a handful complete. This has caused the committee to speak of the need to streamline the application and make it more user friendly. This is something that will be worked on post-AGM.

It was also discussed that the Scholarship Committee should potentially look at funding organizations to attend Regional Conferences since many newer and smaller organizations would benefit from a more "local" flavor than the grand scale of the AGM.

The 2012 Committee had 14 members listed on its roll throughout the year. 2 members had to step off from deliberating awards due to their organization applying for Scholarship and 3, including the Co-Chair of the Committee were completely inactive. The Co-Chair was in communication with myself but due to moving and personal circumstances he was unable to fulfill the responsibilities of the position. I would have no issues with him coming back for the next cycle if he said he was willing and his responsibilities lessened.

The members of the Committee who were active in 2012 and to whom a huge Thank You should be given are:

Sylvan Bruni, Massachusetts USA; **Trisha Clymore**, Georgia USA; **Caryl Dolinko**, Vancouver Canada; **Andrea Gilbert**, Athens Greece; **Doña Hatch**, New Mexico USA; **Jer Megowan**, Oregon USA; **Russell Murphy**, New York USA; **Andreas Nilsson**, Oslo Norway; **Paul Sanders**, New York USA; **Billy Urlich**, Connecticut USA; **Gary Van Horn**, Pennsylvania USA.

SCHOLARSHIP DONORS

The Scholarship Committee chairs would like to thank the generous donations of the following organizations and individuals made to the *Pam O'Brien Memorial Scholarship Fund* – without these donations Scholarship would not be possible:

- Alan Reiff
- Anna Dubrowski
- Atlanta Pride Committee
- Blue Ridge Pride
- Caryl Dolinko
- Connecticut Pride – Billy Urlich
- David Schneider
- Delta Foundation of Pittsburgh
- Heritage of Pride
- Keri Aulita
- Los Ranchos de Albuquerque Pride
- Mark Frederick Chapman
- Pride Houston
- QC PrideFest
- Santa Fe Pride
- Sylvain Bruni
- Taos Pride
- Tony Ross

Thank you!

Los Ranchos Pride

PJ Sedillo, delegate

Dear InterPride Board/Scholarship Committee,

I want to thank all of you for your gracious monetary support given to me to attend the 30th Annual InterPride-General Meeting & Conference held in Brussels October 18th to 23rd, 2011. It is important to note that the mission of InterPride exists to promote Lesbian, Gay, Bisexual and Transgender Pride on an international level, to increase networking and communication among Pride Organizations and to encourage diverse communities to hold and attend Pride events and to act as a source of education.

Therefore, the information gained, the networking experiences, and contacts made at the InterPride Conference will help build a better Los Ranchos Pride, but the "bulk" of the information will be spent educating other Pride Organizations that exist in the great state of New Mexico and parts of Texas and Arizona.

I arrived on Tuesday, October 18, 2011. The first event I attended was the Scholarship Recipients & Newcomers- Reception on Wednesday located at the BIP Expo at 7:30 pm. This was a great opportunity to meet and rekindle with past attendees as well as network and meet new delegates from various parts of the world. This has been my first InterPride that I have attended outside North America. It was wonderful to meet many new delegates especially from EPOA who had never traveled to North America. I had never met some of these delegates before. I have always said that "if I can get one new idea to help the Pride Organizations that I support grow and become a better organization, then it was well worth attending." This conference exceeded this expectation with many new ideas I received.

Thursday, October 20, 2011, brought forth a list of viable workshops to attend. I decided to attend Workshop 6A (Hostile Questioning). A follow up session was presented, Workshop 6B (Hostile Questioning). Honestly speaking, after attending InterPride Conferences for the past 12 years, I have ultimately experienced workshops that have been presented over and over. Needless to say, this workshop presented pertinent information that I could take back to the organizations that I assist throughout the

year. This workshop and presenter was one of the best and most educationally gained workshops that I have ever attended throughout my years of attending InterPrides. After the workshops I briefly attended the Board Meeting and left to get ready for the WorldPride 2012-London Promotional Event at the Smouss Café.

Friday, October 21, 2011, started early. I assisted Ms. Doña Hatch with finalizing her presentation for newcomers to InterPride. I attended this workshop at 8:00 am. After this workshop I attended the Opening Plenary. My primary objective was to make sure that all attendees were aware of the Annual InterPride selection for a theme. I attended the Regional Caucus for PART (Pride Associations Region Three). We met with new delegates. After this meeting, I went to the Official

Reception to Ghent. After a great night of networking, I had gained a lot of information to take back to many of the Prides that exist in Region 1 and 3.

Saturday, October 22, 2011, I set up and got ready for my Theme Workshop presentation at 9:00 am. The workshop had 8 individuals attend. The individuals who attended were an asset to narrowing down the 40+ themes for selection. The group successfully narrowed down the submitted themes to 3 which were presented to the AGM Plenary session on Sunday. I was unable to attend any workshops from 10:30 am to 4:00 pm because my primary job was to obtain translations from all of the various languages represented at the conference for all three themes selected and prepare a document to be printed for voting on Sunday. This was accomplished by 4:00 pm which let me attend the regional caucus at 4:00 pm. This year I think and feel the regional caucus meetings were very beneficial because of more conversation between members from Regions 3 & 4 sharing about who they are, what struggles we have that are similar and how we can network to help out smaller prides and develop a cohesive relationship between current prides and develop more community events. I left that meeting and got ready to attend the Belgian Night located at Les Brasseurs de la Grand Place.

Sunday, October 23, 2011, was the final Closing Plenary. I prepared the final handout with the assistance of Hans for final voting. I presented second for the agenda and proceed-

ed to present a vote from the delegates to choose the 2013 International Pride Theme. After presenting, two members were chosen to assist with vote counting and a Theme was selected. The Theme for 2013 selected was Pride 365.

Again, I want to thank all of you for your gracious monetary support given to me to attend the 30th Annual InterPride-General Meeting & Conference held in Brussels October 18th to 23rd, 2011. This is the first time I have requested financial support from the scholarship committee. I am grateful for this support. I intend to attend next year's AGM in Boston, which will be my 13th AGM that I have attended.

Blue Ridge Pride

Kristine Garina and Kaspars Zalitis, delegates

Dear InterPride and Scholarship Committee,

Thank you once again for this amazing opportunity to participate in EPOA/InterPride conference in Brussels. It's been amazing and useful experience.

What we learned

We found that this year workshops had more practical meaning than previous years. Much easier to choose from, too.

Kaspars Zalitis attended the following workshops:

- Human Rights Workshop: Hate thy neighbour
- OMG! Smh... HTC the ins & outs of organizing with LGBT millennials
- Behind the Pink Curtain

Kristine Garina attended the following workshops:

- Hostile questioning Part 1 & 2
- How to create global visibility
- Branding your event

Generally, we can say that all workshops were very useful. From the workshops attended by Kaspars Zalitis „Human Rights Workshop: Hate thy neighbour" was mostly inspiring and hosted by Billy Urich certainly brought out lots of emotions and reactions. From the workshops attended by Kristine Garina „Hostile Questioning" by Cailin McKenzie needs to be men-

tioned as the best workshop EVER attended by Kristine (not just in this conference but generally, ever)! It was practical, very educational, and useful in a way that immediately after leaving the workshop room it was easier to talk publicly, answer questions, control own body language and reactions. Very big thank you to Cailin for this lesson! Considering the environment we work in in Latvia, the importance of „Hostile Questioning” theme and being able to react accordingly and not to lose one’s cool can’t be underestimated!

What we shared

Kristine Garina and Kaspars Zalitis were both involved in the workshop „Behind the Pink Curtain” together with Billy Urich where we had a chance to share with the people who attended the workshop our own experiences and struggles. It was undeniably emotional however also very practically useful. For instance, after sharing information that it is impossible to purchase a big rainbow flag in our country, we got one sent from one of the workshop participants!

It was also an interesting discovery that in all problematic regions in recent times the pride movement started roughly at the same time without coordinating this timeline.

Sharing information with some other countries it became evident that even though we still have a lot of problems in organizing a pride event, there are countries that are in even worse position and perhaps can even learn something from us. It was very satisfying to be able to give back some of the knowledge and experience cause so far we felt like we’ve only been taking from everyone. This was our chance to encourage and inspire people.

Practical

Our pride event will take place on June 2nd 2012. From the InterPride conference in Brussels we have gained three separate international delegations that will attend our event and will make it impossible for the city council to ignore it, we have also gained international Grand Marshalls for our events at the InterPride conference. Apart from practical things we have learned at the workshops (for example, how to answer journalists calmly to hostile questions, etc.) we have also gained certain

confidence in the fact that we will be able to host a bigger event in our city one day.

Kaspars Zalitis was elected a regional director of Region 8 at the conference.

Pride March Victoria

Shane Marquis, delegate

Immediately prior to the 2011 Interpride annual general meeting (AGM) Pride March Victoria was fortunate enough to receive a scholarship to send one representative to Brussels to attend the AGM in person.

Pride March Victoria decided to send myself (Shane Marquis) the Vice President of Pride March Victoria to represent our organisation at this conference.

Firstly the location Brussels at the seat of the EU was a wonderful location for the AGM giving many of the attendees the chance to experience a culture truly different from our own in a setting that was both beautiful and friendly.

While it is understood that locations such as these are often a more expensive proposition for many of the attendees, the melting pot of languages food and culture that is only attainable in these older parts of the globe help many to understand the true meaning of diversity understanding and tolerance that many from our collective pride organisations often find ourselves asking others to embrace.

The conference, in addition to performing the business of the organisation’s AGM, also ran several streams of breakout workshops. The stream I chose to attend was the sponsorship / branding stream to gain knowledge and ideas on how to grow the events run by Pride March Victoria (PMV) in both an organisationally and financially sustainable way.

There was a varying degree of success in the breakout sessions I was able to attend and of these breakout sessions, I found three in particular to be of note.

The two sessions run by Caryl Dolinko on sponsorship where remarkably useful, especially the discussion around the need for surveys to be done to establish both the number and demographic of the people attending our events. The skills I have gained here will be of great use when holding discussions with larger organisations from which PMV will, in future

years, have to seek sponsorship.

PMV up to this point has ‘always depended on the kindness of strangers’ and to a greater or lesser extent these strangers have always been parts of the GLBTIA community in Victoria, and mostly money has been made available by entities that had a firm belief and vested interest in what we have attempted to do. I don’t believe this is sustainable in the longer term, and as the community makes greater and greater gains the belief and vested interest of the parties concerned will continue to diminish, and so revenue will need to be sought on an increasingly more commercial platform. Caryl was able to effectively and eloquently express this and I believe all learned from the session.

Surveys and crowd counts is something PMV currently does not do, and as a result of these sessions I have made it a priority for myself to have this addressed immediately by our management board.

Further more the discussions around the protection of the brand at our events, held special resonance for myself. While it is understood that income through sponsorship is the life blood of many of our organisations, we must remember that what we are fighting for (whatever our individual organisations propose that to be) should never be bought.

The third session that I feel was of note, was the session on presentation that was run by Mark Chapman. Unfortunately I feel this was of note because I think it was misinformed and highlights the need for InterPride to establish the competency of their ‘instructors’ prior to misinforming what can in some situations be a very non-discerning audience. There are many sales courses that teach both structure (which was not covered at all), presentation etiquette (which was covered, by showing what not to do) and content (which again was not covered in any substantial way) that are available from private training organisations. I would prefer to see InterPride disseminate credible information at a cost rather than attempting to have internal resources disseminate information which is frankly wrong. One such course I can recommend is the ‘Maximise Selling’ training available from total interaction.

Besides the breakout sessions there was a

great opportunity for networking with other organizations. Many of which have a very different experience of promoting pride to my own. The ability to talk and discuss the problems that an organization such as the one I represent will have, as it grows, before it has them, and the associated, many methods of navigating these issues was in many ways invaluable. I was also fortunate enough on a personal level to make new friends while I was at the conference and although this is not a direct benefit to PMV I was very grateful for the opportunity.

Unfortunately, as part of this networking I could not help but notice that there were no representatives other than myself from my part of the world. In fact I note that region 20 is still without a director and it is often in these parts of the world where most of the work still needs to be done. If I could urge Interpride to do one thing it would be to think about the many places in the world where the GLBTIA community is still harassed, persecuted and sadly, in so many places, executed.

While our successes in the western parts of the world should never go without note, there is so much more work to be done. It is easy to lose sight of this in the endless bureaucracy of the many committees that Interpride seems to spend so much time on, but as the de-facto UN of the GLBTIA global community we all look to Interpride to educate the rest of the world with more than a website. Anyone seeking out information on such a website has already been educated and the exercise becomes redundant.

The 'It gets better' campaign is representative of the way we are able in this day and age to educate and inform at very little cost to any one organization..

Jersey Lyfe/Southern NJ GLBTIQ Pride

DeAnn M. Cox, delegate

My visit to Brussels, Belgium for Interpride's Annual World Conference was truly inspiring. I have so much to report and I hope I do not miss a thing. I apologize in advance if I seem all over the place, but I don't want to skip anything.

It seemed so surreal to actually meet other pride hosts from all over the world who effort-

lessly sacrifice their livelihood or lives to host a pride celebration, not to even mention being out the closet. There are many cities, states, and countries that absolutely forbid one to be anything other than heterosexual and the penalty of otherwise is death. This is when and where I realized my journey is nowhere near complete and in fact has only begun.

This scholarship was a true blessing. As soon as I felt the urge to give up, there was this golden ticket waiting for me; pushing me towards the relentless race. I've never met and been surrounded by such fantastic and encouraging people in all my life. I developed friendships that will last a lifetime. I was so afraid to travel so far by myself, but once I was surrounded by the conferences' attendees I knew everything was going to be OK.

I was enthralled at the last meeting when all the organizations took turns on donating money for next year's scholarship recipient! I had no idea how the funds were raised for the recipients. I just wanted to stand up and scream thank you to everyone in the room. There are some great people in this world. I cannot wait until Southern New Jersey Pride is in a position to donate to the scholarship fund. I would like to send a personal thank you to New York Heritage Pride for giving me the unused registration. Lord knows I barely had enough money to eat, let alone, pay for the registration fee. Hans did an outstanding job hosting!

The workshops I attended were absolutely awesome. I learned, including but not limited to:

- various effective marketing strategies
- how to communicate with constituents and sponsors
- the true meaning and effectiveness of a publication
- what other cities/countries are implementing during pride celebrations
- not all prides are about "partying" but educating
- development of an effective PowerPoint presentation
- current lesbian issues in the US and Europe (and even within Interpride)

I decided to totally revamp the operations and projects of Southern NJ GLBT Pride based upon what I learned and experiences in Brussels – some of which have already been implemented.

I set a goal to get Southern New Jersey ready to submit a proposal to host an Annual World Conference within the next five years. I also made a promise to myself to do everything I possibly can to promote and educate others about InterPride. I was so fortunate to learn about the organization through Franny from Philly Pride. I am totally excited to attend the conference in Boston next year!

Thank you so much! There are many words to express my gratitude and I hope it shows within this context. Thank you thank you thank you!

LGBT Coalition of Western MA.

S. J. Seymour, delegate

My experience at the AGM in Brussels was absolutely fabulous!

I met many new people, especially from Europe, that broadened my view of what the experience is like for European Pride organizers.

I learned a great deal in some of my workshops, esp. marketing strategies and working with young people at pride, as well as a very exciting discussion regarding human rights that made me feel motivated about doing even MORE in this regard. The Coalition will be working with Boston Pride this coming January, in hosting a human rights discussion in our part of the state, as well as assisting with next year's ASGM in Boston. I feel it is essential that the human rights struggle worldwide be something that is understood at the local level and at our individual Pride events.

As a result of my passion for Interpride and human rights, I ran for a position on the Board and was elected (!!). This is by far one of the most exciting projects I have been involved in, in many years, and I look forward to serving with zeal! As a direct result of my experience at Interpride, our organization has been able to work with smaller /marginalized communities in the western part of Massachusetts, connecting and making a real difference in many people's lives. It is our organization's intention to encourage and assist smaller Pride organizations and Gay/Straight Alliances in their growth, as well as work to build our Rainbow Riverfest event in our area. My experiences at Interpride continue to give me the education and the stamina to go forward with these endeavors.



Networking and socializing – 2012 AGM and Conference, Brussels, Belgium

Taos Pride

Brisa Apodaca, delegate

I attended the world-wide conference in Brussels, Belgium on Oct 20-23rd, 2011. The workshops, plenaries and caucuses I attended were: Newcomers Scholarship Reception, Captivating Communication and Effective Marketing, Engaging Youth in Your Pride Event, Hostile Questioning sessions A + B, Beginners Orientation, Women's Caucus, Region 3 Caucus meetings, Theme workshop, Branding Your Event and all plenaries. I was elected to be the alternate regional director for Region 3. (New Mexico, Texas, Colorado, Kansas and Oklahoma.)

The Town that I reside in is Taos, New Mexico, a small rural community of 10,000 people. I represented Taos Pride in Brussels. The Taos Pride organization is in its infancy; we recently filed for non-profit status. This was the second consecutive year that a public Pride event was held in our community. It consisted of a comedy show, two dances, a day long event in a public park and a brunch. We were the target of a virulent and hostile group of protestors who drove 5 hours to protest our event. They were well organized and articulated a consistent message when interviewed, based on a rightwing theological perspective. We were not prepared nor did we anticipate their presence.

The conference provided strategies for

networking and communication with other pride organizations. The workshops on Branding, Engaging Youth, and Hostile Questioning, though very different in nature, have consolidated for me into a strategy that can be used to make our next pride event more successful.

Engaging Youth provided the strategies for reaching as many demographics as possible. Identifying each demographic, understanding any special needs and addressing those needs is paramount. For example, with a young population, transportation is a key issue to address. The Branding and Marketing Workshop provided a foundational understanding for establishing a well-defined regional identity and incorporating your "special ness" into your marketing. In the case of Taos our physical beauty is a "hook" that can be used when marketing. The need to work closely with such organizations as the Chamber of Commerce and local businesses was stressed.

Additionally, the Branding and Marketing Workshop conveyed a consistent theme: the need for a coherent and recurring message should be incorporated in all our communications. The need for a professional identity will give our organization credibility with potential sponsors, large and small.

The workshop that had the most emotional and intellectual impact on me was the Hostile Questioning Workshop. The impact of this

workshop stemmed from the aggressive and negative behavior that the Taos Pride committee members and our volunteers encountered from protestors. The first half of the workshop consisted of theory and the need for a disciplined and thoughtful approach to antagonism. The second part of the workshop consisted of putting the theory into practice. In the role play, I was chosen to be the advocate for gay rights; I was the one who everyone hated. I thought it would be an easy assignment. What I found was it was actually very challenging. I was given well delivered and thoughtful feedback on my strengths and areas of opportunity from the facilitator as well as from my peers. I learned the importance of desensitizing oneself from hostility and hatred. Those things are intertwine-able and knowing your enemy, understanding their thinking and anticipating their strategies will weaken their attacks. Desensitizing comes from practicing the tirades of your opponents on each other. I understood the importance of responding under pressure with grace, intelligence, calmness, and charm. This is a message I will share and practice with my committee members in Taos.

I have been asked by PFLAG Taos to share my insights from the conference with them. I will also be discussing what I learned in Brussels with my own organization. Thank you for the opportunity to attend the conference. It was an enriching and important experience for me.

