

# 2014 Annual Report

REFLECTIONS  
OF **PRIDE**

STONE  
WALL **415**

## **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.

### **VISION**

InterPride's vision is a world where there is full cultural, social and legal equality for all.

### **MISSION**

InterPride's mission is to increase the capacity of our network of LGBTI Pride organizations around the world to raise awareness of cultural and social inequality, and to effect positive change through education, collaboration, advocacy and outreach.

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

InterPride accomplishes its mission with Regional Conferences and an Annual World Conference (AWC). At the annual conference, InterPride members network and collaborate on an international scale and take care of the business of the organization.

InterPride is a voice for the LGBTI community around the world. We stand up for inequality and fight injustice everywhere. Our member organizations share the latest news so that we can react internationally and make a difference.

*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](mailto:info@interpride.org) or via our website.

## **[www.interpride.org](http://www.interpride.org)**

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Information in this Annual Report is known to be correct at the time of production October 17<sup>th</sup>, 2014 This Annual Report was designed by Brett Hayhoe.



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# 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 2014 Board, along with their member organization affiliation.

## Executive Committee:

Sue Doster

**Co-President**

New York, NY, USA

Gary Van Horn Jr.

**Co-President**

Pittsburgh, PA, USA

Brett Hayhoe

**Secretary**

Melbourne, VIC, Australia

Linda DeMarco

**Treasurer**

Boston, MA, USA

James Hermansen-Parker

**Vice President Member Services**

Norfolk, VA, USA

Emilio Aguilera

**Vice President Operations**

Madrid, Espana

Cain Williamson

**Vice President Operations**

Atlanta, GA, USA

Shannon Lank

**Vice President Operations**

Phoenix, AZ, USA

Marion Steele

**Vice President Operations**

Halifax, NS, Canada

(resigned October 2014)

**Regions 15, 16, 18, and 20 are currently not represented by a Regional Director but monitored by the Executive Committee.**

## Regional Directors:

### REGION 1 DIRECTORS

Ron deHarte, Palm Springs, CA, USA

Rhonda Fuller, Long Beach, CA, USA

### REGION 2 DIRECTORS

Frank Leonzal, Tacoma, WA, USA

### REGION 3 DIRECTORS

Patrick French, Tulsa, OK, USA

Neil Macernie, Albuquerque, NM, USA

### REGION 4 DIRECTOR

Matt Crawford, Troy, MI, USA

### REGION 5 DIRECTORS

Dustin Brookshire, Atlanta, GA, USA

Rocky Bowell, Ft. Lauderdale, FL, USA

(Isaac Kelly resigned in September 2014)

### REGION 6 DIRECTORS

Paul Sanders, Staten Island, NY, USA

Michele Irimia-Bernabe, Fairview, NJ, USA

Alternate: Chris Calvert, Jackson Heights, NY, USA

### REGION 7 DIRECTORS

Chrissy Taylor, Vancouver, BC, Canada

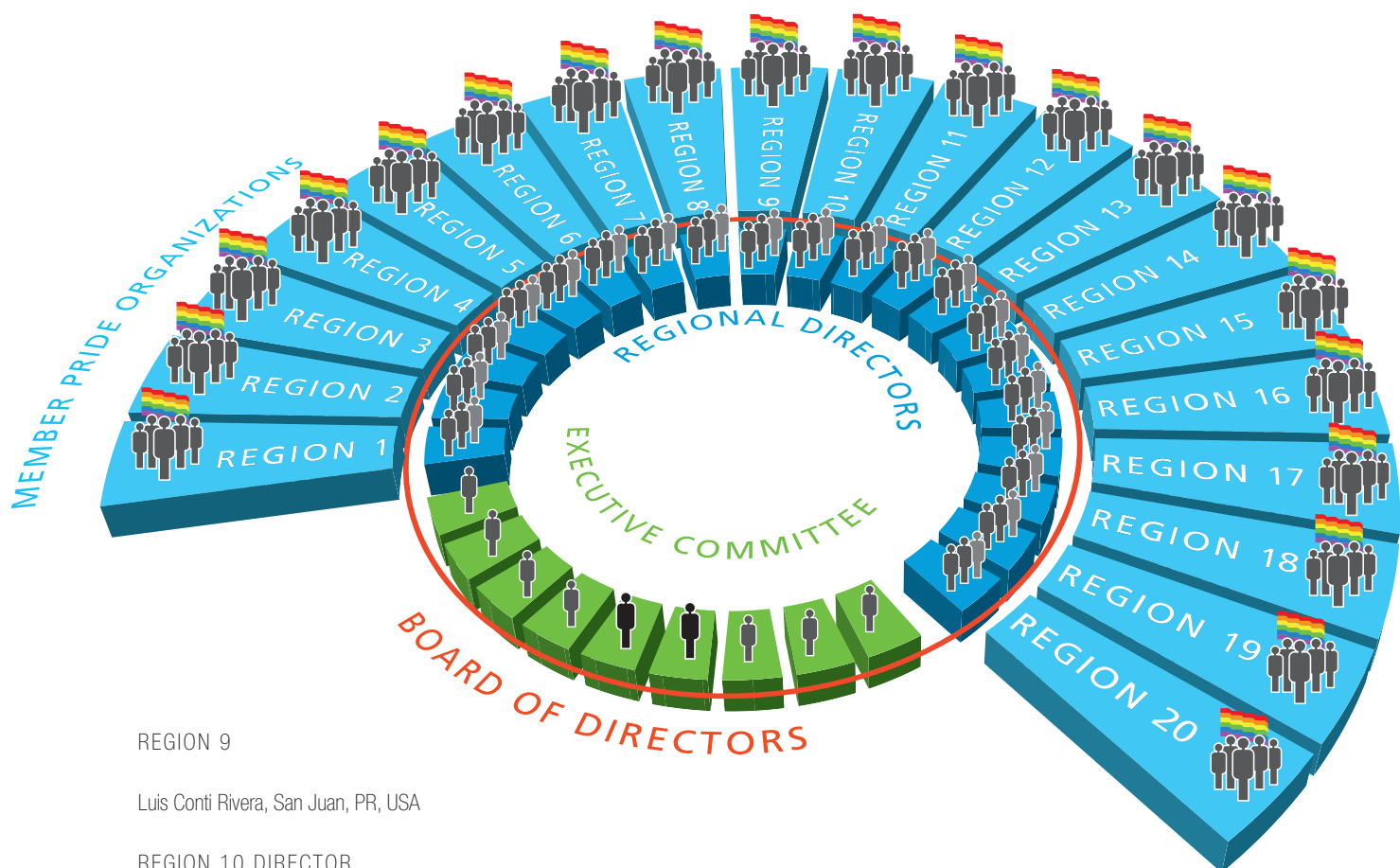
Dallas Barnes, Toronto, ON, Canada

Alternate: Chris Ellis, Toronto, ON, Canada

### REGION 8 DIRECTORS

Kaspars Zalitis, Riga, Latvia





#### REGION 9

Luis Conti Rivera, San Juan, PR, USA

#### REGION 10 DIRECTOR

Phyll Opoku-Gyimah, London, UK

#### REGION 11 DIRECTOR

Jon Baldvinsson, Reykjavik, Iceland

#### REGION 12 DIRECTORS

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

#### REGION 13 DIRECTORS

Vincent Boileau-Autin, Montpellier, Languedoc-Roussillon, France

#### REGION 14 DIRECTORS

Juan Carlos Alonso Reguero, Madrid, Espana  
Andrea Maccarrone, Roma, Italia

#### REGION 19 DIRECTORS

Sridhar Rangayan, Mumbai, India

**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 and elect the Executive Committee members.

## Co-President's Report

*by Sue Doster and Gary Van Horn Jr, Co-Presidents*



As we look back over the year since our last AGM, there is much we can be proud of as an organization. We at InterPride are more prepared than ever to continue to serve and support our member organizations. Some of InterPride's efforts include:

- Working with the amazing team at PrideToronto on the most incredible WorldPride yet.
- The board has continued to collaborate with like-minded organizations on how we can work together and you will hear more about that at the AGM in Pittsburgh.
- Working on the newest version of the Pride Radar in collaboration with PrideUnited.
- Successfully held the line on spending and increased our income, culminating in a strong fiscal outlook for the organization.
- Made socially-responsible investments that have shown a good return rate
- The streamlining many processes of the organization to increase effectiveness
- Moved from a "reason-not-to" to a "reason-to" organizational mentality

Change is a process and we still have work to do moving forward:

- Continue to attract member organizations outside of the United States of America and even outside of North America.
- Continue to identify areas that we can continue to provide increased member benefits to our members.
- Make our annual general meeting as well as regional conferences educational, relevant and also affordable.
- Continue the momentum with WorldPride to prepare for future WorldPrides in 2017 and beyond.
- Continue to groom and encourage future leaders of the organization
- Remembering that our membership is very diverse and has different needs. Understanding their needs and continuing to help them succeed.

As we see many strides towards greater equality across the globe, Prides will change. We need to understand today's Prides but also be ready to support areas of the world that may not be as far along on our quest for equality.

We have enjoyed working with each other over the past year and look forward to working together as InterPride continues to grow.

We hope to see you in Pittsburgh, PA for our Annual General Meeting!

**REFLECTIONS  
OF PRIDE** | **STONE  
WALL 415**

# InterPride Regions

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

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

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

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

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

**Region 6:** United States (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington D.C.)

**Region 7:** Canada, St. Pierre et Miquelon

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

**Region 9:** Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Costa Rica, Cuba, 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 and Caicos Islands, Virgin Islands (U.K.), Virgin Islands (U.S.)

**Region 10:** Guernsey, Jersey, Ireland, Isle of Man, United Kingdom of Great Britain and Northern Ireland (including England, Northern Ireland, Scotland and Wales)

**Region 11:** Åland, Denmark, Faroe Islands, Finland, Greenland, Iceland, Jan Mayen, Norway, Svalbard, Sweden

**Region 12:** Austria, Germany, Liechtenstein, Switzerland

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

**Region 14:** Andorra, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Gibraltar, Guyana, Israel, Italy, Malta, Palestine, Paraguay, Peru, Portugal, San Marino, South Georgia and the Sandwich Islands, Spain, Suriname, Uruguay, Vatican City, Venezuela

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

**Region 16:** Algeria, Angola, Benin, Botswana,

Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Cote d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mayotte, Morocco, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Réunion, Rwanda, St. Helena, Sao Tomé and Príncipe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Western Sahara, Zambia, Zimbabwe

**Region 17:** reserved for future use

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



**Region 19:** Bangladesh, Bhutan, British Indian Ocean Territory, Brunei, Cambodia, Democratic People's Republic of Korea, Hong Kong, India, Indonesia, Japan, Laos, Macau, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Papua New Guinea, People's Republic of China, Philippines, Republic of China, Republic of Korea, Seychelles, Singapore, Sri Lanka, Thailand, Timor-Leste, Vietnam

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



# A World of PRIDE



Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.

Margaret Mead  
1901 – 1978  
US anthropologist

**COMPROMETIDOS  
CON EL  
ORGULLO  
MUNDIAL**

Contáctanos  
Puedes contactar con InterPride por email [info@interpride.org](mailto:info@interpride.org)  
o a través de nuestra página web.

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Ne doutez pas qu'un petit groupe de citoyens réfléchis et engagés peuvent changer le monde. En effet, c'est toujours de cette manière que les choses sont passées.

Margaret Mead  
1901 – 1978  
anthropologue américaine

**ENGAGÉS POUR LA  
FIERTÉ  
DANS LE MONDE  
ENTIER**

Contacter-nous  
InterPride vous pouvez nous contacter par courriel  
[info@interpride.org](mailto:info@interpride.org) ou via notre site web.

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# Executive Committee Reports

*James Hermansen-Parker*  
*Vice President Member Services*

Having assumed the role of VPMS in November, I had to quickly learn the role and assist members renew in our online system while adjusting to the tasks required of me. The job has many responsibilities, mostly to keep our members updated on how to access our benefits and to ensure they have ready access to the same. This means constant communication, which was a challenge at first. Over the course of the year, I feel that I have become more capable at answering questions a member or potential member has posed of me. I personally feel that as a membership organization, my job is a unique and special one because members reach out to this position more often than they do their Regional Directors in some cases.

Coming up with a system of updating our database regularly has been one of my personal tasks, which was not difficult to do. Our database sends me emails when a member renews, or changes info in their file. I can then update their info (i.e., update the date for their event in the calendar section of our website and then also update our new Global Pride Calendar app). I have done my best at responding to emails in a timely manner because I know that not having the information to update an organization's membership can be frustrating and we want to make that process as smooth as possible. I typically respond to emails within 24 hours, unless something else is going on. In that case, I send a note saying that I have received their email and am working on an answer to their question so they know that I have acknowledged them and will get back to them. If the information I have given them doesn't help, I take it one step further and set up a phone call with the member to walk them through the renewal process.

To keep the board up to date on membership renewals, I began sending the Regional Directors updated databases of their membership at the beginning of the month. These databases included former members who had not yet renewed, as well as all the members who had renewed since the previous month. With the exception of Fierté Canada Pride and EPOA, who maintain their own databases, I updated the Regional Directors accordingly. I then added the Vice Presidents of Operations, the co-chair of Member Services Sherri Rase, and the Co-Presidents to a full listing of the current membership for information purposes. FCP was helpful in including me to access of their database so I can see when their members renewed, as well as received emails when they renewed. Sandi Stetson and her team have been great to work with. I am sad to say that I do not have good contact info for the leadership for EPOA and therefore do not have or receive updated info regarding membership numbers. I hope that we can correct this during our AGM in October in Pittsburgh.

I attended the Region 3 conference in Tulsa, Oklahoma in February and was very impressed by the work that Patrick French and the team there did, having no experience on what a regional conference should be like. They should be commended for the outstanding job they did. I then attended the joint Region 5 & 6 conference in Atlanta, Georgia in March and they did an outstanding job. The work that was started three years ago in Pittsburgh in an impromptu joint conference continued to show how well these two regions work together. I attended the Mid-Year meeting in Pittsburgh in April where we learned more about the direction we can take this organization and some of our board

members shared more about who they are and what brought them into the Pride movement. This insight helps us all grow and helps us define what InterPride is. In June, I attended my first large Pride event and was proud to march in my first Pride-related march at the Trans March for World Pride Toronto. I also helped carry our banner in the largest Pride Parade in Toronto's history. I attended Hampton Roads Pride in August, Roanoke Pride in September and will be assisting with First Aid and other assorted volunteer duties at NOVA Pride's very first Pride event at the beginning of October just outside Washington, D.C.

I think I have helped stabilize this position over the course of this year, working directly with my predecessor throughout the year on many projects, like our new Global Pride Calendar app (more info on that in the Member Services committee report). Sue has helped me solve technical problems with our database, has given me insight to the job and helped me define the duties of this position better than when I first assumed the role. I have worked with the entire Executive Committee when they have needed me to fulfill my duties, served as Chair of both the Member Services Committee and the Methods & Standards Committee, worked on Scholarship, CSIC and World Pride when needed, and have made myself available when my schedule permits. I know that I should have assisted more with Fund Development and I apologize to its chair for not assisting more in that.

The role of Vice President of Member Services is a role I take very seriously and am humbled that I was selected for this job. Personally, I think this role is one of the most important roles because they have the most direct contact with our members and can make or break that relationship just by how they respond to questions. I hope that I have been good in this role and that the membership can be proud of the work I have done on their behalf.

*Cain Williamson*  
*Vice President Operations*

As a Vice President of Operations, I am required to attend the regional conference in my home region as well as one other. This year I attended the CAPI/Region 3 Conference in Santa Fe, New Mexico and the joint Region 5/6 conference in Atlanta, Georgia. Both conferences were well produced and well attended. At each, I was able to reconnect with many people I had met at previous conferences as well as meet a number of new people. As a result I was able to share information about InterPride with a number of people who had previously had little if any experience with InterPride as an organization. Additionally, at the Region 5/6 Conference, I facilitated a panel discussion with representatives from the White House, HRC, and The Equality Federation on the state of the LGBTQ Equality Movement.

Also, this year, I was also able to participate in the mid-year board meeting in Pittsburgh, Pennsylvania; World Pride in Toronto, Ontario; and a number of other meetings with peer international LGBTQ organizations including ILGA and GLISA.

And most recently, I attended an event at the National Center for Civil and Human Rights in Atlanta, Georgia at which the Lord Mayor of Nuremberg, Germany spoke about the International Human Rights Award that Nuremberg bestowed on Kasha Jacqueline Nabagesera who was also 2014 InterPride Solidarity Fund grant recipient for Uganda Beach Pride. I was able to spend about an hour with Kasha in a one-on-one meeting after the event where we discussed InterPride and how the



organization could be more beneficial to Prides in hostile environments such as most of Africa.

I believe my attendance and participation in these meetings and events has helped InterPride to be a more active, engaged, and recognized organization on a global scale, enabling InterPride to be more effective at fostering the Pride movement globally. However, this work certainly comes with challenges. The biggest of which for me is dedicating enough time and financial resources to the work of InterPride. It takes a lot of time and money to travel to all of these meetings. I am committed to the work of InterPride and can certainly see the progress of the organization and potential for its growth. But that also means that at times I feel overwhelmed by the enormity of the challenge InterPride has set for itself.

As a result, I feel like I could be more effective as a board member and InterPride could be more effective as an organization if we could complete a strategic plan for the next three years. This would help us prioritize what major efforts we are going to undertake and it would help us establish a budget to undertake those efforts.

Additionally, I would like to see the board meet in person more than twice next year. It is a very good thing that the board meets monthly via GoToMeeting. However, meeting in person offers a chance for deeper and more substantive interaction than can be achieved in a web-meeting. It is this kind of interaction that is necessary for the completion of a strategic plan.

*Emilio Aguilera*  
Vice President Operations

I was elected Vicepresident of Operations in Montreal , prior I served as ARD and VP Operations for one year.

I decided to re-ran for the office in order to make the Excomm more diverse in all aspects from language to geographical location. We are an international organization so we must have international representation on the board to think globally.

As the year before during this year I made huge outreach and I performed many presentations of Interpride to let the people know who we are and what we do.

In Europe there are several organizations that still do not know who we are and what we do as an organization If we want to have the recognition that IP has in America we have to work on it.

During the International Fair Of Tourism in Madrid I performed a presentation of Interpride from the main stage of the LGTB corner. I run trough the website explaining our estructure and our mission and state-ments. Many people were interested on hear about Interpride.

Also a promotional presentation was performed by me about Worldpride Toronto in order to spread the information and invite the people to assist.

For the presentation we stayed in contact with the toronto folks and they send us brochures and materials for the presentation.

I could say with great satisfaction that loads of new people knows what Interpride is by my hand.

I cant regularly attend to all the board calls, due to my work schedule its very complicated to attend but I always read the minutes in order to keep me updated on whats going on.

I always try to speak about IP and all printed programs and informative items of Madrid Pride are displaying the Interpride Logo to give visibility to the association.

As a conclusion I would like to say that my involvement this year was less that the year before for personal and work reasons.

I attended to WP Toronto and I worked at the IP booth folding brochures. I would like to Thank you from the bottom of my heart for giving me the opportunity of being part of this!



## SECRETARY'S REPORT

*By Brett Hayhoe, Secretary*

As my second and final allowable term comes to an end at this year's AGM & World Conference, and as mentioned in the mid-year report, I have considered it an honour and privileged to serve with some amazing people for an organization I truly believe in with work I strongly believes makes a difference.

I am certainly not going anywhere and have several options available to me to continue serving you, the members of InterPride, should you wish me to.

This year I attended the Mid-Year Meeting in Pittsburgh, and in addition to serving you as Secretary, I actively participated on the Methods & Standards Committee and Co-Chaired both the WorldPride and Communications Committees. I also attended occasional meetings of the CSIC, Fund Development and Scholarship committees.

You will see and hear lots of and from me over the course of the AGM & World Conference and I hope to meet as many people from across the globe as possible throughout this time..



## FINANCE REPORT

by Linda DeMarco, Treasurer

The budget for 2014 is on target for year-end December 31, 2014. The anticipated expense for the last quarter of the year, of which our AGM is held, is projected as indicated in the approved budget for 2014. The attached Budget vs. Actual (year to date 9/30/14) indicates such.

For accounting purposes and ease of operations, Budget items for income and expense were created and approved for working Committee. Committees include: Finance, Human Rights, World Pride, Fund Development, CSIC/Conference, and Communications. Scholarship and Solidarity budget items are classified as restricted funds and expenses as indicated. There have been no line item changes to the budget by the Board for 2014. It is anticipated that each Committee will stay within its budget for the year.

InterPride holds two checking accounts (Bank of America and First Commonwealth Bank). InterPride also has two Investment accounts; a money Market Account with First Commonwealth Bank and an Investment Account with Calvert Investments. As the Balance Sheet (attached) indicates (Calvert Investments) has

a healthy balance of \$159,471. The initial investment of \$100,000.00 (from a mature cd back in 2013) and subsequent transfers to the investment account of \$50,000.00 in 2014 indicates our investments have been successful.

The tax returns and filing for 2013 are in the hands of InterPride's CPA, Julie Siska. The taxes were on an extension and are due to be filed on November 15, 2014.

The proposed budget for 2015 will be produced at the last Finance Meeting of the year at the AGM. This proposed budget will be presented to the membership at the scheduled Plenary for approval. A call for budget items has been sent to committee chairs to be discussed at this Finance meeting. It is anticipated that the proposed budget for 2015 will not deviate much from this past 2014 budget.

Committees Served On: Finance, Member Services, Methods and Standards and Scholarship.

I have tried my best to participate on monthly calls and help when I can if the Chairs have asked.

### INTERPRIDE RESTRICTED FUNDS

|                              | 2012 actuals        | 2014 budget        |
|------------------------------|---------------------|--------------------|
| <b>SCHOLARSHIP</b>           |                     |                    |
| Current fund (2013 end)      | \$ 5,020.69         | \$ 2,000.00        |
| InterPride pledge match      |                     | \$ 2,500.00        |
| 2014 Pledge                  | \$ 9,449.00         | \$ 5,000.00        |
| <b>Total 2014 start fund</b> | <b>\$ 14,469.69</b> | <b>\$ 9,500.00</b> |
| <b>2014 disbursement</b>     |                     |                    |
|                              | \$ -                | \$ 9,500.00        |

|                              |                     |                    |
|------------------------------|---------------------|--------------------|
| <b>SOLIDARITY</b>            |                     |                    |
| Current fund (2013 end)      | \$ 1,745.78         | \$ 1,500.00        |
| InterPride pledge match      |                     | \$ -               |
| 2014 Pledge                  | \$ 9,471.00         | \$ 500.00          |
| <b>Total 2014 start fund</b> | <b>\$ 11,216.78</b> | <b>\$ 2,000.00</b> |
| <b>2014 disbursement</b>     |                     |                    |
| Kenya                        | \$ 900.00           |                    |
| Uganda                       | \$ 1,000.00         |                    |
| Bahamas                      | \$ 1,000.00         |                    |
| Mumbai                       | \$ 1,000.00         |                    |
|                              | <b>\$ 3,900.00</b>  |                    |
| <b>2014 expenses</b>         |                     |                    |
|                              | \$ 45.00            |                    |
|                              | \$ 45.00            |                    |
|                              | \$ 45.00            |                    |
|                              | \$ 45.00            |                    |
|                              | <b>\$ 180.00</b>    |                    |
| <b>2014 subtotal</b>         | <b>\$ 7,136.78</b>  | <b>\$ 2,000.00</b> |



5:40 PM  
10/05/14  
Accrual Basis

**InterPride Inc**  
**Profit & Loss Budget vs. Actual**  
January through September 2014

|                                                       | Jan - Sep 14     | Budget           |
|-------------------------------------------------------|------------------|------------------|
| <b>Ordinary Income/Expense</b>                        |                  |                  |
| <b>Income</b>                                         |                  |                  |
| 4000 · Membership Revenue                             |                  |                  |
| 4010 · Affiliate Dues                                 | 300.00           | 500.00           |
| 4000 · Membership Revenue - Other                     | 27,379.51        | 26,000.00        |
| <b>Total 4000 · Membership Revenue</b>                | <b>27,679.51</b> | <b>26,500.00</b> |
| 4500 · Operations Revenue                             |                  |                  |
| 4540 · Cookbook Sales                                 | 10.00            | 500.00           |
| 4510 · Fundraising                                    | 0.00             | 1,500.00         |
| 4600 · Ad Income                                      | 17,300.00        | 17,400.00        |
| 4800 · License Fees                                   |                  |                  |
| 4810 · World Pride License Fee                        | 1,300.00         | 2,500.00         |
| <b>Total 4800 · License Fees</b>                      | <b>1,300.00</b>  | <b>2,500.00</b>  |
| 4900 · Sponsorships                                   |                  |                  |
| 4930 · Sponsorships - Corporate                       | 0.00             | 3,500.00         |
| <b>Total 4900 · Sponsorships</b>                      | <b>0.00</b>      | <b>3,500.00</b>  |
| <b>Total 4500 · Operations Revenue</b>                | <b>18,610.00</b> | <b>25,400.00</b> |
| 5200 · Merchandise & Sales                            |                  |                  |
| 5210 · Apparel & Clothing                             | 300.69           |                  |
| 5200 · Merchandise & Sales - Other                    | 0.00             | 100.00           |
| <b>Total 5200 · Merchandise &amp; Sales</b>           | <b>300.69</b>    | <b>100.00</b>    |
| 5990 · Miscellaneous Revenue                          | 0.01             |                  |
| <b>Total Income</b>                                   | <b>46,590.21</b> | <b>52,000.00</b> |
| <b>Gross Profit</b>                                   | <b>46,590.21</b> | <b>52,000.00</b> |
| <b>Expense</b>                                        |                  |                  |
| 8400 · Human Rights Expenses                          | 0.00             | 3,000.00         |
| 6500 · Scholarship Expenses                           |                  |                  |
| 6510 · Scholarship Matching Funds                     | 0.00             | 2,500.00         |
| <b>Total 6500 · Scholarship Expenses</b>              | <b>0.00</b>      | <b>2,500.00</b>  |
| 7000 · Board & Conference Expenses                    |                  |                  |
| 7010 · Alumni                                         | 0.00             | 500.00           |
| 7200 · Conferences & Travel Expenses                  |                  |                  |
| 7220 · Conference Expenses                            | 0.00             | 10,000.00        |
| 7260 · Registration Fees                              | 0.00             | 500.00           |
| 7280 · Travel & Transportation                        | 1,955.50         |                  |
| <b>Total 7200 · Conferences &amp; Travel Expenses</b> | <b>1,955.50</b>  | <b>10,500.00</b> |
| 7500 · Newsletter                                     | 0.00             | 300.00           |
| 7700 · Regional Outreach                              | 0.00             | 1,500.00         |
| 7750 · Regional Conference Support                    | 7,200.00         | 8,000.00         |
| 7790 · Solidarity Fund Pay Out                        | 3,900.00         |                  |
| 7900 · World Pride                                    | 3,834.09         | 5,000.00         |
| 7990 · Miscellaneous Expenses                         | 0.00             | 2,000.00         |
| 7000 · Board & Conference Expenses - Other            | 0.00             | 10,000.00        |
| <b>Total 7000 · Board &amp; Conference Expenses</b>   | <b>16,889.59</b> | <b>37,800.00</b> |
| 8000 · Administrative & General Exp                   |                  |                  |
| 8010 · Administrative Charges                         |                  |                  |

5:40 PM  
10/05/14  
Accrual Basis

**InterPride Inc**  
**Profit & Loss Budget vs. Actual**  
January through September 2014

|                                                      | <b>Jan - Sep 14</b> | <b>Budget</b>    |
|------------------------------------------------------|---------------------|------------------|
| 8030 · Bank & Interest Charges                       | 253.31              | 425.00           |
| 8050 · Credit Card Charges                           | 911.26              | 600.00           |
| <b>Total 8010 · Administrative Charges</b>           | <b>1,164.57</b>     | <b>1,025.00</b>  |
| 8100 · Communications                                |                     |                  |
| 8105 · Marketing/Advertising                         | 277.29              |                  |
| 8110 · Conference Calls                              | 0.00                | 100.00           |
| 8120 · Brochures/Banners                             | 0.00                | 600.00           |
| 8150 · Web Site                                      | 90.15               | 4,500.00         |
| 8160 · Survey Service Costs                          | 10.00               |                  |
| <b>Total 8100 · Communications</b>                   | <b>377.44</b>       | <b>5,200.00</b>  |
| 8300 · Insurance                                     | 0.00                | 525.00           |
| 8500 · Office Supplies                               | 250.38              |                  |
| 8560 · Postage & Shipping                            | 79.84               | 125.00           |
| 8600 · Professional Fees                             |                     |                  |
| 8630 · Consultants Fees                              | 1,500.00            |                  |
| 8600 · Professional Fees - Other                     | 0.00                | 2,000.00         |
| <b>Total 8600 · Professional Fees</b>                | <b>1,500.00</b>     | <b>2,000.00</b>  |
| 8800 · Taxes                                         |                     |                  |
| 8820 · Taxes                                         | 0.00                | 1,000.00         |
| <b>Total 8800 · Taxes</b>                            | <b>0.00</b>         | <b>1,000.00</b>  |
| 8990 · Miscellaneous Expenses                        | 0.00                | 2,250.00         |
| <b>Total 8000 · Administrative &amp; General Exp</b> | <b>3,372.23</b>     | <b>12,125.00</b> |
| <b>Total Expense</b>                                 | <b>20,261.82</b>    | <b>55,425.00</b> |
| <b>Net Ordinary Income</b>                           | <b>26,328.39</b>    | <b>-3,425.00</b> |
| <b>Other Income/Expense</b>                          |                     |                  |
| Other Income                                         |                     |                  |
| 3500 · Restricted Income                             |                     |                  |
| 3510 · Restricted Scholarship Revenue                | 4,325.00            |                  |
| 3530 · Solidarity Fund                               | 1,500.00            |                  |
| <b>Total 3500 · Restricted Income</b>                | <b>5,825.00</b>     |                  |
| 9000 · Other Income                                  |                     |                  |
| 9020 · Interest Income                               | 1.72                | 50.00            |
| 9030 · Investment Income                             | 2,764.81            | 3,500.00         |
| <b>Total 9000 · Other Income</b>                     | <b>2,766.53</b>     | <b>3,550.00</b>  |
| <b>Total Other Income</b>                            | <b>8,591.53</b>     | <b>3,550.00</b>  |
| <b>Net Other Income</b>                              | <b>8,591.53</b>     | <b>3,550.00</b>  |
| <b>Net Income</b>                                    | <b>34,919.92</b>    | <b>125.00</b>    |

5:40 PM  
10/05/14  
Accrual Basis

InterPride Inc  
**Profit & Loss Budget vs. Actual**  
January through September 2014

|                                            | \$ Over Budget | % of Budget |
|--------------------------------------------|----------------|-------------|
| Ordinary Income/Expense                    |                |             |
| Income                                     |                |             |
| 4000 · Membership Revenue                  |                |             |
| 4010 · Affiliate Dues                      | -200.00        | 60.0%       |
| 4000 · Membership Revenue - Other          | 1,379.51       | 105.31%     |
| Total 4000 · Membership Revenue            | 1,179.51       | 104.45%     |
| 4500 · Operations Revenue                  |                |             |
| 4540 · Cookbook Sales                      | -490.00        | 2.0%        |
| 4510 · Fundraising                         | -1,500.00      | 0.0%        |
| 4600 · Ad Income                           | -100.00        | 99.43%      |
| 4800 · License Fees                        |                |             |
| 4810 · World Pride License Fee             | -1,200.00      | 52.0%       |
| Total 4800 · License Fees                  | -1,200.00      | 52.0%       |
| 4900 · Sponsorships                        |                |             |
| 4930 · Sponsorships - Corporate            | -3,500.00      | 0.0%        |
| Total 4900 · Sponsorships                  | -3,500.00      | 0.0%        |
| Total 4500 · Operations Revenue            | -6,790.00      | 73.27%      |
| 5200 · Merchandise & Sales                 |                |             |
| 5210 · Apparel & Clothing                  |                |             |
| 5200 · Merchandise & Sales - Other         | -100.00        | 0.0%        |
| Total 5200 · Merchandise & Sales           | 200.69         | 300.69%     |
| 5990 · Miscellaneous Revenue               |                |             |
| Total Income                               | -5,409.79      | 89.6%       |
| Gross Profit                               | -5,409.79      | 89.6%       |
| Expense                                    |                |             |
| 8400 · Human Rights Expenses               | -3,000.00      | 0.0%        |
| 6500 · Scholarship Expenses                |                |             |
| 6510 · Scholarship Matching Funds          | -2,500.00      | 0.0%        |
| Total 6500 · Scholarship Expenses          | -2,500.00      | 0.0%        |
| 7000 · Board & Conference Expenses         |                |             |
| 7010 · Alumni                              | -500.00        | 0.0%        |
| 7200 · Conferences & Travel Expenses       |                |             |
| 7220 · Conference Expenses                 | -10,000.00     | 0.0%        |
| 7260 · Registration Fees                   | -500.00        | 0.0%        |
| 7280 · Travel & Transportation             |                |             |
| Total 7200 · Conferences & Travel Expenses | -8,544.50      | 18.62%      |
| 7500 · Newsletter                          | -300.00        | 0.0%        |
| 7700 · Regional Outreach                   | -1,500.00      | 0.0%        |
| 7750 · Regional Conference Support         | -800.00        | 90.0%       |
| 7790 · Solidarity Fund Pay Out             |                |             |
| 7900 · World Pride                         | -1,165.91      | 76.68%      |
| 7990 · Miscellaneous Expenses              | -2,000.00      | 0.0%        |
| 7000 · Board & Conference Expenses - Other | -10,000.00     | 0.0%        |
| Total 7000 · Board & Conference Expenses   | -20,910.41     | 44.68%      |
| 8000 · Administrative & General Exp        |                |             |
| 8010 · Administrative Charges              |                |             |



5:40 PM  
10/05/14  
Accrual Basis

**InterPride Inc**  
**Profit & Loss Budget vs. Actual**  
January through September 2014

|                                           | TOTAL | \$ Over Budget   | % of Budget       |
|-------------------------------------------|-------|------------------|-------------------|
| 8030 · Bank & Interest Charges            |       | -171.69          | 59.6%             |
| 8050 · Credit Card Charges                |       | 311.26           | 151.88%           |
| Total 8010 · Administrative Charges       |       | 139.57           | 113.62%           |
| 8100 · Communications                     |       |                  |                   |
| 8105 · Marketing/Advertising              |       |                  |                   |
| 8110 · Conference Calls                   |       | -100.00          | 0.0%              |
| 8120 · Brochures/Banners                  |       | -600.00          | 0.0%              |
| 8150 · Web Site                           |       | -4,409.85        | 2.0%              |
| 8160 · Survey Service Costs               |       |                  |                   |
| Total 8100 · Communications               |       | -4,822.56        | 7.26%             |
| 8300 · Insurance                          |       | -525.00          | 0.0%              |
| 8500 · Office Supplies                    |       |                  |                   |
| 8560 · Postage & Shipping                 |       | -45.16           | 63.87%            |
| 8600 · Professional Fees                  |       |                  |                   |
| 8630 · Consultants Fees                   |       |                  |                   |
| 8600 · Professional Fees - Other          |       | -2,000.00        | 0.0%              |
| Total 8600 · Professional Fees            |       | -500.00          | 75.0%             |
| 8800 · Taxes                              |       |                  |                   |
| 8820 · Taxes                              |       | -1,000.00        | 0.0%              |
| Total 8800 · Taxes                        |       | -1,000.00        | 0.0%              |
| 8990 · Miscellaneous Expenses             |       | -2,250.00        | 0.0%              |
| Total 8000 · Administrative & General Exp |       | -8,752.77        | 27.81%            |
| Total Expense                             |       | -35,163.18       | 36.56%            |
| Net Ordinary Income                       |       | 29,753.39        | -768.71%          |
| Other Income/Expense                      |       |                  |                   |
| Other Income                              |       |                  |                   |
| 3500 · Restricted Income                  |       |                  |                   |
| 3510 · Restricted Scholarship Revenue     |       |                  |                   |
| 3530 · Solidarity Fund                    |       |                  |                   |
| Total 3500 · Restricted Income            |       |                  |                   |
| 9000 · Other Income                       |       |                  |                   |
| 9020 · Interest Income                    |       | -48.28           | 3.44%             |
| 9030 · Investment Income                  |       | -735.19          | 79.0%             |
| Total 9000 · Other Income                 |       | -783.47          | 77.93%            |
| Total Other Income                        |       | 5,041.53         | 242.02%           |
| Net Other Income                          |       | 5,041.53         | 242.02%           |
| Net Income                                |       | <b>34,794.92</b> | <b>27,935.94%</b> |

## Committee Reports



### CONFERENCE STRUCTURE AND INTEGRITY

*Committee Chair: Matt Crawford*

*Committee Updates — Isaac Kelly resigned as RD and CSIC Committee Co-Chair.*

#### AGM Survey Results Review

A total of 74 surveys were submitted in 2013. Over 83% of respondents answered "Yes" to "Do you feel the AGM serves your needs as a Pride organization?"

#### AGM Schedule Review

It was the general consensus that the new schedule allowing many of the committee meetings to be held during the Wednesday of the AGM was a success and will be continued going forward.

#### 2016 AGM Conference Bids

- The CSIC committee was challenged this year because no bids for the 2016 conference were received by the due date.
- CSIC reiterated its commitment to having a conference regardless, and begin discussing a plan for InterPride to host the conference itself.
- After the deadline, the committee received a letter from the Montpellier (France) Pride committee to bid on the 2016 conference.
- Sylvian Bruni headed up coordinating with Montpellier, and ultimately his efforts resulted in a bid to be submitted to membership in Pittsburgh

#### Conference Production Handbook for the AGM

Matt has been working on the creation of a Conference guide for anyone thinking of (or actually) putting on an InterPride conference. Matt is targeting to have a draft

by the AGM. I will continue working on the manual. This would include the development of registration fee guidelines.

#### Inclusion of Transgender Attendees at the Conferences

One of CSIC's goals for 2014 was to come up with ways that that we can better welcome and include transgender attendees at the conferences, including developing guidelines that recommend a range of things from additional options on forms to gender-neutral restrooms.

#### AGM Meal Requirements Reduction

The committee discussed at length the high expense to a host committee regarding conference meal requirements. After speaking to many of the people who attend both regional conferences and the AGM. When given the choice "Pay a higher Registration Fee" or "Have less food provided at the conference" people were strongly in favor of reducing conference meals to reduce overall conference cost. Responding to this the CSIC committee came up with reduced Host Committee food requirements by making some meals optional.

## COMMUNICATIONS

*Co-Chairs: Brett Hayhoe and Sylvain Bruni with Dallas Barnes taking care of our Twitter account.*

### General

From the very beginning of this term for the Communications Committee, Brett and Sylvain set very clear lines of responsibilities: Brett taking care of the website and general administration, Sylvain taking on social media and our newsletter and Dallas handling our Twitter account. This has worked particularly effectively and has resulted in all the work being done without overlapping or interference.

### Website

After an initial phase of getting to know the Content Management System (CMS) Brett set about making sure the migration from our previous site to the new one, the associated re-linking of documentation and the updating of all information was done immediately. The website is now very much completed with only maintenance and updating (changes to officers etc) to do on a regular basis. The "Executive Committee" page was also renamed "Board of Directors". This page also now contains the names and duties of those not on our Board but performing very important volunteer work for our organization. There will, of course, be need to update information on a regular basis and make changes as the committee sees fit. Overall however, the website is very user friendly and contains all the information visitors and members alike need to know about our organization.

Design Guidelines were also created regarding future theme logos (and the like). We would like to thank all who have undertaken this work on behalf of our organization and thank them sincerely for their very kind donation of time and expertise.

### Social media

Increasing InterPride's social media footprint and impact was a key objective for the year 2013-2014, per the Communications Committee discussions at the 2013 AGM in Montreal. In particular, members of the Committee decided that InterPride should endeavor to publish more regularly and in languages other than English. Focus was placed on the following social media networks for this past year: Facebook, Twitter, Instagram and YouTube. As of the writing of this report, our effort were successful for the first three, while additional work is needed for the latter. The following sections provide data for a full year of analysis ("year-to-date," from 09/01/2013 to 08/31/2014) and for the current calendar year so far ("calendar year," from 01/01/2014 to 09/27/2014).

### Facebook

InterPride's main Facebook asset is its page, located at <http://www.facebook.com/interpride>. The measures of interest for a page are grouped in the following categories: "reach" (i.e., to what extent InterPride is present on Facebook, how many people are we reaching), "audience" (i.e., who we are reaching), and "engagement" (i.e., how much our audience acts based on what they receive from us). Reach

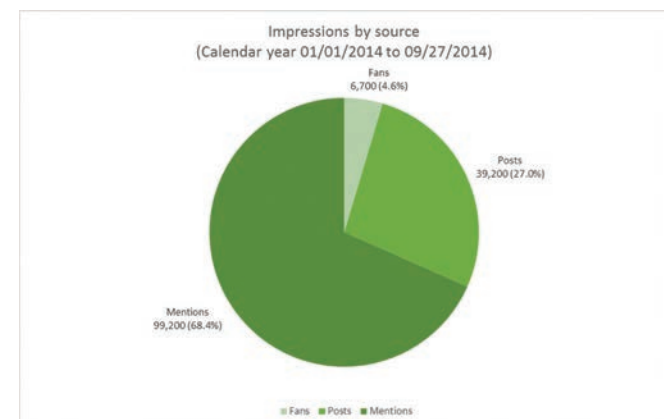
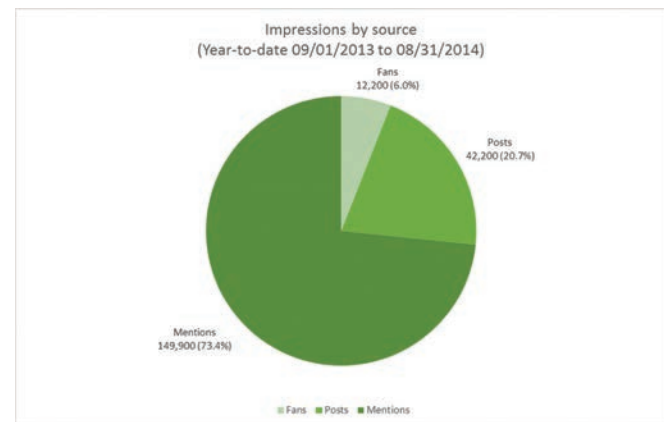
As of this report, InterPride has 7,136 fans. Our following has steadily increased over the last year, due in part to the large increase in daily postings to the page (both through direct posts, and through automatic, twitter-generated post). A one-

year evolution snapshot (year-to-date data from 09/01/2013 to 08/31/2014) shows a gain of about 1,200 new fans (+20.3% or more than 3 new fans per day), and a loss of 255 fans (-4.3%). For 2014 so far, we have gained 749 new fans (+11.4%) and lost 169 fans (-2.6%). In total, InterPride has reached 218.2k unique Facebook users over a full year (year-to-date data), and 151.7k users in 2014 so far.

Another measure of reach performance is the number of mentions, that is, the number of times "InterPride" was tagged to Facebook content. #InterPride or @InterPride tags were mentioned 5.1k times over the year-to-date data, and 3.9k times so far in 2014.

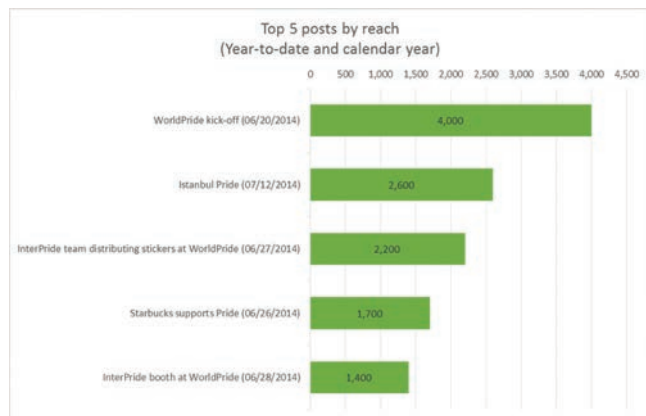
Over the year-to-date period (09/01/2013 to 08/31/2014), 2.6k posts were published on InterPride's page. This number currently stands at 1.7k for 2014 so far.

This combination of fans, mentions and posts resulted in an aggregated 470.7k impressions (i.e., number of times content from InterPride is seen by a Facebook user) for the year-to-date period, and 343.6k impressions for 2014 so far. As shown below, the vast majority of our impressions (around 70%) is the results of mentions of #interpride or @interpride.





Our average number of Facebook users reached by post was 294 for a full year (year-to-date, 09/01/2013 to 08/31/2014) and was 266 so far in 2014 (calendar year, 01/01/2014 to 09/27/2014). However, some posts published on the InterPride Facebook page reached a much higher number of people. Our top, organic post is a post dated 06/20/2014 about the kick-off of WorldPride 2014 in Toronto, with a photo of the opening ceremony. This post was viewed by over 4,000 people!



In 2014, InterPride experimented with paid promotions once. Our post on 10/27/2014 about the Scholarship Fund was promoted. Note that it is unclear who made the decision to spend funds on this promoted post, how much was spent, and how long the promotion lasted. But the results were astounding: this post totaled a reach of 17,048, based on 686 Facebook users reached organically and 16,362 users reached through the paid promotion. Based on our average reach of about 300 users per post, this is an increase of two orders of magnitude.

Reaching Facebook users may, indeed, be categorized in three types of mechanisms: organic reach (i.e., direct reach from InterPride to the user), viral reach (i.e., indirect reach of a user through another user – this is the case when a user shares a post published by InterPride), or paid reach (i.e., through paid promotions of posts). Paid reach was only exercised once (in the fall of 2013), and yielded an impressive 3.9% of our total reach. Paid reach aside, our organic and viral reach mechanisms are pretty balanced.



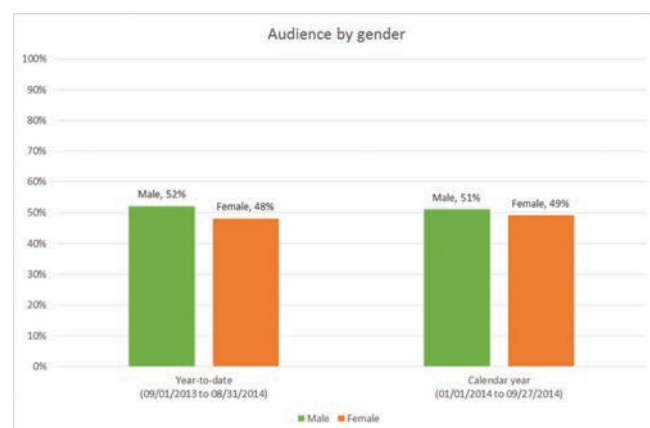
In order to continue to increase our reach in the larger LGBT community, InterPride

should consider adding a marketing line item in its next budget. These funds would be dedicated to Facebook promotions of our critical messages (annual general meeting, scholarships, etc.). As the data above indicates, paid promotions increase our reach by two orders of magnitude, and therefore constitute an efficient means for InterPride to fulfill its mission.

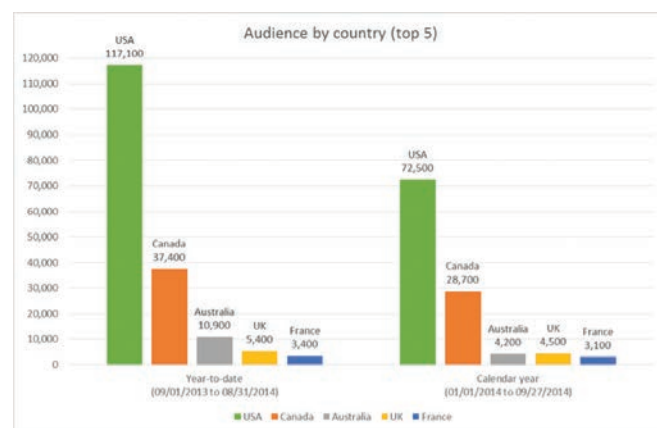
Additionally, our combined reach data indicates that mentions of InterPride (#interpride or @interpride) are a predominant factor for spreading our message. Therefore, it is recommended that InterPride engages its member organizations and encourages them to use #interpride in their posts on Facebook and on other social media.

### Audience

InterPride's audience on Facebook is fairly balanced in terms of gender, with a 52/48% male/female split for year-to-date data, and a 51/49% split for calendar year data. Note that this pertains only to our audience that identifies as male or female (other gender identities are not reported on yet).

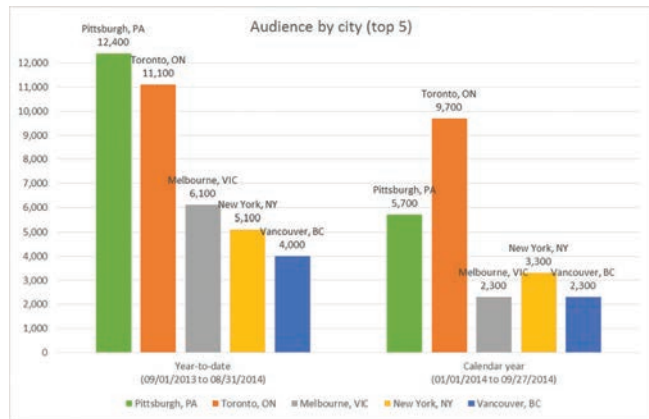


The top five countries where our audience resides are the United States, Canada, Australia, the United Kingdom, and France. This ranking is stable between year-to-date and calendar year data.



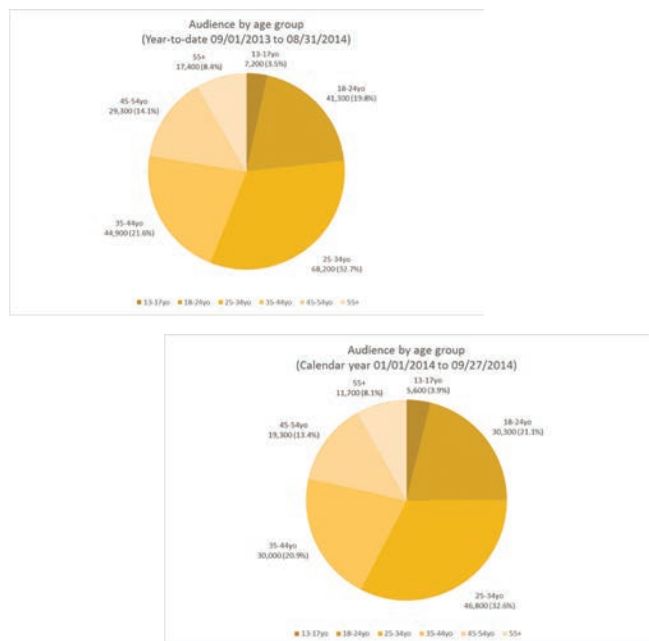
The top five cities where our audience is located are Pittsburgh, Toronto, Melbourne, New York and Vancouver (year-to-date data). The same cities constitute

the top five so far in 2014 (with Toronto taking the number one spot ahead of Pittsburgh, followed by New York, and with a tie for fourth between Melbourne and Vancouver).



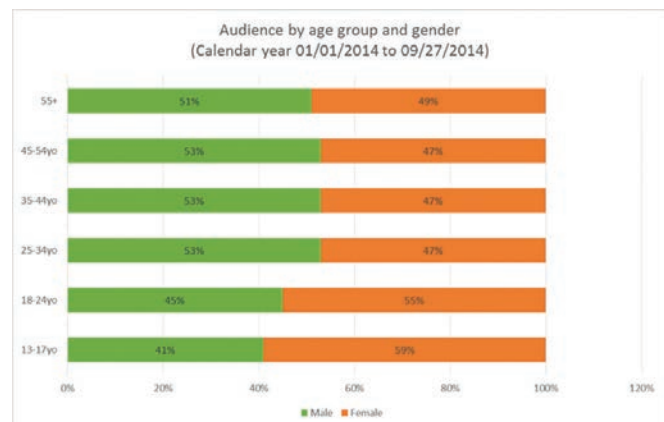
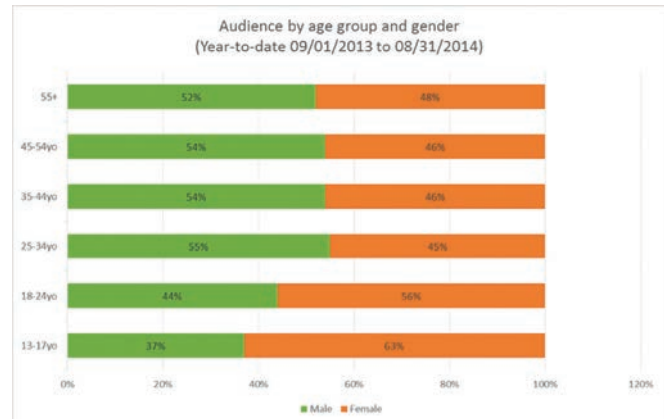
Our audience speaks predominantly English (US and UK), with the next three languages being French, Spanish, and German. While this data can constitute a validation of our strategy to reach out to our audience in these languages, it may also be a result of this strategy: by regularly publishing posts in English, French and German, we may have increased our audience in the populations speaking those languages.

An analysis of our audience by age reveals that our top demographics is the 25-34yo group (one third of our total audience). The 18 to 34yo demographic constitute over 50% of our audience. The 18 to 44yo group represents about 75% of our audience. These numbers are similar in the year-to-date and in the calendar year data.



Looking at the gender breakdown by age group, it appears that our audience is

fairly balanced between males and females for all age categories above 18yo. There is a significant shift toward a female audience for the 13-17yo demographic. This data is fairly similar for both year-to-date and calendar year data.



This demographic data is very valuable to potential sponsors, advertisers or partners of InterPride. It is suggested that (1) InterPride invests in a subscription to a reporting service that automatically computes demographic information from our multiple social media assets, and (2) InterPride's fund development committee uses this information for its fundraising activities.

## Engagement

InterPride's average engagement per post is 4%, both in year-to-date and calendar year data. This means that every time we publish a post on our Facebook page, 4% of those seeing the post will like it, share it, or comment it. This engagement metric amounts to about 3.9k people (year-to-date) / 2.8k (calendar year) being engaged with InterPride's Facebook page.

In order to drive these number up, InterPride should post content that directly asks for user engagement, such as: polls and votes, "please share" messages, simple requests for input, or simple questions about current events and stories.

## Tasks performed

Over the past year, the major task performed was to post Pride - or LGBT - focused stories on the Facebook page. Progressively, we started posted stories in

French and German, in addition to our typical English-language stories. Each time a non-English-language post was published, a comment was added to the post to describe succinctly the topic of the post. At least five posts in French or German were submitted each week. These posts have generated additional comments and discussions in these languages, which helped broaden the appeal of InterPride to non-English-speaking populations. With the success of this experiment, we will start publishing posts in Spanish in the latter part of 2014.

Cross-posting between our Facebook page and Twitter account was setup. This allows for a more continuous feed of information on both avenue, despite the reduced availability of volunteers to publish.

Finally, the key task of regulating public posts and private messages on the page was performed diligently over the year. Public posts (i.e., messages posted by fans on the page) were screened, and inappropriate content, spam, and ads were removed regularly. Private messages (i.e., messages sent by any Facebook user to the owners of the InterPride page) were read and generally redirected to those within InterPride better positioned to answer the specific requests. These messages ranged from information about scholarship, to call for help on human rights issues.

## Twitter

Twitter statistics are difficult to collect for free. Most online services charge for advanced features (such as statistics over long periods of times, reach, influence, etc.). The following data is based on multiple partial reports from different free services:

- Over the year-to-date period of 09/01/2013 to 08/31/2014
  - Increase of our follower count from 2,807 to 3,482 (+675 followers or about +2 followers a day, which is a growth of +24% over a full year!)
  - Total mentions: 67 times, with peaks during the 2013 AGM in Montreal and regional conferences
- Over the period of 07/08/2013 to 09/28/2014:
  - 811 mentions of "InterPride"
  - 6.3% of these mentions are from replies to posts published by @InterPride
  - 850 retweets of @InterPride-published content
  - 279 active twitter users were engaged (i.e., retweeted, responded to or marked as favorite tweets by @InterPride)
  - 4,076,253 potential user reach based on these engagements
- Over the period of 10/24/2012 to 09/28/2014:
  - 508 tweets retweeted
  - 951 total retweets
  - 193 retweets marked as favorite
  - 279 tweets marked as favorite
  - 421 total tweets marked as favorite

Considering the heterogeneity and paucity of the data available, it is difficult to draw conclusions about our Twitter presence other than the following: (1) our significant increase in Twitter postings (direct or through Facebook) as yielded a significant and remarkable increase in followers; (2) the content published by InterPride has an audience on Twitter, as indicated by the retweets, mentions, and favorites data. It is unclear at this time how to capitalize on this audience without further and more refined data.

It is recommended that InterPride invests funds to purchase access to a Twitter analytics service (which may be combined with the demographics analysis tool recommended in a previous section of this report). This will allow InterPride to

understand better its impact and reach through Twitter, and to focus its Twitter presence in a manner that maximizes its positive impact on our community.

## Instagram

InterPride's Instagram account debuted in December 2013. A batch of 187 tagged photos were uploaded at the time. These photos were provided by member organizations. Since then, only one post occurred, in March 2014. While we are following 107 other Instagram users, we have recruited 131 followers.

This account is currently not being used to its full potential, for lack of human resources.

It is recommended that InterPride designates one volunteer to be our Instagram account manager (and that, preferably, said volunteer would solely focus on this account). Further, InterPride should prompt its member organization to contribute photos of their celebrations as they occur, so that our Instagram account may be populated throughout the year (note: this supposes that a submission process be implemented to facilitate the transfer of photos from members organizations to InterPride -- YourMembership.com may have tools for this).

## YouTube

The InterPrideTV account was setup on YouTube in 2013, as a means to distribute the "InterPride 2013 Year in Pride" video. This video was viewed 190 times, and 9 YouTube users are subscribed to the account.

While YouTube has not been a priority so far in 2014, it is our goal to produce short videos during the 2014 AGM in Pittsburgh. These videos, capturing workshop content, interviews with attendees, event snapshots, etc., will be uploaded to this YouTube account. Once a significant library of videos is available, it is our intent to leverage social media and newsletters to members to promote this content and increase our footprint on YouTube.

After the videos from the 2014 AGM in Pittsburgh are uploaded, InterPride should re-assess its use of the YouTube channel.

## Newsletter

Since the 2013 AGM in Montreal, a total of nine newsletters were sent out to the membership, to an average of 2,670 email addresses.

1. 12/20/2013 "Happy holidays, renew now + save 25%, spotlight on UK Black Pride, meet Marion Steele"
2. 1/30/2014 "Come to Atlanta!"
3. 2/13/2014 "Last Chance to Save Big at World Pride!"
4. 2/15/2014 "Last Day to save for World Pride - CORRECTED LINK"
5. 2/16/2014 "Scholarship application available, buy your InterPride t-shirt, register now for the 2014 AGM"
6. 4/3/2014 "Are you interested in hosting an AGM?"
7. 4/4/2014 "Scholarship application deadline is May 1st ! Plus: the Equality Pledge, the mid-year, AGM 2014..."
8. 4/11/2014 "Join InterPride at World Pride!"
9. 6/9/2014 "Let us know you be in Toronto! Important Information for those attending WorldPride!"

These newsletters triggered extremely good open rates, ranging from 31.5% (newsletter of 02/15/2014) to 79.2% (newsletter of 04/11/2014), for an average open rate of 51%. It is interesting to note that those newsletter that featured multiple stories consistently had open rates below 50% (around the mid 30s to

mid 40s) while those newsletter with a single story consistently performed better, at over 50%, in the high 50s to mid 60s and even almost 80% for one of them.

Click through was decent, ranging from 2.4% (newsletter of 02/15/2014) to an astounding 152.5% (newsletter of 02/18/2014). This latter metric aside, the average click through rate was 6.8% (the rate goes up to 31.1% with that newsletter). It is important to notice that the highest click through rates were generated for multi-story newsletters, in particular those which included information about scholarships.

A quick comparison of these numbers to industry standards reveals that InterPride is faring very well. This legitimates the need for a newsletter and the existence of a target audience that wants information from InterPride.

|                                                                 | Open rate                                                                                                      | Click rate                                                                                                                |
|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <b>InterPride</b>                                               | <ul style="list-style-type: none"> <li>• Average: 51.0%</li> <li>• Min: 31.5%</li> <li>• Max: 79.2%</li> </ul> | <ul style="list-style-type: none"> <li>• Average: 6.8% (corrected)</li> <li>• Min: 2.4%</li> <li>• Max: 152.5%</li> </ul> |
| <b>Non-Profit industry standard</b>                             | <ul style="list-style-type: none"> <li>• Average: 25.12%</li> </ul>                                            | <ul style="list-style-type: none"> <li>• Average: 3.25%</li> </ul>                                                        |
| <b>Social Networks and Online Communities industry standard</b> | <ul style="list-style-type: none"> <li>• Average: 21.98%</li> </ul>                                            | <ul style="list-style-type: none"> <li>• Average: 3.89%</li> </ul>                                                        |

Source: MailChimp Email Marketing Benchmarks by industry

In parallel to the newsletters sent by the Communications Committee of InterPride, regular email announcements were sent on behalf of WorldPride to the membership. Additionally, starting in July 2014, after WorldPride 2014, the host committee of the 2014 AGM in Pittsburgh started emailing regularly the membership about the AGM. Seeing that the annual world conference was high priority with an increased rate of emails being sent, to avoid overwhelming the membership with newsletters, and realizing that little information was provided by other InterPride committee to communicate to the membership, no other newsletter was sent in August or September.

Producing newsletters with multiple stories is a very time-consuming task, and it cannot fall onto the communications committee to come up with all of the content for every newsletter. Despite reminders being provided to the chairs and co-chairs of other committees, and despite an announcement at the mid-year meeting in Pittsburgh, a general lack of input from other committees remained. This shows that the "old model" of multi-stories newsletter is no longer sustainable.

Two major recommendations with respect to InterPride's newsletter are in order:

1. InterPride should make a decision to switch to a single-story based newsletter framework, where more newsletters are sent, with fewer content. This will allow for more regular communications from InterPride to its membership, without burdening one volunteer with an improbable time commitment.
2. A master communications plan should be devised, between InterPride's Communications Committee and the hosts of WorldPride and of the AGM, to avoid scheduling conflicts (and thus too many emails with redundant informa-

tion) and to promote better messaging and coordination from an external perspective.

## Gay Directory

In 2014, we claimed the InterPride listing on TheGayDirectory.net, a community website that lists a variety of LGBT or LGBT-friendly organizations and businesses worldwide. Information about InterPride and links to its online assets (website, Facebook page, and Twitter account) was posted.

InterPride will continue to identify online venues and directories where information about our organization can be posted.

## And our final words go to Dallas regarding our Twitter account:

Our Twitter presence for the year 2013-2014 has been very successful. By tweeting daily and connecting our Facebook account to our Twitter account, we have remained current and relevant on LGBTQ\* issues globally, as much as possible.

I have attempted to connect with as many Pride organizations on Twitter as possible. This has allowed our Twitter page to retweet Pride events as they happen. Our hashtag #interpride is utilized at a much stronger rate than previous years. We have also been asked to retweet a large amount of announcements, promos, events, etc.

We currently have 3453 followers and that number rises between 3-10 more followers a week.



## FUND DEVELOPMENT

Co-Chair: Paul D. Sanders

I became active in this committee in the middle of 2013. At the time there was a project being worked on that stalled with no forward movement happening on it. I took a larger control of it and helped make it happen and it was well received. At the 2013 AGM I was asked and accepted to be the Co-Chair of this committee and Suz Seymour as the Chair.

We held a few meetings, but before the new year, Suz resigned without telling me of her plans and notified the Co-Presidents. Her Co-Chair position has been open since then. There has been little to no activity on this committee. The meetings we have had have had little or no attendance and the call for another Chair has gone without a response.

It is my opinion that this committee be merged with the Finance Committee going forward as their does not seem to be a large enough interest for those to serve on this committee.



Progress on 2014 Goals:

### Goal #1 Annual Appeal Letter

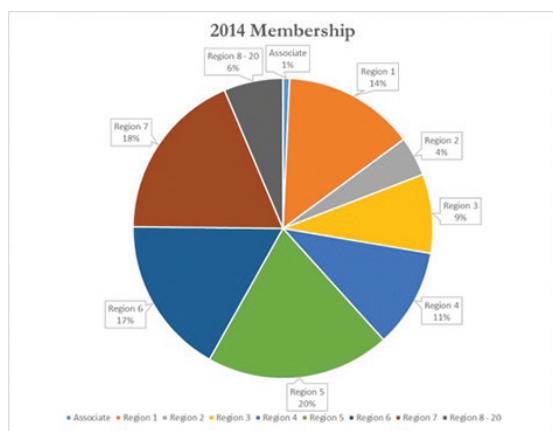
(The Fund Development Co-Chairs - Completed) Paul & Suz Sent out prior to end of 2013. Sylvain helped with translation and putting on website. Kristine Garina helped by writing her personal story about InterPride

### Goal #2 Raise \$5,000

(The Committee - Not presently working)

## MEMBER SERVICES

Co-Chairs: James Hermansen-Parker and Sherri Rase



| Regions  | Numbers | Regions       | Numbers |
|----------|---------|---------------|---------|
| Region 1 | 20      | Region 5      | 28      |
| Region 2 | 6       | Region 6      | 24      |
| Region 3 | 12      | Region 7      | 26      |
| Region 4 | 15      | Region 8 - 20 | 9       |

### Goal | Responsibility | Status | Update / Notes

#### Goal #1

##### Better New Member Orientation

(Member Services - In Process) Working on Completing the Member Guide

#### Goal #2

##### Grow Membership List

(Member Services / Regional Directors - Ongoing) Work with RD's and VP's to continue to grow the membership

#### Goal #3

##### Education and Networking

(Member Services - Ongoing) Work with the Communications and CSIC Committees to grow the networking capabilities of the organization.

#### Goal #4 Email sent out when Membership Dues need to be submitted

(Member Services - In Process) Continue the work of the organization, enabling the new database to email members when dues need to be submitted, including possible follow ups. Coordinate with the RD's once these emails have been sent to continue that communication.

#### Goal #5 Work with EPOA Members to grow organizations together

(Member Services - Ongoing) James and the Co-Presidents will work on this and continue the conversation with the EPOA leadership.

#### Goal #6 Bump up the application deadline

(Member Services - Tabled) This goal is vague and the committee was unsure what the purpose of the goal was.

#### Goal #7 Keep updates on discounts available.

(Member Services / Communications - Ongoing) This goal will be incorporated into the Member Guide, and will be maintained available on the website for members to access.

#### Goal #8 More Member Benefits

(Member Services - Ongoing) The committee will continue to work on new member benefits, working with committee members who have relationships with potential sponsors to build a new relationship with them and InterPride.

#### Goal #9 Annual Theme Exclusive to members only with media kit available online

(Member Services / Communications - In Process) Idea of a potential media kit available to member prides. Co-Chairs will work with the Communications Committee to determine the direction of this goal.

#### Goal #10 Online Pride Academy

(Member Services Communications / CSIC - In Process) Work with CSIC and Communications to determine the direction of this goal and how to carry it out. Access to conference workshops / materials post-AGM?

The Committee's primary focus this year was member benefits, how can members learn more about them and utilize them. The Member Benefit Guide is key to this. The Committee determined the guide will be made available on a USB Drive and link to the website as a most economical option. Both the USB drive and the website contain documents for membership to get information on benefits available to them, how to update their information in our database, and workshop info from previous conferences.

A new benefit this year is a partnership with World Rainbow Hotels. Members may visit the InterPride Member site to get information on how to work directly with a travel company to find network hotels in their area to partner with them for event accommodations. Pride Chicago and Pride London have had success with such partnerships. In addition, a small percentage of booking fees may be returned to the sponsoring Pride organization when using the service.

Another exciting new benefit this year is the Global Pride Calendar App that Edge Media has produced. This app is a mobile calendar and information space about our InterPride members and our Pride events. Member events are displayed on the go with basic information like event date, place and time with a link to the event website for more information. InterPride members who have apps with Edge Media also see direct links to those apps for an even better end-user experience.



## OUR MEMBERS

*Current Member Listing as of October 10, 2014*

Los Angeles Leather Coalition, Los Angeles, California, United States  
San Gabriel Valley Pride, inc., Pasadena, California, United States  
Southern Nevada Association Of PRIDE, Inc, Las Vegas, Nevada, United States  
Honolulu Pride Festival Foundation, Honolulu, Hawaii, United States  
Long Beach Lesbian & Gay Pride Inc., Long Beach, California, United States  
San Francisco Pride, San Francisco, California, United States  
Bisbee Pride, Bisbee, Arizona, United States  
SMMILE dba Folsom Street Events, San Francisco, CA, California, United States  
Reno Gay Pride, Reno, Nevada, United States  
Build Our Center, Reno, Nevada, United States  
Ventura County Pride, Ventura, California, United States  
Sonoma County Pride, Guerneville, California, United States  
Pride & Promote, Los Angeles, California, United States  
Tucson Pride Inc, Tucson, Arizona, United States  
Palm Springs Pride, Palm Springs, California, United States  
Long Beach NCOD, Long Beach, California, United States  
Utah Pride Center, Salt Lake City, Salt Lake, United States  
CSW / LA Pride, West Hollywood, California, United States  
San Diego Pride, San Diego, California, United States  
Phoenix Pride, Phoenix, Arizona, United States  
OutSpokane, Spokane, Washington, United States  
Northwest Museum of Legends and Lore, Seattle, Washington, United States  
Capital City Pride, Olympia, Washington, United States  
Identity, Inc., Anchorage, Alaska, United States  
Pride Day Equality Project, Eugene, Oregon, United States  
All Under One Roof LGBTQ Advocates of SE Idaho, Inc, Pocatello, Idaho, United States  
Southern New Mexico Pride, Las Cruces, New Mexico, United States  
Pride Houston, Inc., Houston, Texas, United States  
Austin Pride, Austin, Texas, United States  
El Paso Sun City Pride Organization, El Paso, Texas, United States  
OKC Pride INC, Oklahoma City, Oklahoma, United States  
Taos Pride, Taos, New Mexico, United States  
Deming Pride, Deming, New Mexico, United States  
Oklahomans for Equality/Tulsa Pride, Tulsa, Oklahoma, United States  
Albuquerque Pride Inc., Albuquerque, New Mexico, United States  
Dallas Tavern Guild, Dallas, Texas, United States  
Los Ranchos Pride, Los Ranchos, New Mexico, United States  
Enid LGBT Coalition, Enid, Oklahoma, United States  
South Central MN Pride, Mankato, Minnesota, United States  
Cincinnati Pride, Cincinnati, Ohio, United States  
Center For Equality, Sioux Falls, South Dakota, United States  
Spencer Pride, Inc., Spencer, Indiana, United States  
Motor City Pride, Detroit, Michigan, United States  
Fort Wayne Pride, Fort Wayne, Indiana, United States  
PRIDEChicago, Chicago, Illinois, United States  
PFLAG Holland/Lakeshore, Holland, Michigan, United States  
Indy Pride Inc, Indianapolis, Indiana, United States  
Stonewall Columbus Inc, Columbus, Ohio, United States  
Twin Cities Pride, Minneapolis, Minnesota, United States  
St. Cloud Pride, St. Cloud, Minnesota, United States

Joplin Pride, Granby, Missouri, United States  
Pride St. Louis, Inc., Saint Louis, Missouri, United States  
Rainbow Serenity, Ltd., Highland, Indiana, United States  
Atlanta Pride Committee, Inc., Atlanta, Georgia, United States  
Roanoke Pride, Inc., Roanoke, Virginia, United States  
Upper Cumberland Pride, Cookeville, Tennessee, United States  
Nashville Pride, Nashville, Tennessee, United States  
St Pete Pride, St Petersburg, Florida, United States  
Kentuckiana Pride Foundation, Inc., Louisville, Kentucky, United States  
Charlotte Pride, Charlotte, North Carolina, United States  
New Orleans Pride, New Orleans, Louisiana, United States  
Central Alabama Pride, Inc., Birmingham, Alabama, United States  
Upstate Pride SC, Spartanburg, South Carolina, United States  
Destiny Foundation/ Pride New Orleans Celebration, New Orleans, Louisiana, United States  
Tidewater LGBT Pagans, Norfolk, Virginia, United States  
Blue Ridge Pride, Inc., Asheville, North Carolina, United States  
Charlotte County Pride, Inc, Port Charlotte, Florida, United States  
Savannah Pride, Inc., Savannah, Georgia, United States  
Sarasota Pride, Inc., Sarasota, Florida, United States  
Salisbury Pride Inc., Salisbury, North Carolina, United States  
Augusta Pride, Augusta, Georgia, United States  
Pride South Florida, Fort Lauderdale, Florida, United States  
SC Pride, Columbia, South Carolina, United States  
Northern VA (NOVA) Pride, McLean, Virginia, United States  
South Georgia Pride, Valdosta, Georgia, United States  
Pride Committee of NC, Durham, North Carolina, United States  
Hampton Roads Pride, Norfolk, VA, Virginia, United States  
The Family Tree / Tallahassee PRIDEFEST, Tallahassee, Florida, United States  
Pride Community Center of Norht Central Florida, Gainesville, Florida, United States  
Mobile Alabama Pride, Mobile, Alabama, United States  
OBX Pride, Manteo, North Carolina, United States  
Pride Festival of Central PA, Harrisburg, Pennsylvania, United States  
LGBT Coalition of WM, Northampton, Massachusetts, United States  
Gay Alliance - Rochester Pride, Rochester, New York, United States  
Brooklyn Pride Inc, Brooklyn, New York, United States  
Philly Pride Presents, Philadelphia, Pennsylvania, United States  
CNY Pride, Syracuse, New York, United States  
Delaware Pride, Inc., Newark, Delaware, United States  
Capital Pride Alliance, Washington, District of Columbia, United States  
Rhode Island Pride, Providence, Rhode Island, United States  
Boston Pride, Boston, Massachusetts, United States  
North Shore Pride, Inc., Manchester, Massachusetts, United States  
Delta Foundation of Pittsburgh, PITTSBURGH, Pennsylvania, United States  
Heritage of Pride, Inc., New York, New York, United States  
Queens lesbian gay pride committee, Jackson heights, New York, United States  
Bronx LGBTQ Center, Bronx, New York, United States  
Jersey Pride, Inc., Asbury Park, New Jersey, United States  
NW PA Pride Alliance, Inc., Erie, Pennsylvania, United States  
Pride Center of Staten Island - Staten Island PrideFest, Staten Island, New York, United States  
OutCT, New London, Connecticut, United States  
North Jersey Pride, Maplewood, Maplewood, United States  
The Frederick Center, Frederick, Maryland, United States

Chesapeake Pride Festival, Inc., Annapolis, Maryland, United States  
 Harlem Pride, Inc., Harlem, New York, United States  
 Pride Center of Vermont, Burlington, Vermont, United States  
 New Hope Celebrates, New Hope, Pennsylvania, United States  
 Rainbow Mission Foundation, Budapest, Hungary  
 UPO Gay Alliance Ukraine, Kyiv, Ukraine  
 Luis Roberto Conti, San Juan, Puerto Rico  
 Society Against STIs and HIV (SASH) Bahamas, Nassau, Bahamas  
 Gaypride Amersfoort, Amersfoort, Netherlands  
 Pride Azores, Madalena, Azores, Portugal  
 GALZ, Harare, Zimbabwe  
 KASHISH Mumbai International Queer Film Festival, Mumbai, Maharashtra, India  
 Pride March Victoria, Melbourne, Victoria, Australia  
 National Gay and Lesbian Task Force, Washington, District of Columbia, United States  
 Prince George Pride, Prince George, British Columbia, Canada  
 Edmonton Pride, Edmonton, Alberta, Canada  
 Moncton River of Pride, Moncton, New Brunswick, Canada  
 Kingston Pride, Kingston, Ontario, Canada  
 St. Johns, St. John's, Newfoundland and Labrador, Canada  
 Regina Pride, Regina, Saskatchewan, Canada  
 Pride Toronto, Toronto, Ontario, Canada  
 Simcoe Pride, Simcoe, Ontario, Canada  
 Okanagan Pride, Okanagan, British Columbia, Canada  
 Calgary Pride, Calgary, Alberta, Canada  
 Pride London, London, Ontario, Canada  
 Aide aux transsexuels transexuelles du Quebec, Quebec, Canada  
 Muskoka Pride Community, Muskoka, Ontario, Canada  
 Montreal Pride, Montreal, Quebec, Canada  
 Saskatoon Pride, Saskatoon, Saskatchewan, Canada  
 QMG  
 Pride Durnham, Durham, Ontario, Canada  
 Queerstock  
 Pride Winnipeg, Winnipeg, Manitoba, Canada  
 Vancouver Pride, Vancouver, British Columbia, Canada  
 Prince Albert Pride, Prince Albert, Saskatchewan, Canada  
 GLBT Quebec, Quebec City, Quebec, Canada  
 Thunder Pride, Thunder Bay, Ontario, Canada  
 Capital pride, Ottawa, Ontario, Canada  
 Halifax pride, Halifax, Nova Scotia, Canada  
 Amsterdam Gay Pride, Amsterdam, The Netherlands  
 Athens Pride, Athens, Greece  
 Baltic Pride, Vilnius, Lithuania  
 Baltic Pride, Riga, Latvia  
 Baltic Pride, Tallinn, Estonia  
 Belgrade Pride, Belgrade, Serbia  
 Copenhagen Pride, Copenhagen, Denmark  
 CSD am See, Konstanz, Germany  
 CSD Braunschweig, Braunschweig, Germany  
 CSD Rhein-Neckar, Mannheim, Germany  
 Gender Doc-M, Chisinau, Moldova  
 Lesbian & Gay Pride Montpellier, Montpellier, France  
 Madrid Orgullo, Madrid, Spain  
 Milano Pride, Milan, Italy

Prague Pride, Prague, Czech Republic  
 Reykjavik Pride, Reykjavik, Iceland  
 Roma Pride, Rome, Italy  
 Skeivedager, Oslo, Norway  
 Stockholm Pride, Stockholm, Sweden  
 The Belgian Pride, Brussels  
 Belgium Vienna Pride, Vienna, Austria  
 Warsaw Pride, Warsaw, Poland  
 West Pride, Göteborg, Sweden  
 Zürich Pride Festival, Zürich, Switzerland

## METHODS AND STANDARDS

*Co-Chairs: James Hermansen-Parker/Chris Ellis*

The Methods & Standards Committee was tasked with goals from the AGM in Montreal, listed below.

- Before each conference, introduce safe space for "no English" speaker, no female and non-identified
- All members of the board have to reveal their financial business links with companies and their links and involvement in a private XXX which is promote on Inter-Pride
- Ethics
- Fewer board members (more than 40 people is too difficult to drive)
- Share each Prides "how to" to help each one of us
- Geographical position of AGM influences representation/decision
- Adoption of minimum performance standards for Board Members coinciding rules for evaluation and maintenance of standards.
- Repercussions for failure to perform.

### Goal | Responsibility | Progress | Update/Info

**Goal #1 Safe Spaces** (CSIC - In Progress) Referred to the CSIC Committee for completion.

### Goal #2 Conflict of Interest for Board Members

(M&S - In Progress) Currently included in the Code of Ethics, to be signed by all board members.

### Goal #3 Ethics

(M & S - In Progress) Code of Ethics to be signed by all Board Members.

### Goal #4 Fewer Board Members

(M & S - Tabled) It was noted that this has been tried previously and has failed.

## Goal #5 Share each Prides “how to” guide to help all of us

(Member Services / CSIC - In Progress) Referred to Member Services to rebuild our document library and make it available for all members.

## Goal #6 Geographical location of AGM influences representation and/or decisions

More of a statement rather than a goal, this goal was removed from our list.

## Goal #7 Adoption of minimum performance standards for Board Members

(M & S - In Progress) This discussion was sensitive and determined that it should be led by the Co-Presidents at an in-person meeting of the board, preferably the MidYear Meeting.

## Goal #8 Repercussion for failure to perform

(M & S - In Progress) This goal is linked to the previous goal and will be worked on with goal #7.

During the 2013 AGM in Montreal, two Bylaw resolutions were voted on and achieved the necessary votes required to be voted on again at the AGM in Pittsburgh (>50%). These Bylaw resolutions will require a 2/3 vote of the membership present at the 2014 AGM.

- Inclusion of a Vice President that is Trans Identified to the Executive Committee
- Ensuring the confidentiality of the vote for all elections, ensuring the secrecy is maintained.

At the Mid-Year meeting of the Board of Directors, discussion took place regarding Governance and a Board Expectations Document. The committee took time to create a document that was approved by the board for all members of the board (new and current) to sign at the AGM in Pittsburgh. This document will also work with the Code of Ethics, which both will be reviewed and signed by board members once elected.

A board of director's orientation/on-boarding process was discussed at the Mid-Year Meeting as well. That task was taken on by Sue Doster and she reports that she is close to completion of that task.

Further discussion regarding Governance will occur at the AGM in Pittsburgh, giving the committee and the board time to learn more about governance and what we all feel governance should look like for our organization.



## HUMAN RIGHTS

*Chair: Cain Williamson*

It has been an active and productive year for the Human Rights and Solidarity Committees. You can see the update on the Human Rights Committee's 2014 goals below. In addition to work on these goals, the Solidarity Fund has responded to the goals set by the Human Rights Committee by making four grants:

- Supporting InterPride participation in the Pan-African ILGA Conference
- Supporting 2014 Uganda Beach Pride – their 3rd annual event
- Support Bahamian Pride – their first ever event
- Supporting the Mumbai Queer Film Festival.

All of these grants have helped organizations produce events that world have been difficult to produce without Solidarity Funding and they have raised the profile on InterPride globally. As a result, I believe that the work of the Solidarity Committee and the Human Rights Committee are making a positive difference in the global Pride and LGBTQ movement. (See Solidarity Grants Section.)

The Solidarity and Human Rights Committees have had productive years. The Human Rights Committee has made substantial progress on three of four goals and will continue to do so through the end of 2014. Of note, the Human Rights Committee was unable to develop a relationship with an international trans advocacy organization or to complete the development of a human rights exhibit.

The Solidarity Committee made twice as many grants this year as last year and successfully improved that application process so as to ensure that grant applicants were more thoroughly vetted before grant awards were made.

The Human Rights and Solidarity Committees also improved its communication with membership by producing notes from most of its meeting and placing them on Google Docs as well as placing several articles in the InterPride Newsletter.

### *Progress on 2014 Goals:*

**Supporting Prides in Hostile Environments:** At the beginning of the year, committee members expressed a particular interest in supporting a Pride movement in Africa. To this end, the committee has made contact with local African LGBT leaders and continues to hold conversations with them. Specifically, the committee supported the participation of a committee member in the ILGA Africa Conference. The member facilitated a session at the conference on the viability of beginning a Pride movement in Africa and what it would take to do so. As a result of this participation in the ILGA Africa event, InterPride developed contacts with a number of local leaders, gained a better understanding of what was happening on the ground in Africa and eventually made a Solidarity Grant to help offset costs associated with Uganda Beach Pride 2014.



**Maintaining and Expanding Relationships with LGBT Organizations:**

Committee membership set a goal to build on relationships started last year with ILGA, GLISA, and Pride United as well as establish new relationships with HRC and an international trans advocacy organization.

In this vein, Cain Williamson (VP Ops) and Sue Doster (Co-Pres) along with representatives of GLISA participated in the ILGA March board meeting in NYC. At that meeting, it was agreed a steering committee of two members from each organization should be appointed in order to continue the collaboration. At the mid-year board meeting, the IP board agreed to continue working with ILGA and GLISA. This was followed by a meeting in Toronto during World Pride by three organizations at which it was agreed that by the end of September the tri-party group would be established and delegates from each organization would be appointed. This group has not yet been appointed. Hopefully this can be handled by the end of October because both InterPride and ILGA will hold their general meetings in October. It was also agreed that the organizations were not ready yet to be extremely public about the partnership until we get further along. The IP representatives made it very clear that conversation about a collaboration regarding the commemoration of the 50th anniversary of Stonewall in 2019 would need to involve the NYC Pride committee.

HRC was invited to attend the joint Region 5/6 conference for a brainstorming session on how IP and HRC can collaborate. However, there has been

some staffing turnover at HRC and this partnership seems to have slowed as a result. Williamson did meet with the HRC staff member responsible for their global outreach while in Toronto for World Pride. And it is still too early in the development of the HRC program to identify collaboration opportunities.

Unfortunately, the goal of establishing a relationship with an international trans advocacy group was not met this year. It is suggested that this be made a priority 2015.

**Publishing a second edition of the Pride Radar:** this will be done in close collaboration between the Human Rights Committee and Communications Committee. InterPride leadership issued a contract to Pride United and Academis Politik for the purpose of researching Prides around the world, collecting data on them, analyzing that data and writing a report. A draft version of the research will be available at the 2014 AGM in Pittsburgh.

**Developing a Human Rights Exhibit:** Committeemembers agreed that it would be a good idea to use the content of the Pride Radar report and photos from various pride events to create an exhibit that could be downloaded and printed by IP member organizations to use in their respective events. The exhibit will highlight the success and challenges that the Pride movement and LGBT people experience across the globe.

The exhibit has not come to fruition. However, the committee has collected a number of photos from Prides around the world.



## WORLDPRIDE

*Co-Chairs: Brett Hayhoe and Alan Reiff*

One of the WP Committee's primary focus this past year was WP2014 in Toronto. The two Co-Chairs acted as liaisons for InterPride's interests as well as assisting the event organizers in any way possible. In addition to the monthly meetings, numerous phone calls and texts took place. Both Co-Chairs planned on attending the actual event. However, due to contact and agreement failures, only Alan was able to attend, sadly. So, the two Co-Chairs divided the tasks up: Brett focusing on administration, preparation, and design input up to the event. And due to Alan's proximity to Toronto, he was tasked with the "hands-on" from the start of the event and actual attendance. However, both worked in tandem throughout. There were enough core committee members at all conference call meetings as well as on email strings to have varied ideas and opinions on all topics. Consensus for voting was always conducted when appropriate. The Co-Chairs would like to start by thanking all of the active committee members for their time and dedication to this project. As well as thank the members of Madrid Pride who are hosting WP2017 for their participation.

After the Montreal AGM an on-site visit was planned. The two WP Co-Chairs were supposed to meet with the organizers in Toronto within three months of October 2013. It took place in December of 2014. Alan, was able to make the trip along with Gary and Sue. In addition, Dallas Barnes and Chris Ellis were in attendance. They had offered to assist with organizing the Welcome Reception during the actual event. Toronto Pride escorted this group to each location of a planned event. We met with local participants and experienced some "night life" that the World Pride attendees would also. Having been involved with the organization of all past World Prides, and having been on other site visits in Rome, and Jerusalem: (London never had one), this one was the best organized and most thoroughly planned out. We all left with a very good feeling for the upcoming event in June 2014.

At the mid-year meeting in April 2014, the board meetings included a brainstorming session to finalize all of the things InterPride wanted and needed to do prior to the event. The daily WP schedule was discussed to see who would be able to attend events. Also, the design of the tent for the booth space and all of the booth contents was discussed and agreed upon.

The actual World Pride in Toronto started on Friday June 20th with an opening in City Hall Square. Highlighted events were the Human Rights conference from Monday June 23rd – 26th, the Gala dinner on Wednesday June 25th, the street Festival from Friday June 27th til Sunday June 29th, and the Dyke March, Trans-march and the WP General Parade held on Saturday and Sunday June 28th and 29th. There was a closing ceremony with entertainment on Sunday June 29th.

The Booth was managed jointly by FCP and IP. Although IP absorbed the total costs, FCP assisted with booth supplies and staffing. The booth operated daily Friday evening,

and all day and night on Saturday and Sunday. Shifts were assigned to some people in advance: many were done one day in advance while in Toronto. The actual set-up of the booth and all of its supplies were arranged and set-up daily (as well as broken down for storage each evening). Sandi Stetson and I were primarily the ones responsible for the booth. All events went off as planned without a catch.

Here are my thoughts on the actual booth process from WP 2014 that can be used for WP 2017. The part that really made a difference to the public was going out in the crowd and giving them WE ARE PRIDE stickers and writing in their country of origin. The materials at the booth for distribution as well as selling of t-shirts were futile. The spectators did not know who InterPride was nor did they care. We had no "catch" - no "hook" to get them involved or to come to our booth. It was presumptuous on our part to think the audience would know who "InterPride" was by reading the logo on the tent.



The fact that there was a waist high wall in front of the booth detracted a lot of interaction. The staff in the booth had to reach over to talk to anyone. The only real contact was by our volunteers in the crowd. The design and logo on the tent were both beautiful and eye catching, but when will we use this tent again? Who will ship it and store it and claim it from Spanish customs? In Madrid the best way to get our presence out there would be to have a more interactive booth. It should be a walk in and each person be allowed to put a stick pin in on a very large world map showing where they are from. Then seeing if there is an actual pride event in their country or city. A display of pictures of actual prides around the world should be hanging. Neither of these were done. The map was voted down and the person responsible for the display never did it. These two things would have raised awareness of the Global movement of prides. A small key chain or sticker could be given to each person who comes in. Minimal brochures would be available as very few were ever picked up or given out. No t-shirts should be sold. No money should be collected either. People who volunteer should have to sign an agreement to show up as many did not while I was at the booth. Set-up and break-down was sparse. Many of the InterPride and FCP volunteers preferred to participate in the other events going on rather than fulfill their promised staffing time at the booth. I personally did not blame them as I wanted to attend other things too: but I did not leave the booth myself and missed out on a lot due to this issue. Every InterPride member (individuals) who attends Madrid should be asked to volunteer for at least one hour at the booth in Madrid. WP2017 Madrid MUST have a completely different set up. What was done for Toronto will not work in Madrid.

In closing I (Alan) would like to say that I have been involved with the preparation and administration of ALL world pride events: Rome, Jerusalem, London and Toronto. Toronto was the most transparent and well- organized of them all. Their committee went above and beyond to make sure everything they committed to do was done. Nothing is perfect in life and there were some disagreements and errors, but over all they set the bar high for all other world pride organizers to reach. Working with Kevin Beaulieu and Chrystal Dean was a pleasure. Having two paid staffers was a very good business choice by Toronto. I would hope that all future organizations follow their lead and that the leaders in InterPride will follow my suggestions as well.

# Regional Reports

## REGION 1

*Regional Directors: Rhonda Fuller and Ron deHarte*

*Committees Served On List: Scholarship (Ron and Rhonda) and Human Rights (Rhonda)*

We are pleased to provide the following update for Region 1 - Mexico, United States (States: Arizona, California, Hawaii, Nevada, Utah) where we experienced another robust year for Pride events throughout the region.

### Regional Conference

The Region 1 conference was held March 13-16, 2014 in Santa Fe, New Mexico. 70 attendees represented twenty organizations participated in the conference. Twenty workshops were presented along with an abundance of networking opportunities over the long weekend. Just over \$4,000 was raised for the scholarship fund to support attendance at future regional conferences.

Elections were held for two positions — Regional Director and Alternate Director. Ron deHarte (Greater Palm Springs Pride) was re-elected to serve as Regional Director and Ernie Yuen (Las Vegas Pride) was elected as the Alternate Director. Both terms begin at the conclusion of the 2014 regional conference and will expire at the end of the 2016 regional conference.

The 2015 Region 1 and Consolidated Association of Pride (CAPI) conference will be hosted by CSW Los Angeles and Flagstaff Pride in Flagstaff, Arizona. Sun City Pride, from El Paso, Texas, has bid on hosting the 2016 conference and Phoenix Pride has expressed interest in hosting the 2017 conference in Phoenix, Arizona. CAPI elections were held for secretary, treasurer and vice president positions. Jennifer Sieber (San Diego Pride) was reelected as vice president. Ernie Yuen (Las Vegas Pride) was elected treasurer and Ron deHarte (Greater Palm Springs Pride) and Carlos Salais (El Paso Sun City Pride) were appointed co-secretary.

### Pride Organizations in the Region

We are aware of up to 70 pride organizations in Region 1. Depending on renewal timing, twenty-one to twenty-five of these organizations are InterPride members. We welcome contact by any pride organizer and are happy to provide information about InterPride or to simply offer support and networking opportunities. For information please contact [ron@pspride.org](mailto:ron@pspride.org).

### Board Work

As directors we do our best to participate in as many committee meetings as possible. Ron is active in the Scholarship Committee and as time permits he attends other meetings. More and more emails are being sent to members directly through

the organization's email blast. At the local level emphasis is placed on communicating via email during the membership renewal process.

Throughout the year we try to respond to member requests within twenty-four hours. We make ourselves available to provide guidance and support to members and non-members who we are prospecting.

### Attendance at Pride Events

In addition to participating in the Region 1 conference, we have or will attend a number of Region 1 member organization and prospective member pride events including:

- Joshua Tree Pride in Twenty-nine Palms, CA (Ron)
- Las Vegas (Rhonda)
- Long Beach (Rhonda and Ron)
- Los Angeles (Rhonda)
- Orange County Pride (Rhonda)
- Palm Springs (Rhonda and Ron)
- Pasadena Pride (Rhonda)
- Phoenix (Rhonda and Ron)
- San Diego (Rhonda and Ron)
- World Pride in Toronto (Ron)

### Support Phoenix Pride

Rhonda and the Long Beach Board members attended Phoenix Pride and brought our float and participated in their parade. A group of Long Beach Pride board members assisted by volunteering to assist Phoenix Pride in their festival. Ron also volunteers with the Phoenix Pride organization during setup and event dates.

### Support Los Angeles Pride

Rhonda and the Long Beach Board members attended Los Angeles Pride and brought our float and participated in their parade.

### Support San Diego Pride

Rhonda, the Long Beach board, Ron and the Palm Springs Pride board attended San Diego Pride and participated in their parade. The Long Beach team also served as volunteers at the festival.

### Look Ahead — Palm Springs Pride

Rhonda and the Long Beach Board will support Palm Spring Pride in November participating in their parade and volunteering at the Festival.

### Smaller Pride Outreach

In our effort to seek new members we've mentored and offered guidance to several organizations.

### Torrance Pride

Assisted Torrance Pride by assisting in the preparation for the outdoor BBQ. The Torrance Pride event is a one-day event that involves outdoor board games; giveaways, food, and nonalcoholic beverages. The entrance fee is \$12.50 pre sales and \$20.00s the day of this one-day event. We met with the treasure and a few board members and shared the benefits of joining InterPride.

## Orange County Pride

We organized a group of Long Beach Pride Board members to assist Orange County Pride and Rhonda personally met with the President and pitched InterPride and the opportunities that are available once a Pride Organization becomes a member. It is a one-day event held in downtown, with a main stage and a dance stage. They will be encouraged to shadow other member organizations so that we all learn from each other.

## Joshua Tree Pride

We met with representatives from Joshua Tree Pride for a mentoring session and shared information about InterPride. Follow up communications encouraged the organizers to attend the AGM and shared information about the scholarship program.

## Outreach

We provided an updated list of Pride member and non-member organizations in Region 1 to the team working on the update of the worldwide Pride Radar report.

## Barriers to progress or challenges

Enhanced brand awareness of InterPride, enhancing real and perceived value of membership and continued organizational focus on sharing knowledge and creating excellent training and networking opportunities is key to our ability to sell InterPride to prospective organizations.

## How is InterPride perceived in the region?

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.

## InterPride Presence in Region

We do not have the financial resources to send teams to Pride events around the world, however, a Festival Kit that includes low cost or no cost tools to promote InterPride at the local level could result in significant awareness for InterPride.

The kit can include digital materials that can be reproduced in printed pride guides or on local pride organization websites. The kit can include logos, various sizes of an InterPride ad about the organization, a Welcome letter from the co-presidents, a membership seal that include "member since" dates, a map of prides around the world and event a listing of Prides in the region.

These digital kits can be made available to each member organization and members will be encouraged to use the materials where they can.

## How do we grow membership?

Continued emphasis on being an organization that provides networking and educational resources to Pride committees will go a long way to increasing the value of membership. Becoming the premier source of information for pride organizers and remaining focused on delivering sustaining value to membership and raising awareness of the InterPride brand will result in direct membership growth.

## 2014 Mid-Year Meeting - Highlights

Representing Region 1, Rhonda Fuller attended the 2014 Mid-year meeting in Pittsburgh.

The Leadership/Board Development sessions provided opportunities to collaborate and participate in team-building activities.

- The board applied the brainstorming techniques to outline, prioritize, and assign activities for the Toronto World Pride event. In addition the facilitator Michael Kumar encouraged us to ensure we advocate our initiatives that we bring forth within the board, to discuss and be prepared to explain why our items are important. Lastly to prioritize our results.

- Five out of seven AGM/Regional meetings suffered loss of money directly attributed to the fact that the registration did not fully cover the host city cost. In addition short of breaking even the average loss was noted. A few suggestions were discussed to correct this trend,

1. Raising the registration fees
2. Reducing the food (which is about 2/3 of the budget)

- Host AGMs in areas where food establishments are close and accessible by the participants.

- Provided lunch via bag or snack bag.

A discussion took place on establishing a governance committee and how the committee can help the board function at its highest level. A few tasks the committee could be assigned include:

- Find fabulous committee members that are geographically diverse individuals.
- Create a new board orientation to onboard new board members.
- Removal of committee members
- Assign an existing member for each new member
- Leadership succession plan
- Educate board members
- Evaluate the board's performance
- Develop Board Leaders

Michael Kumar, a strategic planning facilitator participated in the meeting and explained the importance of mission and vision statements for organizations. A mission statement tells the world where we are going and the vision helps set the course for where we want to be five years from now. We reviewed our current mission statement and discussed forming a committee tasked with suggesting updates to the board. We fully support updating the mission and vision statements to reflect our pride community.

## Member Organizations:

Bisbee Pride

Christopher Street West /LA PRIDE, the TLGB Celebration

Folsom Street Events



Honolulu Pride Festival Foundation  
 Humboldt Pride  
 Inland Empire Pride  
 Las Vegas Pride / Southern Nevada Association of Pride  
 Long Beach Lesbian and Gay Pride  
 Long Beach National Coming Out Day  
 Los Angeles Leather Coalition  
 Northern Nevada Pride  
 Oakland Pride  
 Palm Springs Pride  
 Phoenix Pride  
 Pride & Promote  
 Reno Gay Pride - 18th Annual  
 San Diego Pride  
 San Francisco Pride  
 San Gabriel Valley Pride  
 Sedona Pride Association  
 Sonoma County Pride  
 Tijuana GLBT Pride — Mexico  
 Tucson Pride in the Desert  
 Utah Pride Festival  
 Ventura County Pride on the Promenade

## REGION 2

*Regional Director : Frank R. Leonzal*

*Committees Served On List: Human Rights, Solidarity, Scholarship and CSIC*

This is the final report on my behalf in the position as Region 2 Director. At the end of 2014 I will be retiring from Inter Pride as well as my home organization Rainbow Center, Tacoma Washington after 14 years of service to both organizations and the community.

It has been an amazing time in my life with the opportunity to meet so many great and amazing people from around the world, to make new friendships and learn many great things.

Over the past year many changes have occurred within our region, specific to Washington State with the Popular Vote on Gay Marriage passing. While the climate may be good and improved in areas of the state and region there are still many areas that experience hostile environments to varied degrees of intolerance and/or outright discrimination.

Work continued to promote Inter Pride however without much success. Also it has been noted that many smaller communities are starting to create and grow their own Pride events rather than rely on the 'big city' pride events or in conjunction with showing a strong grass roots level of efforts and community building.

*Progress on 2014 Goals:*

**Goal #1 Data collection and processing of regional pride events** (In final stage's). There has been only 1 RD and no ALT for several years in this region. No

strong interest from any current IP members in region to take on roles.

### **Goal #2 House cleaning for regional data to be passed to Membership**

(Finalized after Pride Radar collection) Willing to assist the assigned VP and Membership with regional contact after my departure.

### **Goal #3, etc. Continued support of IP and its mission after departure.**

(Personal/individual efforts). Always promoting the organization, HR, Solidarity and Scholarship Promote, Promote and more Promoting of Inter Pride and the important role the organization plays in the advancement of Human Rights.

## REGION 3

*Regional Directors: Patrick French & Neil Macernie*

1. Tulsa Pride hosted the Heartland Pride Summit (Region 3 Conference), February 7-9, 2014.

- 44 Attendees
- 11 States
- 22 Pride Organizations
- Region 3 Members in Attendance
  - Tulsa, OK
  - Oklahoma City, OK
  - Enid, OK
  - El Paso, TX
  - Houston, TX
  - Albuquerque, NM

• Although not in Region 3 but a neighbor, Little Rock Pride will hold their first Pride Festival in October 2014. Little Rock Pride members attended the Heartland Pride Summit and credit parts of their growth on the support they've received from the InterPride members they met and collaborated with at the conference. It's so nice to see a small pride growing with the support of its neighbors in spite of regional borders.

• Albuquerque Pride representatives also attended this regional conference. There was much information taken back with Albuquerque Pride, including free organizational online tools, event registration and event tools, better sponsorship acquisition and control, and programing ideas. One important piece of information that was provided was event security and parade management, safety and liability control.

2. Attempts are underway to re-solidify Region 3 after several years of declining participation by Region 3 members. Patrick and Neil are both new to leadership in Region 3 (since 2013 AGM) and are still discovering the needs of the region and identifying our plan to fulfill those needs. Patrick continues to partner with prides in the region to ascertain their needs and how InterPride can be of assistance in their organizational goals.

3. Patrick attended Tulsa Pride, OKC Pride, Northwest Arkansas Pride (not in Region 3, but only 1.5 hrs. drive from Tulsa) and Enid Pride in 2014. Tallequah, OK has launched a new pride as an arm of Tulsa Pride/Oklahomans for Equality. Tallequah is the Capitol of the Cherokee Nation in Eastern Oklahoma and reaches well into the Two Spirit Community in the region.

4. Neil attended Albuquerque Pride, Phoenix Pride, Santa Fe Pride and Los Ranchos Pride. Going to the other prides gave us comparisons, which allowed us to

know what we are doing right, what we could be doing in the future and what we need to work on in growing our event. We were able to contribute to Los Ranchos event with equipment rentals for the children's area. Santa Fe Pride brought there event back to their old town plaza after many years. The event was a great success and because the plaza area is such an important tourist attraction, they were not only able to grow their event but they were also able to grow their outreach and exposure of the LGBTIQ community to the larger global community. Along with the rest of the Albuquerque Pride board, Neil was able to continue our annual OUT-standing Awards event. This event continues to provide a way for the community to honor the people, business and organizations that are, for and about the LGBTIQ community.

*Progress on 2014 Goals:*

**Goal #1 Conference** (Complete - Huge Success!) Our first attempt to really get the region back on track went off without a hitch. We were very excited to see the level of participation we saw from members of our region as well as members of our neighboring regions. We will work with the Region 3 attendees to determine if we will have the resources to hold a Region 3 conference in 2015. Uncertain at this point.

**Goal #2 Identify underserved Prides in R3, provide support** (In Progress Midland/Odessa TX is starting a new pride, Permian Basin Pride) Patrick is in contact with their team and providing support when requested. They attended the conference. Good groundwork there. Tallequah, Ok Pride „Tallequality" has held two events with support from Patrick/Tulsa Pride/Oklahomans for Equality.

Joplin Pride (not in Region 3, but a 1.5 hr drive from Tulsa) has reached out to Patrick for assistance.

Also, Patrick continues to mentor Enid Pride, in Enid, OK, and serves on their Pride Board as an advisor.

Albuquerque Pride experienced some changes and challenges this year, which required our focus and energy to be directed to our organization's operations.

After a year of legalized same-sex marriages we are looking at how this has changed the needs of our LGBTIQ communities. Recently, there seems to be a focus on homeless LGBTIQ youth and transgender rights.

**Goal #3 Member Services** (In Progress) Work to better understand the needs of our global community and area pride events to better the resources provided to members of InterPride. Neil was not able to participate in this goal due to our recent organizational changes and challenges this year.

**Goal #4 Understanding Role** (In Progress) Neil would both like to better understand their roles as co-director and work to dedicate time to this new role and InterPride. However, this was also difficult this year due to our recent organizational changes and challenges.

## REGION 4

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*Regional Director: Matt Crawford*

This year has gone by quickly. After the AGM in Montreal, I started to e-mail information about the AGM this year. I was excited to assist members with early registration.

The membership renewal process was so smooth this year, I only had 2 issues. James handled both of these quickly. I want to thank James for the improved experience our members have had because of the new database and quick support.

I did not attend a Pride event in the region this summer. This was because I was not invited to attend by any of the members. I also did not have as much extra money as last year for travel expenses, so I choose not to travel to any events. I have not heard any bad news from the membership, so I assume all the events went well. I will be catching up with many member organizations at the AGM later this month.

This is the first year of my second term and it has been a great honor to represent Region 4. However, I ended my affiliation with my local Pride event in September. In addition, I accepted a job with the company I currently work in Fort Lauderdale Florida. As such, I now live in Region 5. It is with much regret I must step down as RD for Region 4 at the AGM. I have many documents that I will be more than happy to share with the new RD at the AGM. I will offer to burn them to a CD/DVD while at the AGM so the new RD has the opportunity to review what I have provided.

I am also the Co-Chair of the Conference Structure and Integrity Committee (CSIC). This has taken up a lot of my time. A lot is happening in CSIC and potential changes to how the AGM is managed. I am also working on a Conference Manual but I will not have this complete by the AGM as I had planned. This is due to my moving right before the AGM. I love being involved in CSIC and perhaps I can continue in that role for 2015.

I look forward to seeing everyone at the AGM.

## REGION 5

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*Regional Directors: Dustin Brookshire and Rocky Bowell (Isaac Kelly serving as Regional Director until September 2014)*

*Submitted by: Dustin Brookshire on behalf of the Region 5 Regional Director Team*  
*Committees Served On List: Dustin Brookshire serves as a member of the Scholarship Committee and Human Rights Committee. Rocky Bowell serves on the Conference Structure and Integrity Committee and Member Services Committee.*

I am happy to provide the following update on behalf of the Regional Director (RD) team for Region 5, AKA Prides of the Southeast (POSE). It is a privilege (and lots of fun) for us to represent POSE and InterPride.

### Regional Conference Update

It was with regret and understanding that the POSE RD team accepted Augusta Pride's notice of withdrawal from hosting the 2015 POSE Regional Conference. Augusta Pride experienced unforeseen issues and shared their sincerest apologies

with the region. We thank Augusta Pride for all it does for the Pride movement in Georgia.

With the withdrawal news at hand, the RD team sent a regional all call email that resulted in three pride organizations expressing interest in hosting the 2015 POSE Regional Conference. The RD team has been in detailed conversation with the interested organizations. Two of the three prides are still interested in hosting the 2015 POSE Regional Conference as of the date of this report submission. Thank you to Roanoke Pride and Charlotte Pride for their consideration. Both prides were asked to submit a formal bid to the RD team.

Hosting a regional conference in March or April is a massive task to undertake this late in the year; therefore, the RD team has been busy developing a backup plan. We surveyed the membership via email to get a pulse on the approval of a webinar conference and to solicit submissions of topics for regional conference workshops/panels. Three responses were received in favor of hosting a webinar conference (if an in-person conference cannot be held). Thank you, Kentuckiana Pride, for submitting a detailed list of workshop topics. The RD team will still gladly accept topics for workshops and panels.

A regional conference update will be provided during our plenary sessions at the 2014 Annual General Meeting (AGM) in Pittsburgh.

### **Regional Director Update**

Isaac Kelly submitted his resignation to the InterPride Board of Directors in September. He thanked the InterPride members for their friendship during his five-year involvement with the organization. Isaac's personality will be missed at our 2014 AGM. Please join me in wishing Isaac the best in his future endeavors.

Rocky Bowell transitioned from his role as Alternate Regional Director (ARD) to Regional Director. Rocky will finish Isaac's term that ends in 2016. I am thrilled to continue to work with Rocky. Please join me in congratulating him.

Our region will elect a new ARD at the 2014 AGM. Rocky and I look forward to welcoming a new member to the team.

### **Scholarship Update**

At the 2013 AGM in Montreal, the POSE membership stated they wanted a \$1,000 POSE specific scholarship. We immediately began working on this goal, and we raised \$675 at the time of the mid-year report. I am thrilled to report that we met the goal of \$1000 for a POSE Scholarship. Thank you to all the donors who whose donations made the POSE Scholarship a reality! Thank you, Atlanta Pride Committee, for holding the funds for the POSE Scholarship.

POSE Members, we still need your help. Help us develop a POSE Scholarship Committee; be ready to volunteer when we discuss this topic at the 2014 AGM. We are also working on a POSE Scholarship sustainability plan. We will welcome your ideas at the 2014 AGM and/or anytime by email.

### **Region Outreach**

POSE started the year with 11 members. We have 28 POSE members at the time this report was submitted. Rocky and I will do our best to see that number grow in 2015. Don't be shy; please send us an email at [region05directors@interpride.org](mailto:region05directors@interpride.org)

if you discover any new Prides.

Not including our own Pride events, Rocky and I visited a total of nine prides this year. Rocky attended West Palm Beach Pride, Miami Pride, Gay Days Orlando, Key West Pride, and St. Pete Pride. I visited Nashville Pride, Knoxville PrideFest, Charlotte Pride, and Blue Ridge Pride.

We are also excited that our POSE Facebook page has increased to 700+ likes since our 2013 AGM. Find us on Facebook at <https://www.facebook.com/pages/Prides-of-the-Southeast/228279237363>.

### **Board Activity**

I feel that I have adequately represented our region on the board. I have not missed a board meeting this calendar year. I served on a subcommittee to continue work on the InterPride mission statement that began at our 2014 mid-year board meeting, and I look forward to the board completing the mission statement work at our 2014 AGM.

You probably already read about the great work James Hermansen-Parker is doing as Chair of the Methods & Standards Committee, but I want to spotlight one item in particular of the committee's work - the Board Expectations Document. I am pleased to say that board support for this document was unanimous. I look forward to the implementation of the Board Expectations Document and the positive effect it will have on our region and the organization.

### **Save the Date**

April 8-10, 2016 - POSE Regional Conference hosted by Pride South Florida

*Progress on 2014 Goals:*

### **POSE Scholarship**

(Region 5 Regional Director Team - Completed) \$1,000 raised.

### **New POSE Logo**

(Regional Director Team & Membership - Completed) As announced in the 2014 mid-year report, this goal was met at the 2014 NERP-POSE Conference.

### **State Coordinators**

(Region 5 Regional Director Team - In Progress) More discussion to be held at the 2014 AGM.

## **REGION 6**

*Regional Directors: Michele Irimia-Bernabe and Paul Sanders*

*Paul Sanders served on Fund Development (Co-Chair) & Member Services*

### **Paul Sanders**

I am proud to be able to report to you that we are stronger than ever in terms of our member organizations in their health and prosperity.



At the present time we have 25 members of our region and are actively working to secure more members. We have a wide variety of members - from "traditional Pride Parades" to only Festivals to Prides run out of community centers to social LGBT Pride groups. This adds to the absolute power of our members. We are able to know the needs of our local communities and serve them in ways that best fit them. There is no "Pride-fits-all" model.

- LGBT Coalition of Western Massachusetts
- Gay Alliance of the Genesee Valley - Rochester Pride
- Brooklyn Pride, Inc.
- Out Astoria
- Queens Pride
- Bronx LGBTQ Center - Bronx Pride & Health Fair
- Jersey Pride, Inc.
- NW Pennsylvania Pride Alliance, Inc.

- Pride Center of Staten Island - Staten Island PrideFest
- Delaware Pride, Inc.
- Capital Pride Alliance - DC Pride
- Rhode Island Pride
- New Hope Celebrates
- North Shore Pride, Inc.
- Delta Foundation of Pittsburgh - Pittsburgh Pride
- Heritage of Pride, Inc. - NYC Pride
- OutCT
- North Jersey Pride
- The Frederick Center
- Chesapeake Pride Festival, Inc.
- Boston Pride
- Pride Center of Vermont
- Philly Pride Presents
- CNY Pride
- Harlem Pride, Inc

The Regional Director team started this year as myself - Paul Sanders (Pride Center of Staten Island - Staten Island PrideFest), Michele Irimia (Heritage of Pride - NYC Pride) and Jayme Martin (CNY Pride). Michele and I, as the Regional Directors and Jaymie as the Alternate. Region Six for years has operated as the complete regional director team with the Alternate taking part in all calls and

conversations so not only is their voice an active part of decision making and planning it also helps ready and train the Alternate in the event there is a vacancy and they are elevated to full RD status.

At our joint regional conference with R5 in Atlanta, I was re-elected for another two year term and Jayme stepped down from his Alternate position. Chris Calvert the outgoing Chair of Queens Pride in Jackson Heights, NY was elected as the new ARD. We welcome him onboard and thank Jayme for all of his time, efforts and dedication to the Region and InterPride, CNY Pride is fortunate to have him.

Speaking of our 2014 conference, like I stated it was held in the South this year with Atlanta Pride Committee hosting. Thank You to Buck Cooke, Executive Director of APC and Glen Paul Friedman, he the Chairman of the Board of APC for keeping R6 and its Directors in the loop throughout the entire planning process.

We will be in Queens, New York for NERP 2015 ([www.nerpqueensny2015.org](http://www.nerpqueensny2015.org)) for the Regional Conference. The conference chair is also Chris Calvert and they have been working hard on the conference. I have been given the opportunity to offer advice and have participated in conference calls for them as well.

As of this writing we have no official bids into the region for the 2016 NERP conference, but there is 2 organizations (Pride Center of Staten Island & Capital Pride Alliance - DC Pride) formulating potential bids to present at the Annual General Meeting in Pittsburgh, PA.

The 2013 Annual General Meeting held in Montreal, Quebec, Canada had 15 member organizations of Region 6 in attendance.

We have 14 member organizations presently registered to attend the upcoming AGM in Pittsburgh at the end of October 2014.

I have done my best to make sure that I have attended as many Prides as I can in the Region. This past year I attended: Queens Pride, Brooklyn Pride, Bronx Pride, NYC Pride, Pride Kickoff in Long Island City, NY, Staten Island PrideFest and Out-Fest in Philadelphia.

**Pictured: The newly chosen, Miss America, Kira Kazantsev proudly graced the stage at Staten Island PrideFest in July to speak about why she feels LGBT rights are important and how she supports the community.**

## Michele Irimia-Bernabe

This year was a bit different since Paul started his new job with the Pride Center of Staten Island and I was on the board of NYC Pride as Secretary. Time was certainly something we could of had more of. With the help of the region, we have put together and contacted a number of new and old prides. The outreach efforts have been good, we are in communication with potential members and we hope are efforts pay off. Region 6 attended a number of prides including Capital Pride, Philly Pride, Brooklyn Pride, Jersey Pride, Queens Pride, NYC Pride, Staten Island Pridefest and I am sure I am missing others.

InterPride is perceived as an organization that has wonderful member services and a great networking base. As always more communication is needed as well as our



presence at member pride events.

The biggest barrier, as usual, was time. As many of us have stated, this is usually the third priority in our lives. The time and dedication that this position needs to truly be effective year after year can never be given by an individual or group of individuals who have other responsibilities, whether it is to their jobs or home pride. Therefore, growth is slow within the organization. InterPride could help by having standard forms that we all use to recruit members and communicate information.

Region 6 has a large InterPride presence although we have room to grow. Our region is far from where it can be. Both directors have worked towards improving recruitment and communication with the region.

*Progress on 2014 Goals: Goal #1 - Recruitment and Goal #2 - Communication* are both ongoing.

## REGION 7

*Regional Directors: Dallas Barnes & Chrissy Taylor Alternate Regional Director: Chris Ellis*

Chrissy, Chris, and Dallas all attended the Regional Conference/Fierte Canada Pride Conference in Winnipeg, Manitoba in 2014. Pride Winnipeg were phenomenal hosts. They worked hard at efficiently cutting food costs throughout the Conference allowing for a lower Conference fee. The workshops were outstanding and the Regional engagement was great. With World Pride happening in Toronto this year, the excitement and Canadian Pride were in the air.

We are definitely making a positive difference within InterPride. Canada is geographically the largest region in the InterPride membership. This proves challenging in maintaining communication and support. Through Facebook, email and Regional Conferences, we have maintained a consistent network. We have successfully campaigned for the position of Trans VP of Operations and that will go to a final vote at this year's AGM. Chris has travelled to numerous Pride's, promoting both InterPride and World Pride, going above and beyond his position of Alternate Regional Director.

There are a few challenges, particularly when you are dealing with such a large region. As the Canadian membership grows within InterPride, our voting power does not. We are still only one Region, regardless of the fact that our sheer volume far outweighs that logic. Cost for both Regional Conferences and InterPride Conferences/AGM's are also a large challenge. It is extremely expensive to fly within Canada, let alone another country. Many of our member organizations are extremely small and unable to afford this cost. I asked a few of the members that were not attending the AGM in Pittsburgh why they were not attending and cost was a major factor. It would also be helpful for the Executive Board to communicate efficiently the details of the allocation of outreach funds. Chris travelled to numerous Prides as mentioned to promote InterPride. He has connected with the Board about reimbursement on numerous occasions and has not received a response back.

There are currently 22 Member Organizations in Region 7.

InterPride is perceived rather well in our Region. As we also have Fierte Canada Pride, InterPride is known as its International counterpart, however member organizations generally see it as a North American organization mainly due to the fact that it is mainly comprised of American and Canadian organizations and that conferences are almost always held in North America.

### There are quite a few barriers in our Region.

a. Geography: Canada as one Region is immense. What is important on one side of the country is not necessarily common on the other side. It is also difficult to travel from one end of the country to the other as we only have two airlines, and both are extremely expensive. It would cost less for someone in Toronto to fly to London, England than to Vancouver in peak times. The western portion of Canada has more difficulty affording conferences in the East because of expense and you will notice that at Eastern conferences with a large Eastern Canadian presence. Additionally, there are many more smaller prides that have joined InterPride as of late, and those in the west and central Canada have virtually no means of affording the cost to conferences in the East and vice versa. This also proves to be difficult for RD's to physically outreach these Prides as again, the cost is overwhelming.

b. Member Benefits: There are virtually no member benefits for any country outside of the USA. FCP has secured some benefits, however I believe that InterPride should really be focussing on bring in International benefits, as to cease to be USA centric.

c. Conference Workshops: When there is a Conference in the USA, it is often chalk-full of American based workshops, i.e., fundraising (tax issues), Event planning, etc. A global focus on workshops would be much more beneficial, particularly for smaller Prides that need this information. I would also suggest more time for special interest workshops i.e., women's caucuses, Trans caucuses, small Pride caucuses, mentoring groups, etc.

## REGION 9

*Regional Director: Luis "Conti" Rivera*

The Region 9 is a vibrant, diverse and rich of cultures space. The Caribbean and Central America integrate this Region. At this moment Puerto Rico is the only country who is member of Inter Pride. We make a whole pride radar effort to know about other prides and we found a fantastic list of events in the whole region. This could be the newest and growing region for Inter Pride in the next couple of years.

Our Region Pride events in 2014 were

1. Puerto Rico Pride
2. Boqueron Pride (PR)
3. Caravana de Orgullo ( Dominican Republic)
4. Marcha de Orgullo (La Habana, Cuba)
5. Curacao Pride
6. South Caribbean Pride (Curacao)

7. Bahamas Pride
8. Marcha por la Diversidad (Costa Rica)
9. Gay Pride Panamá
10. Marcha de Orgullo Gay Guatemala
11. Marcha de la Diversidad Sexual El Salvador

Some of these Prides are relatively new, but have good support from their people. In other cases, the judgment of local government or religious authorities condemns their events. Most of our countries are conservative and with stronger religious movements. We're making email & social networks efforts to help each other to promote events and solidarity beyond pride. Other prides may happen in the region, but I don't have contact information to communicate with them.

Puerto Rico is the only Pride who is currently involved with InterPride within the region. Other Prides have received grants from the InterPride Solidarity Fund. At this moment we're looking to create a Pride Calendar for the Region and keep it open for new events, helping Prides with planning, fundraisings, organizational support and others.

In our region the first barrier is Language. We have 5 different languages throughout the region. English, Spanish, French, Dutch, Haitian Creole, Papiamentu. InterPride has literature for the main languages, but not necessarily the languages needed.

The second barrier is the stronger religious movements in some of the islands. With influence with the government some Pride have hard times sometimes to get permission to a formal activities. Most Pride events or Activities occurs in private complex as hotels, beaches and other to avoid restrictions. Many countries like Jamaica have a history with violence to our communities there. As a fact, Jamaica has no pride event, but a huge and hide LGBT community. Guatemala, El Salvador and other Latin American countries have registered murders, human rights violations and other crimes to the LGBT communities.

The third barriers would be the geography. Most of our region countries are island, with limited airlines, cruise, and boat services to and from the islands. Travel are sometimes expensive in Pride Season, people with incomes could afford this kind of trips

Inter Pride could help in some ways. We could make a project to translate to the local language our literature, present them to these organizations and invite them to IP regional conference or an AGM. Also, we could publish memos or press release for helping this pride to promote their events.

For the transportation cost we could evaluate airline who gave support for LGBT Communities and their interline agreements. Local Organizations, Tourism Agencies, Travel Agencies and airlines could work together to create Pride Pass, this would benefit the local pride with visitors and supporters, the tourism of the islands and Inter Pride as an international organization helping prides around the globe. Puerto Rico is the only member of Inter Pride in the region at this time. We could work with an incentive plan to bring local pride to IP with no charge during the first year, supporting them for AGM and working closed with, at their Pride events thru regional support.

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## REGION 12

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*Regional Director: Stefan Baier*

In the last year we had three (!) German regional conferences – one in Berlin, one in Koblenz and one in Hamburg. . . . Actually it was a meeting of the German Prides – the biggest part of Prides in Region 12. They all were great for networking and talking about our experiences with our Prides. Even the German Prides association (CSD Deutschland e. V.) which has not been active for years was re-activated. After years of trying to organize a meeting we finally managed to organize not only one but three. . . . Isn't that a great success?

There was one regional meeting in March in Cologne this year (which I joined via Skype) and the next one will take place on 1st of November in Dresden. Of course I will join this one in person.

I think it is positive for the other Prides that I keep them up to date what is going on with Interpride, when and where the next AGMs take place, and so on. . . . On the other side it is still difficult to bring our Prides in Region 12 to our AGMs and to increase our membership here. The problem is that there are not really big benefits for Non-US-Prides. . . . And the travel costs are not very low. . . . But luckily NYC Pride had flight vouchers to give away for European Prides and Uwe Hörner from CSD Rhein-Neckar was lucky enough to get one so he can join the AGM now for the first time. ☺

I think by now Interpride is well known by the Region 12 Prides.

There are 78 Prides (65 in Germany, 5 in Switzerland, 8 in Austria and no Pride in Lichtenstein) in Region 12. As soon as I notice that there are new Prides in my region I try to get in contact with them, offer them my help and try to visit them at their Pride – There was the first Pride in Villingen-Schwenningen and Freiburg in Germany this year – unfortunately the planned Pride in Albstadt didn't take place – the organizers disappeared. But some other guys within the organization try to organize one next year now. I stay in contact with them.

I visited Zurich Pride in Switzerland, Berlin Pride, CSD Freiburg and CSD Stuttgart in Germany this year. ☺

At the Pride events I was attending since I am Regional Director there was only a bit presence from Interpride with former co-president Mark F. Chapman speaking at our festival in Konstanz 2011 and the logo on the homepage from CSD Konstanz. Last year my Pride had even greeting words from Caryl and Gary, our Co-presidents and Alan Reiff from the WorldPride Committee in our Pride Magazine.

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 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.

## REGION 14

*Regional Director: Juan Carlos Alonso Reguero*

### Promotion of the Association and the World Pride and SPONSOR

- During the last Madrid International fair of tourism (FITUR) from 22th of January to 26th of January. I performed two different presentations at the stage of the LGBT area of the fair with a great participation and success.

- A presentation about INTERPRIDE his mission and statements, and the organization of InterPride in different regions all over the world and how to become a member of our Organization. In this presentation were invited representatives of the Prides that make up the region 14.

- I also gave a presentation of the 2014 Toronto World Pride and special promotion of the Toronto World Pride for every day of the Fair, in partnership with Pride Toronto.

During the ILGTA Conference held in Madrid from 7th to 10th May, I made a presentation of Madrid Pride, AEGAL, Madrid World Pride and had an information table where also gave information about InterPride.

All these promotional events were performed with the collaboration of my team of volunteers and the support of AEGAL.

- In collaboration with Ruben De Keyser, (EPOA's Outreach and Member Services Coordinator) we have compiled a list of all European prides in the region 14 to further improve the efforts of INTERPRIDE & EPOA to become a truly important stakeholder within the European LGBT community.

I, with the collaboration of the EPOA board members, have been engaging on different levels with prides throughout European countries of region 14 in an ongoing effort to grow our membership.

We can pride ourselves on representing different sizes of prides and different countries.

All our members bring their own experience and color to this organization.

Our re-branding efforts are still ongoing this will add to the continuing growth of our name and Brand recognition in the future.

### Active Prides in Europe, REGION 14:

#### *Cyprus*

Cyprus Pride, Nicosia

#### *Italy*

Sardegna Pride Alghero, Alghero

Sardegna Pride Alghero, Alghero

Bologna Pride, Bologna

Catania Pride, Catania

Puglia Pride, Lecce

Milano Pride, Milan

Mediterranean Pride, Napoli

Palermo Pride, Palermo

Perugia Pride Village, Perugia

Calabria Pride, Reggio Calabria

Roma Pride, Roma

Siracusa Pride, Siracusa

Torino Pride, Torino

Venezia Pride, Venice

#### *Israel*

Pride Tel Aviv, Tel Aviv

#### *Malta*

Malta Pride, Valletta

#### *Portugal*

Marcha LGBT Braga, Braga

Marcha da luta contra homofobia e transfobia de Coimbra, Coimbra

Arraial Lisboa Pride, Lisbon

Marcha do Orgullo LGBT de Lisboa, Lisbon

Pride Azores, Ponta Delgada

Marcha do Orgullo LGBT no Porto, Porto

#### *Spain*

Orgullo Gay de Coruña, A Coruña

Orgullo Alacant, Alicante

Pride Barcelona, Barcelona

Benidorm pride, Benidorm

Orgullo Gay de Bilbao, Bilbao

EnOrgulleCT, Cartagena

Orgullo LGBT de Donostia, San Sebastián

Orgullo LGBT Asturias, Gijón

Gay Maspalomas, Las Palmas de Gran Canaria

MADO, Madrid Pride, Madrid

Orgullo LGBT de Murcia, Murcia

Summer pride Mallorca, Palma de Mallorca

Orgullo LGBT Pamplona, Pamplona

Orgullo LGBTI de Tenerife, Santa Cruz de Tenerife

Orgullo LBGT, Segovia

Orgullo del Sur, Sevilla

Sitges Gay Pride, Sitges

Orgullo LGBT Toledo, Toledo

Pride Torremolinos, Torremolinos

Orgullo Valencia, Valencia

Orgullo LGBT Castilla y León, Valladolid

Orgullo Vigo, Vigo

Orgullo LGBT+ Zaragoza, Zaragoza

#### *Turkey*

March against Homophobia&Transphobia, Ankara

Istanbul Pride, Istanbul

We haven't news from Andorra, Gibraltar, San Marino and Vatican City.

Regarding the countries of Latin America forming Region 14, I have reached a partnership agreement to work with "Fundación Triángulo" (Spain LGBT Organization), because they have the contacts of different Pride organizers of these countries and to organize a Regional conference on the Future.

In collaboration with "Casa de América" have intensified contacts with different LGBT Organizations and Human Rights Organizations in Latin America in order to prepare the Human Rights Conference during Madrid World Pride 2017.

Also in collaboration with the Ministry of Culture of Spain, we are preparing a cultural program to promote LGBT culture in every country in Latin America as well as showing the culture of these countries in Madrid.

Since I occupied the position of Regional Director, all printed programs, brochures, and informative items of Madrid Pride are displaying the INTERPRIDE logo following my 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, and specially this year during the special promotional actions from 2017 Madrid World Pride, during the 2014 Toronto World Pride. Also we have an special promotion during ILGTA Conference in Madrid.

In the webpage's of Madrid Pride you could find the logo of INTERPRIDE and a Little explanation informing about our membership of the association.

## INTERPRIDE – EPOA RELATIONS

During the 24th EPOA AGM & Conference, held in Riga from 28th to 31th of August, I was elected to the Board of Directors again. Having been part of the Board from 2007 to 2013 like EuroPride Coordinator, have now been chosen Conference Co-ordinator.

This is my proposals and agreements to the AGM like Regional Director and Conference Coordinator:

- The EPOA delegates will continued discussed the current joint-membership arrangements with InterPride, and I will make a special request for to cooperate further with InterPride.
- Promote actions to support, promotion and visibility of the EuroPride 2015 in Riga.
- Make a request to InterPride support and presence during the EuroPride 2015, Riga.
- I have reached a partnership agreement with Mozayka and Amsterdam Pride in order make an officials ceremony to support World Pride Madrid 2017
- Madrid and AEGAL requested the organization of the 26th EPOA AGM & Conference in 2016, in order to gain the support and participation of all Europe to World Pride 2017.

## WORLD AIDS Day Events

One year more I coordinated, HELP: Solidarity Week:

Organized a training campaigning, awareness and information about HIV- AIDS in Madrid, in Lavapies, Malasaña, Triball and Chueca neighborhoods, in downtown city.

November 30, as every year, HELP in collaboration with COGAM and FELGTB, organized the tribute to the AIDS victims in Puerta de Alcalá.

## REGION 20

*By Brett Hayhoe, Secretary*

2013 / 14 has seen a major change across Australia and the region. Some Prides have really shone, some are making a comeback from recent financial woes, some new ones have sprung up (particularly in the Far North of the country) and one (Pride March Victoria) has dissolved into the larger entity of MIDSUMMA Festival.

In regard to the latter, it is certainly hoped that this will add much needed stability to the event and offer a sense of security the past two year's of administrations have not been equipped to supply. There is a certain degree of sadness regarding the decision personally but I am happy to sit back and observe the process before I take any other actions. One can only hope the outcome is a success for the LGBTI community of Victoria and the Pride movement in general.

Regionally (politically speaking): Although at the time of writing this report, Marriage Equality has not yet come to fruition in Australia, general consensus in the region is that it is inevitable and will come within the first term of our new (current) conservative Government...only time will tell. In the meantime many LGBTI people have opted to fly to New Zealand to tie the knot.





## SPECIAL REPORTS

### SCHOLARSHIP

*Co - Chairs — Shannon Lank and Alan Reiff*

Although nothing in life is perfect, the 2014 Scholarship Season went very well overall. There were enough "active" committee members to delegate work out and have informed discussion and consensus voting. This is a key factor in having a productive committee. We first want to thank all the committee members who stayed active and took a part in the process.

This year the total amount to be awarded was \$14,469. We received a total of (35) scholarship applications:

10 from the USA  
9 from Canada  
7 from Europe  
5 from Africa  
4 from Asia.

This diverse collection was in response to the work of the committee to do outreach to a broader audience in response to the mandate from membership at the 2013 AGM. Upon receipt of these applications, many were incomplete. We again did specific follow up on a more personal level to help each organization complete the process. This change was also in direct response to membership's request to be more "human" than "rule-centric." It is important to note that the implementation of two recommendations be included in the application process didn't turn out to be a problem at all. At the first round of voting the following pride organizations were awarded scholarships:

1. Capital City Pride, USA  
2. GALZ, Africa

3. Mozaika, Europe (Declined)  
4. Muskoka Pride Community, Canada  
5. Staten Island LGBT Center, USA  
6. Gay Alliance Ukraine, Europe  
7. Prince Albert Q Network, Canada (Declined)

The committee then went back to the follow up process with organizations already applying to finalize incomplete applications and to wait for any new applications to come in by the second deadline of August 1st. At the second round of voting the following pride organizations were awarded scholarships:

1. Kashish Mumbai International, Asia  
2. Pride North 55, Canada  
3. Roanoke Pride, USA  
4. Simcoe Pride, Canada  
5. FARUQ, Africa  
6. Ventura County Pride, USA

In addition, a waiting list was created of completed organizational applications that would be held to approve and offer a last minute grant in the event any previously approved scholarships fell through: for whatever the reason. The committee also agreed that if any monies were left due to any reason, we would also try to distribute proportional amounts to previously approved applicants to increase their scholarship amount. These measures were done to ensure the maximum amount of our 2014 budget would be distributed. The internal process moved smoothly, and we can only hope to have as many scholarship delegates present, equal to the number of scholarships granted. We will have to wait till Pittsburgh to know.

Moving forward, changes to the process and the structure will have to take place. One being the way in which the application is received electronically. The application and the financial statements come in separately. We then have to forward everything to separate file to be used by the committee. Also, it is not an easy process to access the electronic application itself. A more user friendly system has to be created. Also, unexpected issues arose due to the diverse quality and

## PAM O'BRIEN MEMORIAL SCHOLARSHIP

The Pam O'Brien Memorial Scholarship Fund was established many years ago to help financially challenged organizations attend the Annual World Conference. Over the years dozen of Pride organizations have received the benefit of networking and learning from seasoned Pride organizers from around the world.

This opportunity is only made possible only through the generosity of individuals and member organizations. We are very grateful to the donations that are received every year. It is an important benefit of membership in InterPride.

Pam O'Brien was on the Board of InterPride and Cape Cod Pride and a former Chair of the Interpride's Scholarship Committee. She was renown in Cape Cod and a recipient of the David Norrie Award from Heritage of Pride of New York City. Pam was a passionate champion of the Scholarship fund and was instrumental in helping get it more attention and keeping it relevant. Pam passed away on June 3, 2008 and later that year, the Scholarship fund was named in her honor and memory. Pam will be forever remembered and always missed.



background of the actual delegates. Most notable will be to make sure each applicant understands that this is a partial scholarship to attend. Also, as we start to bring in smaller, less affluent prides from around the world, our process of reimbursing will have to be readdressed. Point in fact are Uganda and Latvia. Each organization did not have the funds to cover the expenses prior to the conference. FARUG (Uganda) is still in the process and trying to find voluntary financial support to send a delegate but unfortunately at the time of writing this, MOSAIKA (Latvia) had to rescind their acceptance due to a lack of financial support to send their delegate. The attendance by MOSAIKA out of Riga, Latvia was very important for InterPride due to the fact that Riga, Latvia will be hosting the 2015 Europride. It is a very fine line to pre-pay anything and then the delegate does not show up: InterPride lost about \$2,000.00 last year from being "nice" in this way. However, something has to be worked out to ensure the smaller prides in hostile and in third world areas have a presence at the AGM. Granting a waiver of membership or having their membership fee paid by another solvent pride organization is only a start. What happens then? We want to have representation physically at the conference. The partial scholarship award in the current form of a reimbursement in two parts does not work for many non-North American pride organizations. This factor seems to be involved with the lack of actual registrations made to date and the lack of hotel bookings of scholarship recipients at three weeks prior to the conference. If you can't pay how can you register? And if you don't register how can you attend? It's a catch 22.

Another issue that we need to resolve is the allocation of funds. The Scholarship Committee gives monies to organizations and not to individuals. The committee had specific funds set aside for a Canadian Pride, a person of color, and a transgender individual. Individual money requests are impossible to fulfill as it is the organization that receives the funding.

These issues will be the topics for the committee meeting held at the Pittsburgh AGM.

## SOLIDARITY FUND

### *Fund Activity Overview*

In 2014, four grants were made from the Solidarity Fund. This is twice the number from 2013 which represents not only increased interest in and awareness of the Solidarity Fund by potential recipients, but also a greater commitment on the part of the InterPride membership to capitalize the fund with contributions at the Annual General Meeting in Montreal on October of 2013. Descriptions of each grants are listed below.

Hopefully, 2015 will see a continued increase in the capacity of the Solidarity Fund as well as the number of grants made from it. In addition, the Solidarity Committee of InterPride would like to see the grant making process for the Solidarity Fund evolve in 2015 to something more structured and formalized. Specifically, the Solidarity Committee would like to:

- establish a formal call for proposals process with goals and priority focus areas;
- create a grant calendar which specifies the frequency and timelines for project calls;
- develop a formal proposal scoring process with evaluation criteria;
- create a formal grant agreement that spells out what each party's responsibilities are;
- institute a set of success metrics for individual grants as well the Solidarity Program as a whole.

### *2014 Grant Awards*

Grant Recipient: Pride United (please see report on page 43)

Award Amount: \$900 US

Project Description: A grant was made to support the travel of a Pride United representative to the Pan-Africa ILGA Conference where he facilitated a workshop on the status of Prides in Africa and the possibility of developing a broader Pride movement on the continent and how InterPride might support that movement.

Outcomes: As a result of this grant, many African LGBTQ activists and organizers were exposed to InterPride as a potential partner in supporting their work. Additionally, the InterPride Human Rights Committee was able to make contact with several of these activists and have begun to build relationships with them. (See report submitted by Frank VanDalen).

Grant Recipient: KASHISH Mumbai International Queer Film Festival

Award Amount: \$1,000 US

Project Description: A grant was made to support the 5th edition of the festival which attracts roughly 6,500 participants annually. In 2010, this event was the first LGBT film festival in India to be held in a mainstream theater and to receive clearance from the Information and Broadcasting Ministry. This year the festival screened 154 films from 31 countries and was an important Pride event – one of the biggest and most mainstream in India.

Outcomes: As a result of this grant, InterPride has begun to reestablish a presence in India. The Human Rights Committee has developed a relationship with the festival organizer who has since provided valuable input on the 2014 Pride Radar report for Region currently without a Regional Director. Additionally, the Scholarship Committee has granted a Scholarship the event organizer which will increase attendance at the Annual General Meeting from an under represented portion of the globe.

Grant Recipient: Freedom and Roam Uganda

Award Amount: \$1,000 US

Project Description: A grant was made to support the third annual Ugandan Pride. The event consisted of:

- HIV/AIDS counseling and testing
- A film festival
- Dance performances
- A number of parties and themed celebrations culminating in a Pride event on the beach.

Outcomes: As a result of this grant, InterPride has begun to cement a relationship with local LGBT activists in Uganda. In addition, the Human Rights Committee chair was able to secure a meeting with the lead organizer while she was in Atlanta and through that conversation was able to gain a better understanding of how InterPride might provide additional support to newly evolving Prides in Africa.

Also, the Scholarship Committee granted a scholarship to one of the organizers of Uganda Pride, making it possible to have representation at the Annual General Meeting from an under represented portion of the globe.

Grant Recipient: SASH Bahamas

Award Amount: \$1,000 US

Project Description: A grant was made to support the first ever Bahamas Pride event. A brave undertaking by SASH, the event was intended to raise visibility and awareness of the needs and strengths of LGBTIQ community in The Bahamas.

Outcomes: As a result of this grant, InterPride has begun to establish relationships with local LGBTQ organizers in the Caribbean, one of the more hostile spots on the globe for LGBTQ people. The organizer of the event was subjected to death threats on his Facebook page and unfortunately, the event was cut short due to participants abandoning the event out of fear of repercussion from angry members of the public.

## PRIDE RADAR

Excerpt from the 2014 Pride Radar Report

# PRIDE RADAR

Prides around the World

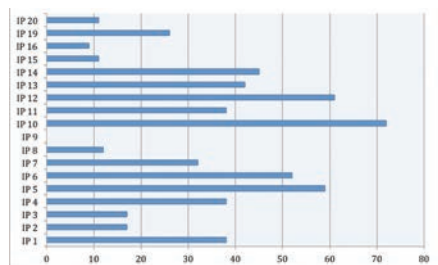
In the Pride Radar you will find a total of 659 pride events. The majority of which can be found in North America and Europe. At the same time especially in Brazil the pride movement is very much alive.

Although Africa is a very LGBTI-hostile environment, we see the roots of a pride movement in development. The same is true for Asia and even in Mongolia a pride event is organized. In Australia and New Zealand are distributed in the populated areas.



Distribution of pride events around the world

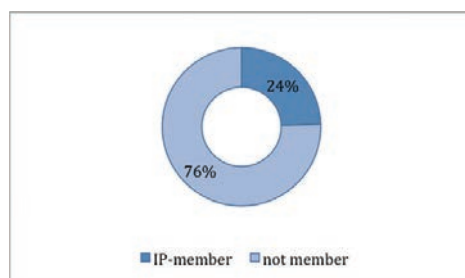
InterPride has divided the world into different regional areas called IP-regions. You can find an overview of prides-regions with the country list elsewhere in the report.



Distribution of pride events in IP-regions

Each InterPride region has its own regional directors. Especially regions 5, 6, 10, 12, 13 and 14 have a high volume of prides to be managed. At the same time regions in hostile environment like region 16 are also complicated to manage, not because of volume but of complexity of the environment these pride events operate in.

InterPride is the international organization that ties Pride together globally. Members of the organization are dedicated volunteers who organize and work to put on Pride events all over the world.



Global split of members and non-members InterPride

The balance between non-members and IP-members differs from IP-regions.

The full Pride Radar Report will be given at the 2014 AGM & World Conference.

## PRIDE IN AFRICA

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*Made possibly through a Solidarity Grant (see full grant application details on page 41)*

### A CROSS-CONTINENT PRIDE MOVEMENT IN AFRICA?

#### Introduction

In South Africa there are several Gay Prides taking place. Supported by a constitution that secures non-discrimination and the right of assembly these gay prides have been able to develop into massive events. In Uganda in 2012 and 2013 a full-fledged gay pride event took place as well. What the possibilities are in 2014 remains uncertain.

The question arises whether developing a gay pride movement in other African countries can be supportive to the LGBTI's in Africa and if so, how a gay pride movement should be developed.

#### Roundtable objectives

General objectives of the roundtable are:

- To familiarise roundtable participants with the current status of prides across the African continent
- To inventory benefits and drawbacks that might be triggered by pride events
- To identify eventual needs for a further development of prides across the African continent
- To define best practices and recommendations on organising prides in hostile environments

#### Key-objective is:

Explore the ambition regarding (semi-)public pride events in Africa and the needs for support from InterPride

#### Questions that can be debated:

- In what ways can (semi-)public prides contribute to a reduction of stigma and discrimination and how can prides help to improve LGBT rights?"
- If so, which do's and don't's should be adopted as guiding principles when implementing a pride event in a hostile environment?
- In which African countries, if at all, is there a desire by the local LGBTI-movement to organize a pride event?
- If African countries with the local LGBTI-communities to develop a local pride movement can be identified, what is needed to implement such?

#### Background of pride events

Pride events are most of the time events of multiple days including components relating to culture, emancipation, information, health, party and a public gathering showcasing the diversity of the LGBTI-movement and political messages. International solidarity and gay-straight alliances strengthen the pride movement. Fundamental idea behind a pride event is: "What is visible can not be ignored and has to be dealt with".

#### Organising partners

InterPride.org: InterPride is the international organization that ties Pride together globally. InterPride's Vision is a world where there is full cultural, social and legal equality for all. InterPride's Mission is to increase the capacity of our network of LGBTI Pride organizations around the world to raise awareness of cultural, social and legal inequality, and to effect positive change through education, collaboration, advocacy and outreach.

PrideUnited.eu: PrideUnited is committed to contribute to a LGBTI-friendly world. It will do so by building coalitions and implementing high-profile politics in order to stimulate pro-LGBTI developments and shift anti-LGBTI forces. Primary focus is decriminalization of homosexuality and social acceptance on the basis of LGBTI-rights as human rights. PrideUnited will operate on global level meanwhile securing local impact.





First they **ignore** you,  
then they **laugh** at you,  
then they **fight** you,  
and then **you win.**

- Mahatma Ghandi

