

InterPride

International Association
of Pride Organizers

2018 Annual Report

WorldPride

REMEMBER
THE PAST
CREATE
THE FUTURE

PRIDE  RADAR

InterPride Inc. – International Association of Pride Organizers

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

OUR VISION

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

OUR MISSION

Empowering Pride Organizations Worldwide.

OUR WORK

We 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 General Meeting and World Conference. 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 LGBTQ+ community around the world. We stand up for inequality and fight injustice everywhere. Our members share the latest news about their region with us, so we are able to 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 may be contacted via info@interpride.org or our website:

www.interpride.org

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Information in this Annual Report is known to be correct at the time of production September 28, 2018. This Annual Report is designed & edited by Brett Hayhoe.



Front cover picture was taken at the first Pride in Barbados. Picture above is from the LGBT Big Family Picnic in Utah.

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Corporate Governance

InterPride is managed by ten Executive Committee members and a board of Regional Directors representing twenty regions of the world. Listed here is the 2018 Board, along with their city and country of residence.

Executive Committee:

Brett Hayhoe

Co-President

Melbourne, VIC, Australia

Linda DeMarco

Co-President

Boston, MA, USA

Ron deHarte

Secretary

Palm Springs, CA, USA

Dave Wait

Treasurer

Detroit, MI, USA

Sherri Rase

Vice President Member Services

Edison, NJ, USA

J. Andrew Baker

Vice President Operations

Geneva, Switzerland

Marsha H. Levine

The Founding Mother of InterPride

Vice President Operations

San Francisco, CA, USA

Chrissy Taylor

Vice President Operations

Vancouver, BC, Canada

Frank van Dalen

Vice President Operations

Amsterdam, Netherlands

Regional Directors:

REGION 1 DIRECTORS

Jorge Solorio, Las Vegas, NV, USA

Larhonda Slaughter, Los Angeles, CA, USA

Alternate: Fernando Lopez, San Diego, CA, USA

region01directors@interpride.org

Region 18 is currently not represented by a Regional Director but monitored by the Executive Committee.

REGION 2 DIRECTOR

Michael Goodnow, Bremerton, WA, USA

region02directors@interpride.org

REGION 3 DIRECTORS

Paul Huddleston White, Austin, TX, USA

Lo Roberts, Houston, TX, USA

Alternate: Jaron Turnbow, Austin, TX, USA

region03directors@interpride.org

REGION 4 DIRECTORS

Dot Belstler, Andover, MN, USA

Jonathan Balash, Spencer, IN, USA

region04directors@interpride.org

REGION 5 DIRECTORS

James Hermansen-Parker, Norfolk, VA, USA

Jason Gilmore, Roanoke, VA, USA

region05directors@interpride.org

REGION 6 DIRECTORS

Alan Reiff, Astoria, NY, USA

Tyler Evertsen, Brooklyn, NY, USA

Alternate: Marcy Carr, Staten Island, NY, USA

region06directors@interpride.org

REGION 7 DIRECTORS

Mark Monk, Halifax, Nova Scotia, Canada

Brandon Amyot, Ottawa, Ontario, Canada

region07directors@interpride.org

REGION 8 DIRECTORS

Ruslana Panukhnyk, Kyiv, Ukraine

Tomasz Baczkowski, Kolsko, Poland

region08directors@interpride.org

REGION 9 DIRECTOR

Luis Conti Rivera, San Juan, PR, USA

region09directors@interpride.org

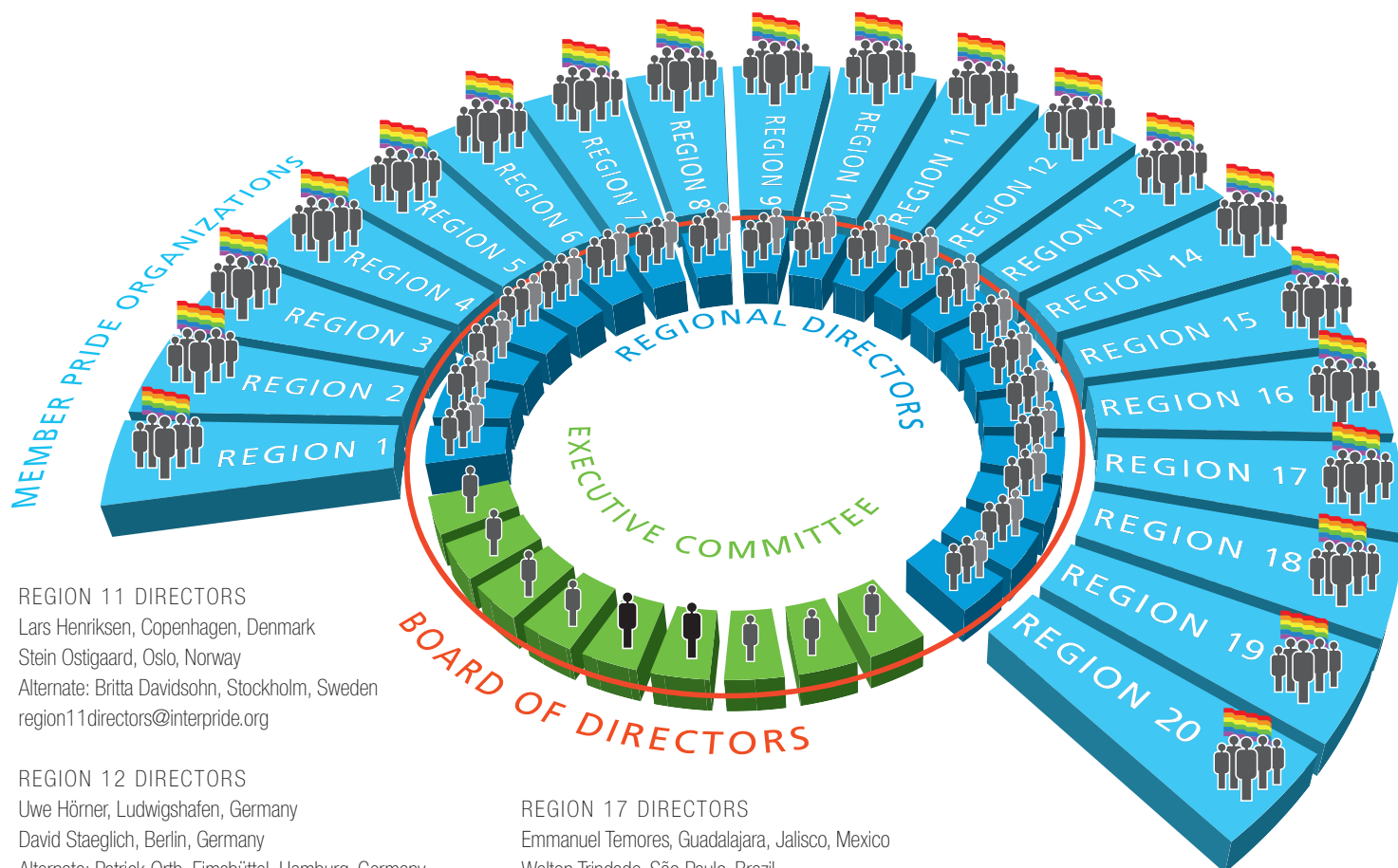
REGION 10 DIRECTORS

Andy Train, Kingston upon Hull, England, UK

Debbie Brixey, Oxford, Oxfordshire, UK

Alternate: JayJay E Potter-Peachey, Cheltenham, Gloucestershire, UK

region10directors@interpride.org



REGION 11 DIRECTORS

Lars Henriksen, Copenhagen, Denmark
Stein Ostgaard, Oslo, Norway
Alternate: Britta Davidsohn, Stockholm, Sweden
region11directors@interpride.org

REGION 12 DIRECTORS

Uwe Hörner, Ludwigshafen, Germany
David Staeglich, Berlin, Germany
Alternate: Patrick Orth, Eimsbüttel, Hamburg, Germany
region12directors@interpride.org

REGION 13 DIRECTORS

Patrick van der Pas, Amsterdam, Netherlands
Lucien Spee, Amsterdam, Netherlands
region13directors@interpride.org

REGION 14 DIRECTORS

Juan Carlos Alonso Reguero, Madrid, Spain
Clayton Mercieca, Malta
Alternate: Valerio Colomasi Battaglia, Rome, Italy
region14directors@interpride.org

REGION 15 DIRECTORS

Goran Miletic, Belgrade, Serbia
Lilly Dragoeva, Sofia, Bulgaria
Alternate: Anthanasios Vlachogiannis, Thessaloniki, Greece
region15directors@interpride.org

REGION 16 DIRECTORS

Carlos Idibouo, Toronto, Ontario, Canada
Kaye Ally, Johannesburg, South Africa
region16directors@interpride.org

REGION 17 DIRECTORS

Emmanuel Temores, Guadalajara, Jalisco, Mexico
Welton Trindade, São Paulo, Brazil
region17directors@interpride.org

REGION 19 DIRECTOR

Deepak Kashyap, Toronto, Ontario, Canada
region19directors@interpride.org

REGION 20 DIRECTOR

Paul Savage, Sydney, New South Wales, Australia
region20directors@interpride.org

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-Presidents' Report



We are pleased to present the 2018 InterPride Annual Report. Our volunteer Executive, our many Committees and our Regional Directors, who are vital to the organization's continued success, drive the work of InterPride. We invite you to read this report to learn more about their work and all the work of our organization.

Although there have been many achievements over the past twelve months, we would like to highlight just a couple:

- We have started the monumental task of restructuring our organization to make InterPride a better, more representative body for the Global Pride Movement. This is a mammoth undertaking that involves several committees and an all-of-organization approach. At this AGM & World Conference you will be asked to vote on a raft of changes to our current rules (Methods & Standards) – which will be integral to the overall movement of the Restructuring process. Please make sure you ask any questions prior to the vote – which will be done as one vote for all of the changes.
- In addition to Fierté Canada Pride (FCP) and the European Pride Organisers Association (EPOA) as our International Pride Partners, we now have a United States of America Pride Partner in Consolidated Association of Prides Incorporated (CAPI). These relationships help InterPride to grow and reach the maximum number of Prides throughout the world. We are incredibly grateful to all three of our Pride Partners.

We are so very proud to announce that, as at this AGM & World Conference, InterPride has reached a milestone – 275 members. This has only been achieved through a great deal of work from all involved with the organization. Regardless of the size or structure of your Pride, we welcome you and thank you for your continued support.

We have enjoyed, immensely, the opportunity to work together as your Co-Presidents. We look forward to seeing you at the 2018 InterPride AGM and World Conference and thank the Saskatoon Pride Festival – Saskatchewan, Canada - for their hard work in bringing it all to fruition.

Yours in Pride,

Brett Hayhoe

Linda DeMarco

• **Note from Brett:**

It has been an incredible honour and privilege to serve you over the past four years as Co-President. This year I finish twelve years of service on the Board of InterPride. Due to our rules, I am unable to serve any more on the Executive. I am considering my involvement and will, no doubt, still play a non-board-serving role. Thank you for your support.

We thank our two International Pride Partners and our US Pride Partner:



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. (District of Columbia)]

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, Gibraltar, Israel, Italy, Malta, Palestine, Portugal, Paraguay, Peru, San Marino, Spain, Vatican City

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

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



Executive Committee Reports

VICE PRESIDENTS' REPORTS

Marsha H. Levine

Vice President Operations - female identified at large

Committees Served On:

Governance (as Co-Chair), Restructuring Committee (previously Co-Chair), occasionally attended Scholarship, Member Services.

Report:

Most of the work I do, as Vice President of Operations, seems to take on either an administrative or governance role, which is critical to the foundation of the issues and activities of the organization. This has included the mediation of grievances, defining the role of the Ombudsperson at the InterPride AGM & World Conference, guiding the candidate vetting process, and the restructuring of InterPride. I've been slightly sidelined from attending regional conferences, and possibly this AGM, because of mobility issues caused by a disabling case of sciatica.

Progress on Goals:

Goal: Grievances

Responsibility: Investigation and mediation

Measure: Steps as outlined in the Standing Rules taken

Status: Resolved

Update/Notes: Though the parties directly involved, after verbally agreeing to mediation, failed to sign the Memorandum of Understanding, the MOU was signed into agreement by the co-presidents, and a revised communication guideline has been sent to the restructuring committee.

Goal: Restructuring

Responsibility: Input

Measure: Meetings attended, surveys answered

Status: Ongoing and due to be presented at the 2018 AGM.

Update/Notes: Requires tandem work with Method & Standards

Goal: Regional Liaison – Regions 1, 2, 3, 6, 11

Responsibility: Check-In and Reminders

Measure: Annual Reports/Emails

Status: Kept in contact with my 5 regions at least quarterly, accessible for questions and advice.

Update/Notes: Just this past week got the new Regional Directors elected at EPOA updated with IP emails (via Brett), and onboarded them.

Goal: Ombudsperson Role

Responsibility: Definition, institution, and solicitation for AGM 2018

Measure: Asking parties if they are interested in taking on the role.

Status: Also need to announce role to membership, if no takes by September 15th.

Update/Notes: Asked one of three names suggested as of September 9th.

J. Andrew Baker

Vice President Operations - male identified at large

Committees Served On:

Co-Chairing: Fund Development, Methods & Standards

Active Membership: Human Rights, Solidarity, Finance, Governance, WorldPride, Communications, Member Services, Restructuring

Report:

I was elected into the role of Vice President of Operations (Male-Identified) in October 2016 at the AGM held in Montpellier. Since that time I have worked with the executive committee and numerous other committees to move forward the mission of InterPride. This AGM I conclude my term as Vice President of Operations and have been nominated by Fierté Simcoe Pride for the open position of Co-President (Male, Trans or Non-Binary Identified)

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

Over the past year, I have led an extensive and transparent bylaws revision with James Hermansen-Parker. The result is the proposed bylaws for membership approval at the 2018 AGM (made available in English, French and Spanish). Additionally, I have met with a series of funders who may be interested in supporting the work of InterPride

During the months of February and March, I attended the FCP (Region 7), POSE (Region 5) and NERP (Region 6). I presented a workshop about ILGA, Human Rights and the UN at the NERP & POSE Conferences. I attended the EPOA conference in September. At the POSE and EPOA conferences, I support the restructuring committee to provide information and updates on the committees work to the membership in those regions.

Additionally, I am finishing my final year as Vice President of Governance at Fierté Canada Pride. At this time, due to my locality in Switzerland, I will not seek re-election. I continue to serve on Fierté Simcoe Pride's board as their Treasurer and Strategic Planning Coordinator. I have established direct ties to Geneva Pride in Switzerland. Their next pride is planned for 2019 and the organization will be joining EPOA in short measure (or already has). Finally, I have established a relationship with Zurich Pride and intend to increase my volunteerism with the organization. This September, I will be a presenter at the Swiss Diversity Awards.

I thank the membership for the opportunity to serve in this elected role and look forward to supporting the organization over the next 2 years (and more). This support will be either in an elected role (pending results at the AGM) or continuing my work with the organization on the committees listed above.

Progress on Goals:

Strategic Plan

Goal: Secure Paid Staff

Status: On- Hold

Update/Notes:

1. Suggested project style funding of position(s) for key target areas of the role
2. Identified 3 potential funders for the following programming: conference, women in pride, trans people in the pride movement, human rights training

Goal: Evaluate and Transform AGM

Responsibility: Co-Chairs

Status: In process

Update/Notes:

1. Shared successful model from FCP AGM and National Conference

Goal: Expand Global Inclusiveness

Status: In Process

Update/Notes:

1. Investigated funding sources for translation and outreach
2. Communicated with regions under my portfolio
3. Attended EPOA, FCP, NERP, and POSE Conferences in 2018
5. Continued supports to Membership Committee
6. Participated in the submission of InterPride's ECOSOC status application at the United Nations (led by Richard Brethour-Bell), met with supports at the UN in Geneva (February 2017)
7. French and Portuguese Translation supports for the Solidarity grant program
8. Coordinated French and Spanish translation on proposed bylaws

Goal: Evaluate and Transform the Board

Status: In Progress

Updates/Notes:

1. Provided education, outreach and governance development towards bylaw amendments to the board structure within Region 7
2. Conducted 2 bylaws reviews and adjustments from November to April
3. Co-Authored proposed bylaws with James Hermensen-Parker with 3 consultation sessions with the membership, 4 input opportunities from the current board, 1 Question & answer session, 13 one-on-one calls with members and prospective members (minimum 1 hour each), inputs from the restructuring committee, and over 100 suggestions from members and the board.

Goal: Improve and Increase Programs

Status: In Progress

Updates/Notes:

1. Identified partnership opportunities and potential funders for human rights, scholarship and Solidarity programs.
2. Co-Chair Fund Development Committee
3. Investigating partnership opportunities with ILGA and other similar organizations

Goal: Evaluate, Increase and Expand (Member) Resource Library

Status: On-Hold

Updates/Notes:

1. No updates (new website in development by other parties)

Work on Commitments:

Fund Development Committee

Role: Co-Chair

Updates/Notes:

1. Supporting work on Annual Giving Campaign by Miik Matorell
2. Investigated options for government funding for 2019. Submission pending Fall 2018.
3. Approached numerous LGBT specific funders to support InterPride programming
4. Established a 5-year fund development strategy

Methods & Standards Committee

Role: Co-Chair

Updates/Notes:

1. Confirmed AGM votes for 2017
2. Completed the proposed bylaws for approval of the membership at the 2018 AGM with 3 consultation sessions with the membership, 4 input opportunities from the current board, 1 Question & answer session, 13 one-on-one calls with members and prospective members (minimum 1 hour each), inputs from the restructuring committee, and over 100 suggestions from members and the board.
3. Supported UN ECOSOC application. Investigated costs and benefits

Membership Committee

Role: member

Updates/Notes:

1. Support co-chairs in communications with Fund Development
2. Supported communications with FCP and EPOA
3. Provided database support when needed.

Human Rights Committee

Role: member

Updates/Notes:

1. Outreach to potential webinar presenters
2. Promotion of educational benefits to member organizations
3. Communication support

Solidarity Committee

Role: member

Updates/Notes:

1. Supported call for applications with outreach promotion and translation supports
2. Provided bank transfer supports and advise as needed

Governance Committee

Role: member

Updates/Notes:

1. Participated in grievance process as a supportive participant (for any grievances that I was in a position of perceived or actual conflict of interest I withdrew my participation)
2. Drafted the ombudsperson policy
3. Supported the committee with various other assigned tasks

Finance Committee

Role: member

Updates/Notes:

1. Attended committee meetings
2. Provided inputs on our investments

Regional Support:

Regions: 5, 7, 9, 15 and 17

Updates/Notes:

1. Attended Regional conference for regions 5, 6 and 7 (EPOA for region 15)
2. Outreached to prides in all regions
4. Attended 2 European Regional Directors meeting
5. Provided support for Regional Meetings in Europe at the EPOA conference
6. Served my final year as Vice President of Governance for Fierté Canada Pride (region 7)

Chrissy Taylor

Vice President Operations - trans* identified

Committees Served On:

Solidarity (Co-Chair), Restructuring

Report:

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

In my role as Vice President, I support regions 4, 8, 10, 19, and 20. In Regions 4, 10, and 20 there are regional directors whom I am in contact with and actively support when anything arises. I have been working with the Regional Director from Region 20 to establish a strategy to get more Prides from Region 19 involved in InterPride. Similarly, I have been in contact with the Regional Director from Region 11 to try and engage Prides from Region 8. Just a few weeks ago, a Regional Director for Region 8, as well as a Regional Director, and Alternate Regional Director for Region 10 were elected at the EPOA AGM.

I was appointed as the Co-Chair of the Solidarity Fund in October and have spent a lot of time training with the previous Co-Chairs to establish a smooth transition in leadership. I have connected with Solidarity applicants from underrepresented regions to encourage ongoing engagement with InterPride.

I attended the Fierté Canada Pride (Region 7) Conference in Calgary, Alberta in February. I updated the Region on the current on-goings of InterPride, including restructuring.

In August I attended "Leaving No One Behind: The Equal Rights Coalition Global Conference on LGBTI Human Rights and Inclusive Development" that brought together states, development cooperation agencies, civil society, multilateral agencies and organizations, private donors, and other relevant stakeholders to discuss advancing LGBTI human rights and inclusive development. I met a number of activists there who have been able to connect me with organizations and

individuals who are working in underrepresented regions. Many delegates at the conference had not heard of InterPride. I was able to introduce the work InterPride has been doing.

Progress on Goals:

Goal: Connect with and Support Regional Directors in Regions 4, 10, and 20

Measure: Introducing myself to Regional Directors and responding to inquiries

Status: Ongoing

Update/Notes: I have supported Regional Directors from all Regions with issues that have come up for them.

Goal: Connect with Prides in Region 8 and 19

Measure: Identifying potential Regional Directors for these regions.

Status: In Process

Update/Notes: Region 8 has a newly elected Regional Director. Working with Paul from Region 20 to create a strategy to connect more prides from Region 19 to InterPride, including engaging Solidarity applicants from Region 19.

Goal: To develop a specific role, and job description for the VP Operations

Responsibility: Vice President of Operations

Measure: Written description approved by the membership

Status: Hold — this is impacted by the current restructuring of InterPride.

Frank van Dalen

Vice President Operations - male identified non-US

Report:

As a Vice President of Operations I have primarily focused on developing the Pride movement globally and developing InterPride as an organization. A lot of time and effort went into the development of Pride Regions in Central and South America, India, Africa and the Caribbean as well as strengthening the representation in Europe. Secondly I am Co-Chair of the Human Rights Committee. Thirdly I took an active role in the restructuring process with a focus on securing global and inclusive representation in the future and the restructuring of the InterPride Regions. Finally I provided general support to the organization where needed.

Progress on Goals:

Goal: Building Pride platforms in underrepresented areas - Africa

Responsibility: Vice President of Operations for Africa

Measure: Establishment of a Pride platform in Africa

Status: In process

Update/Notes: After an earlier visit to Pride Uganda, the visit to Johannesburg Pride gave additional traction to the process. After the board adopted the candidacy of Kaye Ally as Regional Director for Africa, every six weeks a Regional Director meeting including Carlos Ibiouo has been held. Separate meetings with Pride organizers from Africa took place as well. All of this led to an increase in membership from Africa and more collaboration between the Prides. A pride platform for Africa is expected to be launched in the near future. Background conversations about the first Pride in Kenya's Kakuma took place with people on the ground and the messages were shared within InterPride. It is expected to see an influx of members from South Africa.

Goal: Building pride platforms in underrepresented areas - Caribbean

Responsibility: Outreach as result of PrideRadar

Measure: Establish a Pride platform in the Caribbean

Status: In process

Update/Notes: After several meetings with representatives of Surinam Pride it has been agreed to, that Surinam will take a leading role in the development of a Caribbean Pride platform. At the same time early August a meeting took place with the pride organizer from Curacao and Guyana in Amsterdam. They are willing to be involved in the development of this Region. We soon can expect the appointment of two Regional Directors in this region.

Goal: Building Pride platforms in underrepresented areas - India

Responsibility: Outreach as result of Pride Radar

Measure: Development of the Asia continent

Update/Notes: After the board accepted the candidacy of Deepak Kashyap as new Regional Director for Region 19 with a focus on India an action plan has been developed with the objective of connecting and developing relations between the Indian Pride movement and InterPride. In August a meeting took place with Manvendra Singh Gohil. His royal background will help to reach out to Prides in India and work towards an increased membership from prides in India and a Pride platform.

Goal: Strengthening the position of InterPride in Europe and the voice of Europe in InterPride

Responsibility: Together with other Vice President's of Operations overseeing the Regions in Europe

Measure: Raise the number of Regional Directors in Europe and promote the input from Europe in InterPride.

Status: Ongoing

Update/Notes: As a guest I was able to attend the board meeting of EPOA in Bilbao. Since the beginning of 2018 meetings with all European Regional Directors and Vice Presidents of Operations have been taking place, every six weeks. A scouting program has been launched to search for new eligible Regional Directors to strengthen the Region. Both EuroPride in Stockholm and the EPOA conference in Vienna have been visited where workshops have been delivered. At EuroPride I organized a Pride Leadership Drink to create network opportunities for all Pride organizers attending EuroPride including those from New York WorldPride and Guatemala City Pride.

Goal: Visiting regional conferences / other conferences

Responsibility: Vice President of Operations

Measure: Number of visited regional conferences

Status: Completed

Update/Notes:

- NERP – visited – side-talks about WorldPride and networking.
- CAPI – visited – delivered two workshops
- FCP – visited – delivered two workshops, one plenary talk about restructuring, developed relationship with Canadian government (i.e. LGBTI-officer of Prime Minister J. Trudeau).
- EPOA board meeting – discussion about contract, joined AGM, AGM Saskatoon, restructuring, voice of Europe within InterPride – side talks about strengthening Regional Director network and developing Central and South America
- EuroPride in Stockholm – organized a pride leadership drink and contributed to the human rights conference
- EPOA Annual General Meeting – delivered a workshop
- Organized online Africa Regional Director meetings – plan to further develop Pride movement in Africa as discussed before

- Organized online European Regional Director meetings – focus on developing relationship Pride movement Europe with InterPride, further develop membership, regional updates.

- Organized and hosted a round table with pride organizers in Israel; shared info about WorldPride with Tel Aviv Pride; delivered key-note at Tel Aviv Cities Summit about events

Goal: Restructuring

Responsibility: Member structuring committee

Measure: Input put in to plan

Status: In process

- Update/Notes: 1) Stimulated the process in Europe, Africa and Central and South America to deliver input from these regions on the restructuring of InterPride (each region submitted their visions);
- 2) Created a presentation about Cultural dimensions to be considered during the restructuring and delivered a webinar about "cultural awareness";
- 3) Created a presentation about the regional structure of a future InterPride including representation and board-positions;
- 4) Created proposal for AGM inclusion and representation;
- 5) Reached out to multiple people personally to contribute to the bylaw-changes;
- 6) Prepared the online discussion platform for outstanding or non-aligned topics to increase involvement from other towards final decisionmaking

Goal: Human Rights

Responsibility: Co-Chair

Measure: Human Rights initiatives

Status: Ongoing

Update/Notes: For detailed information see the Human Rights report. Specific attention and focus from my side has been on: 1) PrideRadar; 2) Delivering workshops, speeches and articles about Pride and Human Rights; 3) Share Pride related Human Rights stories through InterPride's social media channels; 4) Initiate and guide the application for the ECOSOC status at the United Nations; 5) Draft letters and statements for the Co-Presidents regarding interferences on Pride by authorities.

Goal: Development of InterPride

Responsibility: Executive boardmember

Measure: Number of proposed plans or analyses being implemented

Status: Ongoing

Update/Notes:

- Membership: 1) Evaluated new membership process through website and proposed updates; 2) Presented updated world map of IP-regions; 3) Alignment process IP- and EPOA membership list; 4) Created ODA-membership level list for RD's split into IP-regions.
- Fund development: 1) Introduced Pride Shoes from EPOA into InterPride; 2) Introduced sponsorship opportunity for AGM Saskatoon; 3) Developed a toolkit with the support of San Diego Pride for pride organizers to reach out to USA embassies to seek funding to attend the AGM in Saskatoon based on the instructions the USA State Department had sent out
- Methods & Standards: 1) Proposed to include Portuguese as fourth operational language to facilitate Brazil; 2) Gave extensive feedback on the bylaws and reached out to people in unrepresented areas to give feedback as well; 3) Based on side talks with leaders of National Pride Platforms, addressed the necessity for a place of these platform within the structure of InterPride.

- General: 1) Connected with the organizer of Beirut Pride, Hadi Damien, as the solely non-western oriented Pride organizer in the Middle East and introduced him within InterPride. A proposal to appoint him regional director has been drafted. 2) Ongoing support to the Regional Directors (Emmanuel Temoros and Welton Trinidad) in South and Central America in their efforts to develop the Pride regions through regular background meetings; 3) Review and feedback on the scholarship applicants for the Scholarship Committee.
- Recruitment: after the initiated appointment of Emmanuel Temoros as Regional Director for Region 17 by the Board, this year I took the initiative to ask the board to appoint Welton Trinidad as Regional Director for Region 17, Kaye Ally for Region 16, Deepak Kashyap for Region 19 and multiple new Regional Directors via the Regional Director meetings during the EPOA conference in Vienna. A proposal to appoint Hadi Damien for region 18 has been drafted and brought to the board in the first meeting after the AGM & World Conference in Saskatoon.

FINANCE REPORT

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

Report:

The overall financial picture for InterPride is positive, even though the organization does not have a diverse source of income. The primary income comes from memberships and WorldPride fees. As Treasurer, I have worked closely with our Co-Presidents (and past treasurer) to transfer the responsibilities of the position.

InterPride maintains five different accounts.

- Bank of America that serves as the operating account.
- Two First Commonwealth accounts are linked for our investment accounts. During the next year we will look at combining these two accounts into one.
- Two accounts are held with Inifex Investments. One is for long term investments and one is a shorter term money market account.

The balance in each account as of August 31, 2018 is:

Account	8/31/18 Balance
First Commonwealth Savings	1,753.83
First Commonwealth Checking	2,178.08
Bank of America	38,613.22
Inifex Money Market	28,825.94
Inifex Mutual Funds	200,886.16
Total	272,257.23

The above totals includes the following restricted amounts:

- Scholarship \$12,810.42 (this will be used for the 2018 AGM)
- Solidarity \$2933.77

The 2018 Budget was approved at the 2017 Annual General Meeting (AGM) in Indianapolis, Indiana, USA. The Balance Sheet and Budget to Actual Report will be distributed at the 2018 Annual General Meeting in Saskatoon, Saskatchewan, Canada.

Our CPA, Julia A. Siska has completed and filed our taxes for 2017. A copy is available on the website.

Goals:

Goal: Transfer All Accounts to new address and signatures as needed.

Responsibility: Dave Wait

Measure: When all accounts have been transferred

Status: Completed

Update/Notes:

During the transfer of the accounts, some internal account codes were updated to reflect the accounts listed in the budget.

Goal: Reconcile Accounts each month

Responsibility: Dave Wait

Measure: Balance Sheet and Budget Report available for each board meeting

Status: Ongoing

Challenge: It has been a challenge reconciling the membership payments with the membership database and for each of the regions that have joint membership agreements. The membership payments for CAPI and Fierté Canada Pride have been received and reconciled. Membership records and payments have not been received from EPOA.

Goal: Quarterly Finance Committee Meeting

Responsibility: Dave Wait

Measure: That three meetings take place this year

Status: Meetings were held in July and September, the final one is scheduled for October.

Goal: Review investment strategy with Finance Committee

Responsibility: Dave Wait

Measure: minutes of the discussion

Status: A formal review has not taken place, since it is difficult to schedule a time for the committee to meet with the advisor. The Treasurer did meet with a certified investment advisor to review the account. He recommended staying with our current plan, it has had a good return and low fees.

Goal: Prompt Processing of Scholarship and Scholarship Requests

Responsibility: Dave Wait

Measure: That all requests for payment are completed with-in two weeks of receiving the completed request

Status: Funds have been processed. We will need to review this process prior to the next round of grants.

Action Item: Revision of the Standing Rules regarding membership payments and processing. The rule was developed so InterPride and our regional members can have up-to-date membership information for all members and to reduce the amount of time that is spent by the member services committee and treasurer to double check that all memberships are properly reconciled.

Goals for 2019:

- Update the form used to collect information to process Solidarity grants.
- Review the financial investment accounts and distribution
- Investigate combining the two First Commonwealth Bank Accounts

2018 InterPride Financial Reports

InterPride Balance Sheet *as of August 31, 2018*

	<u>Aug 31, 18</u>	<u>Aug 31, 17</u>
ASSETS		
Current Assets		
Checking/Savings		
BOA Checking	33,599.17	49,101.17
First Commonwealth Investment	1,753.83	1,753.24
First Commonwealth Checking	2,178.08	14,263.91
Infinex Money Market	28,825.94	
Infinex Mutual Funds	200,886.16	
Total Checking/Savings	267,243.18	
Accounts Receivable		
Accounts Receivable	17,776.49	
Total Accounts Receivable	17,776.49	
TOTAL ASSETS	284,013.67	
LIABILITIES & EQUITY		
Equity		
Opening Balance Equity	219,111.83	
Unrestricted Net Assets	26,640.21	
Restricted Funds	19,199.19	
Net Income	23,062.44	
Total Equity	284,013.67	
TOTAL LIABILITIES & EQUITY	284,013.67	250,140.27

Restricted Funds

Scholarship	
2017 Ending Balance	10,224.00
InterPride Pledge Match	2,500.00
2018 Income	2,354.84
2018 Expenses	<u>-2,268.42</u>
August 31, 2018 Balance	12,810.42

Solidarity	
2017 Ending Balance	5,960.00
InterPride Pledge Match	2,500.00
2018 Income	4,225.00
2018 Expenses	<u>-9,796.23</u>
August 31, 2018 Balance	2,888.77

Pride Radar	3,500.00
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Actual to Budget Report as of August 31, 2018

	<u>Jan - Aug 18</u>	<u>Budget</u>
Ordinary Income/Expense		
Income		
100 · Membership		
120 · Memberships	32,987.91	25,000.00
121 · Joint Membership	-5,930.04	
122 · Early Membership Discount	-3,222.55	
150 · Affiliate Memberships	400.00	500.00
Total 100 · Membership	<u>24,235.32</u>	<u>25,500.00</u>
200 · Fund Development		
210 · Showclix	388.50	2,000.00
240 · Sponsorships	21.18	1,000.00
260 · IP Magazine Fee	0.00	17,300.00
Total 200 · Fund Development	<u>409.68</u>	<u>20,300.00</u>
310 · Interest Income	3.60	50.00
320 · Investment Income	13,293.67	5,000.00
500 · AGM Proceeds	1,716.00	
700 · WorldPride License	10,000.00	5,000.00
Total Income	<u>49,658.27</u>	<u>55,850.00</u>
Expense		
1000 · Operations		
1100 · Board Member Reimbursement	1,368.91	10,000.00
1200 · Regional Director Outreach	1,000.00	1,500.00
1400 · Executive Committee Outreach	2,844.61	2,000.00
1500 · Board Development/Governance	0.00	2,500.00
1600 · Insurance	0.00	750.00
1700 · Office Supplies	222.50	250.00
1750 · Postage/Shipping	26.72	250.00
1800 · Bank Account Fees	101.90	500.00
1810 · CC Processing Fees	1,139.30	1,000.00
1850 · Accounting CPA	725.00	900.00
5300 · Web Meetings/calls	0.00	500.00
Total 1000 · Operations	<u>7,428.94</u>	<u>12,150.00</u>
2000 · Member Services	7,489.14	8,950.00
4000 · CSIC/Conferences	0.00	5,000.00
4600 · Regional Conference Reimbursement	6,380.00	8,000.00
Total 4000 · CSIC/Conferences	<u>6,380.00</u>	<u>13,000.00</u>
5000 · Communications	297.75	750.00
6200 · Solidarity Pledge Match	2,500.00	2,500.00
8100 · Scholarship Pledge Match	2,500.00	2,500.00
Total Expense	<u>26,595.83</u>	<u>47,850.00</u>
Net Income	<u>23,062.44</u>	<u>8,000.00</u>



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MOMENT
WHERE THE
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WAS MADE**

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SECRETARY'S REPORT

By Ron deHarte

Committees Served On:

I serve as Co-Chair of the Scholarship Committee. The committee is charged with administering the Pamela O'Brien Scholarship Fund.

Report:

Another commitment prevented my attendance at this year's mid-year meeting. I'm passionate about the work of InterPride and I enjoy serving in the role of Secretary.

It's been an honor to fulfill the duties of secretary during my term which ends at the 2018 AGM & World Conference.

The secretary empowers our member organizations by providing information and documenting the actions of the board. Duties include recording and distributing minutes of the AGM and meetings of the board. The Secretary also maintains the board and committee chair roster for attendance and recording of board activity.

Each month minutes are distributed and archived in the InterPride Google Drive.

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

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

Attendance at Pride Events:

In addition to participating in the Annual General Meeting (AGM) in Saskatoon Saskatchewan, Canada, I attended:

- the combined Region 1, 2 & 3 (CAP) conference in Austin, Texas, February 1-4, 2018.
- I will volunteer at Phoenix Pride, April 6-8, in Phoenix, Arizona and Cathedral City LGBT Days.
- I will attend Desert Hot Springs Pride October 21
- and will attend several other Pride events including a new Pride event in East Coachella Valley, CA.

It's with great satisfaction that I can contribute to the Pride movement through the final year of service as the Secretary of InterPride.



Committee Reports

CONFERENCE STRUCTURE AND INTEGRITY (CSIC)

Co-Chairs: Dave Wait and Sue Doster

Scope

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

Goals

Goal #1 - Work with Saskatoon Pride to hold an AGM that follows the conference standards as outlined in the M&S Guide: to ensure a successful conference.

Responsibility: Dave Wait and the Saskatoon Pride

Measure: A conference that meets the goals set in the standing rules.

Status: In Progress

Accomplishments:

- Looking at having crossover content - using presenters for both conferences
- The conference website is up and running
- Sponsorship docs created
- Met to develop a promotional plan for the conference
- The workshop proposal from when live.
- Saskatoon has secured 80% of what was budgeted in grants
- Finalize Conference Schedule

Planned activities for next period: Evaluation of the conference

Issues or concerns: None

Goal #2 - Assist with AGM Registration to streamline the process for the host, InterPride and attendees.

Responsibility: Dave Wait and the Saskatoon Pride

Measure: A working registration process

Goal #3 - Coordination of AGM Workshops so the conference includes a diverse offering of topics.

Responsibility: Dave Wait and the Saskatoon Pride

Measure: A smooth submission process with the final selection of topics by May 2018

Status: Completed

Goal #4 - Assist Saskatoon Pride Promote the 2018 AGM

Responsibility: Co-Chairs

Measure: Development and execution of a promotional schedule for the AGM

Status: In Progress

Issues or concerns: There were challenges developing content for the updates.

Goal #5 - To Increase CSIC's direct involved with certain aspects of the AGM

Responsibility: Co-Chairs

Measure: Submit plan for standing rule changes

Status: On-Going

Goal #6 - To develop procedures for CSIC to support bringing people from under-represented populations to the conference as presenters, so InterPride members

can have increase their understanding of the needs and cultures of the individuals in our communities.

Responsibility: Co-Chairs

Measure: Having a diverse mix of presenters at the AGM

Status: On hold due to lack of funding

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

Responsibility: Co-Chairs

Measure: Improved offerings at the 2018 AGM

Status: Completed

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

Responsibility: Sue Doster

Measure: A successful and well attended AGM

Status: On-Going

Goal #9 - Assist Prides' bidding to host the 2020 AGM

Responsibility: Sue Doster

Measure: An issue free bidding process

Accomplishments during this period: Developed a new checklist for bidding organizations

Status: On-Going

Other Accomplishments that arose through the year:

- Developed a Processes for Managing the Agenda and Presentations at AGM Plenaries. The process was approved by the Board.
- Developed a Standing Rule for selecting the site for the Mid-year Meeting at a location other than where the AGM will be held.

Activities for 2019

- Review how CSIC can be of more assistance to host associations
- Decide on which activities CSIC should coordinate and which ones the host committee should organize
- Continue Revising Standing Rules
- Investigate providing multiple price-levels when it comes to hosting the AGM - people in economically less privileged environments must be able to attend as well
- A bid should also contain a page with total average cost indexed for the average cost for selected countries.
- Add information in the bidding document information about understanding cultural/language/gender-diversities
- Move registration and conference information to the InterPride Website - Less work for the host committee. Also provide "One stop shopping" for membership.

COMMUNICATIONS

Co-Chairs: Mark Monk and Kevin Calhoun

Committee Listing: Committee Chairs and Co-Chairs as Contributors, Co-Presidents, Sue Doster

Report:

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

Progress on Goals:

Objective 1: Organize and execute membership-related communications

Goal: Membership survey

Responsibility: Communications

Measure: Deferred

Status: Under development

Update/Notes: Received the Communications Plan from predecessors, and in order to stay on track with essential activities, this activity or goal will appear in some form in the second half leading up to the AGM & World Conference. Due to timing it will take place in 2018-2019 term.

Goal: Membership activity

Responsibility: Membership; et al

Measure: Continuing

Status: In Process

Update/Notes: This goal is in two parts – 1) working with Member Services to outline benefits and showcase what we offer; 2) working with the other functional teams of the Board to get other messages out there. The other functional teams (committees) are regularly submitting

Goal: Organizational calendar

Responsibility: Board and Regional Directors

Measure: Deferred

Status: Not started.

Update/Notes: We are re-tooling this item in the work plan.

Goal: Newsletter planning

Responsibility: Communications

Measure: Completed

Status: Ongoing

Update/Notes: Production schedule was created in January and circulated to the Board in February. Interested parties need to contribute more around content. Timelines are being met.

Goal: Restructure comm. committee

Responsibility: Board and Committee

Measure: Deferred

Status: Not started

Update/Notes: In order to remain on target with what we are doing, reorganizing a committee inside an organization-wide restructuring process that's already in

progress requires some critical thinking.

Goal: Replacement newsletter system (to Mail Chimp)

Responsibility: Communications

Measure: Deferred

Status: Not started

Update/Notes: The Newsletter engine is still inside the current website and membership management system. When the migration is complete, this will become a reality. The Communications team is improving their skills with the existing engine at getting the newsletter out.

Objective 2: Manage social media channels of InterPride including the website			
Activities	Responsible Party	Timeline	Milestones/ Performance Measure
Testing social media	Communications	Oct - Dec	Deferred
Tactical comm. Plan (action 5,6,7) Board	Board		Deferred; Tactical Plan was never circulated to be adopted
Facebook	Communications	Ongoing	Ongoing
Twitter	Communications	Ongoing	Ongoing
Youtube	Communications	Summer 2018	Ongoing
			Started – Conference promotion
Objective 3: Create visibility of InterPride			
Work in the area of this objective is still under review. Some parts have been adapted for salvageable use this year.			
Activities	Responsible Party	Timeline	Milestones/ Performance Measure
Identify/ plan media opportunities	Communication	December	10 opportunities for media exposure identified
Rapid response and statements	Comm., HRC, Co-pres	Ongoing	70% of international LGBTQI or pride related incidents are covered within hours the incident becomes known
Op-ed pieces in major	Comm. And Co-pres.	Bi-monthly	Every online publications two months

METHODS & STANDARDS

Co-Chairs: James Hermansen-Parker and J. Andrew Baker

Active Committee Members List: Brett Hayhoe, Linda DeMarco, Dot Belstler, Jessie Destefano, Jorge Solario, Sue Doster, Dave Wait, Mark Monk, Perin Hurewitz, Sherri Rase

Report:

This year the primary focus of the Methods & Standards Committee has been the authoring of new proposed bylaws. These bylaws have been founded on the current bylaws structure with some minor and some major changes. These changes have been influenced by the Restructuring Committee and their work on changing the way this organization works.

The Methods & Standards Committee Co-Chairs have worked directly with the Restructuring Committee on the language for these changes and have provided three worldwide webinar sessions to review the changes and answer questions. A final question and answer webinar will be conducted on September 15 to assist in clarifying the new bylaws before their presentation and vote at the AGM in Saskatoon, Saskatchewan, Canada in October. Opportunities for suggestions for changes to the Bylaws were provided to the Board via Google Drive, with Board members and interested parties submitting comments and questions to the bylaws change document and receiving feedback and clarifications from the Co-Chairs. We received comments and suggestions from over 25 members.

More information regarding updates and changes to the Standing Rules will be discussed at the AGM with the board, namely discussion of changing format from just standing rules to more policies and procedures related to the

committee work that the organization is already working on, making the way this organization functions in committee more transparent and understandable to newcomers as well as outsiders. This shift will update the standing rules, address (with more efficiency and clarity) what decisions are made at what level (committee, board, the proposed global advisory council or membership).

Progress on Goals:

Goal: Write new Bylaws with input from the Restructuring Committee and the Board.

Responsibility: Methods and Standards Co-Chairs

Measure: New Bylaws prepared for presentation to the membership at the 2018 AGM

Status: Completed

Update/Notes: See Report Above

Goal: Assist with updates to the Standing Rules of the organization

Responsibility: M&S Co-Chairs

Measure: New format for Standing Rules, Policies, and Procedures written

Status: In Process

Update/Notes: Once the Bylaws presentation is complete, if successful or not, a streamlining of the Standing Rules will be conducted with the Committees of the organization to better utilize and understand the purpose of the Standing Rules, Policies, and Procedures, as well as give the committees more ability to make changes to the procedures they use. This will change the format of the Standing Rules, separating them from the Bylaws, creating 4 standalone documents for how the organization functions; the Bylaws, the Standing Rules, the Policies, and the Procedures. The Final version of the Standing Rules will be approved at the first meeting of the new board at the AGM in October. Policies and Procedures will be developed over the next year.

Goal: Assist with immediate changes/additions to current Standing Rules

Responsibility: M&S Co-Chairs, with support from Co-Presidents and the Committees that submitted changes.

Measure: Changes submitted to the board for review/approval

Status: In progress

Update/Notes: New standing rule related to an Ombudsperson during the AGM created. Updates for the process of where the Mid-Year meeting of the Board will occur, submitted to the board for approval. Potential changes to the WorldPride bid submission cost also under discussion.



MEMBER SERVICES

Co-Chairs: Sherri Rase (Vice President Member Services) and James Hermansen-Parker

Active Committee Members List: Brandon Amyot, Linda DeMarco, Mickey Heller, Uwe Horner, Perin Hurewitz, Shawn Manning, Miik Martorell, Mark Monk, Jorge Solorio.

Report:

- Member Services has made great strides with our Mentor Program in the most recent 12 months
 - Soft Launch slated for mid-September
 - Formal Launch in Saskatoon
 - One application serves for those who seek to Mentor and those seeking a Mentor

Program is in line with SMART goals – with data to be collected for use in fundraising strategy lines and grants

- Member Services continues work with Fund Development to increase Member benefits.
 - Benefit expansion continues
- POSE continues to be among the most active regions in growth of InterPride
 - Miik, James, and Jason are working to make POSE even bigger in 2019
- CAPI membership and involvement are expanding
- Uwe Horner continues his work to further EPOA/InterPride awareness in his Region
- Frank and Aron travel the globe with emphasis in Africa and other embattled nations in raising awareness of InterPride goals.
- J. Andrew Baker's assistance in adding FCP's Region 7 members and James' efforts gleaming EPOA and FCP information has been very valuable but we still need everyone being active, and while we have small pockets of activity, we need more.

Progress on Goals:

Goal: Increase Membership

Responsibility: Committee

Status: Ongoing

Update/Notes: Utilizing newsletter to increase *visibility* of member benefits is not sufficient, outreach and regular update of database information need to be augmented by social media presence.

Goal: Work more closely with Fund Development

Responsibility: Member Services Co-Chairs and Fund Development Co-Chairs

Status: Ongoing

Update/Notes: Member Services continue to support Fund Development Co-Chairs activity to better utilize current resources while identifying new partners leveraging existing and new benefits.

Goal: Pride Mentors

Responsibility: Committee and Members at-large

Status: Near completion

Update/Notes: Form is complete (thanks Mark!) and roll-out to InterPride Membership is imminent. One form to rule them all – same form used by those who would like to provide mentoring as well as those who would like to receive it. We are doing a soft roll out then will announce at AGM.

OUR MEMBERS

Current Member Listing as at the 7th of September, 2018

4Ward Miami, Inc. d/b/a Gay8 Festival, Miami, Florida, United States
 Acadie Love, Caraquet, New Brunswick, Canada
 Albuquerque, Albuquerque, New Mexico, United States
 Albuquerque Pride Inc., Albuquerque, New Mexico, United States
 Alianza Social LGBTI de Antioquia, Medellín, Antioquia, Colombia
 Alliance Arc-en-ciel de Québec, Québec City, Québec, Canada
 Allied Rainbow Communities, Malta
 Amsterdam Pride, Amsterdam, Netherlands
 Antwerp Pride vzw, Antwerpen, Belgium
 Aquilaria Services, Logistics & Trade Ltd, Valletta, Malta
 Arcigay Varese / Varese Pride, Varese, Italy
 ARN Culture Festival, Spain
 Asociacion Silueta X, Guayaquil, Guayaquil, Ecuador
 Associação Cultura e Arte, São Vicente, São Paulo, Brazil
 Association Shams, Mutuelleville, Tunisia
 Athens Pride, Athens, Greece
 Atlanta Pride Committee, Inc., Atlanta, Georgia, United States
 Augusta Pride, Augusta, Georgia, United States
 Austin Pride Austin, Texas, United States
 Barcelona Pride, Barcelona, Spain
 Barrie Pride Barrie, Ontario, Canada
 Beirut Pride Beirut, Lebanon
 Belgrade Pride, Belgrade, Serbia
 Bergen Pride, Bergen, Norway
 Bilbao Pride, Bilbao, Spain
 Blue Ridge Pride Center, Inc., Asheville, North Carolina, United States
 Boqueron Pride, Toa Baja, Puerto Rico
 Boston Pride Committee, Boston, Massachusetts, United States
 Bradbury-Sullivan LGBT Community Center, Allentown, Pennsylvania, United States
 Brasília Orgulho, Brasília, Distrito Federal, Brazil
 Brooklyn Pride, Inc., Brooklyn, New York, United States
 Budapest Pride, Budapest, Hungary
 Calgary Pride, Calgary, Alberta, Canada
 Cape Cod Pride, Inc., Mashpee, Massachusetts, United States
 Cape Town Pride, Cape Town, Western Cape, South Africa
 Capital City Pride, Olympia, Washington, United States
 Capital Pride Alliance, Washington, District of Columbia, United States
 Capitol Hill Pride, Shoreline, Washington, United States
 Caserta Pride, Caserta, Italy
 Casswood Insurance Agency, Clifton Park, New York, United States
 Cathedral City Downtown Foundation, Cathedral City, California, United States
 Cathedral City LGBT Days, Cathedral City, California, United States
 Central Arkansas Pride, Little Rock, Arkansas, United States
 Charlotte Pride, Charlotte, North Carolina, United States
 Christopher Street West - LA Pride, West Hollywood, California, United States
 CLARO INC / Hartford Capital City Pride, Hartford, Connecticut, United States
 Cologne Pride, Cologne, Germany
 Come Out St Pete, St. Petersburg, Florida, United States
 Come Out With Pride, Inc., Orlando, Florida, United States
 Compass Community Center, Lake Worth, Florida, United States

Copenhagen Pride, Copenhagen, Denmark
 CSD Bregenz, Bregenz, Austria
 CSD Deutschland, Germany
 CSD Düsseldorf, Düsseldorf, Germany
 CSD Graz, Graz, Austria
 CSD in Konstanz, Konstanz, Germany
 CSD Magdeburg, Magdeburg, Germany
 CSD Mönchengladbach, Mönchengladbach, Germany
 CSD Nordwest, Oldenburg, Germany
 CSD Rhein-Neckar, Mannheim, Germany
 Cultura y Diversidad LGBTI, Quito, Pichincha, Ecuador
 Cumbria Pride, Cumbria, England, United Kingdom
 Dallas Tavern Guild, Dallas, Texas, United States
 DiversityDHS, Desert Hot Springs, California, United States
 Doncaster Pride, Doncaster, England, United Kingdom
 Druid City Pride, Tuscaloosa, Alabama, United States
 Eastern Caribbean Alliance for Diversity and Equality, Castries, Caribbean, Saint Lucia
 Edmonton Pride Festival, Edmonton, Alberta, Canada
 El Paso Sun City Pride Organization, El Paso, Texas, United States
 Enid LGBT Coalition, Enid, Oklahoma, United States
 Fernie Pride Society, Fernie, British Columbia, Canada
 Fièvre la fête Sherbrooke, Québec, Canada
 Fierté Montpellier Pride, Montpellier, France
 Fierté Montréal Pride, Montréal, Quebec, Canada
 Fierté Simcoe Pride, Waubesa, Ontario, Canada
 Fierté Tignes, Tignes, France
 Flin Flon Pride, Flin Flon, Manitoba, Canada
 Folsom Street Fair, San Francisco, California, United States
 Fort Wayne Pride, Fort Wayne, Indiana, United States
 Fundacja Rownosci, Warsaw, Poland
 Gay Harmony, Taipo, Hong Kong
 Gay Pride de Strasbourg, Strasbourg, France
 Gender Z, Zaporizhzhia, Ukraine
 Genderdoc-M, Moldova
 Georgian Pride, Barrie, Ontario, Canada
 GLBT Community Center of Colorado, Denver, Colorado, United States
 Goulburn Valley Pride Inc., Shepparton, Victoria, Australia
 Greater Moncton River of Pride / Rivière de la fierté du Grand Moncton, Moncton, New Brunswick, Canada
 Greater Palm Springs Pride, Palm Springs, California, United States
 Grupo Diversidade, Boa Vista, Roraima, Brazil
 Guadalajara Pride, Guadalajara, Jalisco, Mexico
 Halifax Pride, Halifax, Canada
 Hamburg Pride, Hamburg, Germany
 Hampshire Pride, Hampshire, England, United Kingdom
 Hampton Roads Pride, Norfolk, Virginia, United States
 Heritage of Pride, Inc., New York, New York, United States
 Hinsegin dagur / Reykjavik Pride, Reykjavik, Iceland
 Hong Kong Pride Parade Committee, Hong Kong, Hong Kong, China
 HOSE-Wien/Vienna Pride, Vienna, Austria
 Ibiza Pride, Spain
 IMLAD, Mindanao, Philippines
 Isle of Wight Pride, Isle of Wight, England, United Kingdom
 Jersey Pride, Inc., Edison, New Jersey, United States
 Jeunes Feministes Engagees Pour Le Changement, Malindi - Fizi, Sud-Kivu
 The Democratic Republic of the Congo

Jim Toy Community Center/Ann Arbor Pride, Ann Arbor, Michigan, United States
Johannesburg Pride, Johannesburg, South Africa
JoopeA, Amsterdam, Netherlands
Kamloops Pride, Kamloops, British Columbia, Canada
Kansas City Diversity Coalition, Kansas City, Missouri, United States
Kelowna Pride, Kelowna, British Columbia, Canada
Kenosha Pride, Inc., Kenosha, Wisconsin, United States
Kentuckiana Pride Foundation, Inc., Louisville, Kentucky, United States
Kitsap Pride Network, Bremerton, Washington, United States
Kootenay Pride, Nelson, British Columbia, Canada
Kyiv Pride, Kyiv, Ukraine
La Fanzine, Guatemala City, Central America, Guatemala
LGBT Ctr. Gr. Cleveland, Cleveland, Ohio, United States
LGL/Vilnius Pride, Vilnius, Lithuania
Long Beach Lesbian & Gay Pride Inc., Long Beach, California, United States
Long Island Pride, Woodbury, New York, United States
Los Ranchos Pride, Los Ranchos, New Mexico, United States
Madrid Pride, Madrid, Spain
Malmö Pride, Malmö, Sweden
Manchester Pride, Manchester, Greater Manchester, United Kingdom
Manodiversa, Santa Cruz, Bolivia
Maspalomas Pride, Maspalomas, Spain
Men Against AIDS Youth Group, Kisumu, Africa, Kenya
Mesa Nacional LGBTIQ Nicaragua, Managua, Nicaragua
Miami Beach Gay Pride, Miami Beach, Florida, United States
Milano Pride, Milano, Italy
Milwaukee Pride, Milwaukee, Wisconsin, United States
MoPride, Modesto, California, United States
Motor City Pride, Detroit, Michigan, United States
Mozaika/Riga Pride, Riga, Latvia
MozaIQ, Bucharest, Romania
Muskoka Pride, Bracebridge, Ontario, Canada
Nanaimo Pride Society, Nanaimo, British Columbia, Canada
New Hope Celebrates, New Hope, Pennsylvania, United States
NGO Kyiv Pride, Kyiv, Ukraine
NMB Pride, Port Elizabeth, Eastern Cape, South Africa
Noho Pride, Inc., Northampton, Massachusetts, United States
North Bay Pride, North Bay, Ontario, Canada
North Shore Pride, Inc., Manchester, Massachusetts, United States
North Texas Pride Foundation, Plano, Texas, United States
Northern Nevada Pride, Reno, Nevada, United States
Northern VA (NOVA) Pride, McLean, Virginia, United States
NW PA Pride Alliance, Inc., Erie, Pennsylvania, United States
NWT Pride, Yellowknife, Northwest Territories, Canada
OASIS, Guatemala, Guatemala
OKC Pride Inc., Oklahoma City, Oklahoma, United States
Orange County LGBT Pride, Santa Ana, California, United States
Oslo Pride, Oslo, Norway
Ottawa Capital Pride, Ottawa, Ontario, Canada
OUR PRIDE / Rainbow Advocacy, Studio City, California, United States
Our Pride Foundation Uganda, Kampala, Mpigi, Uganda
Out Alliance Rochester, New York, United States
OUTBronx, Astoria, New York, United States
OutCT, New London, Connecticut, United States
OutSpokane, Spokane Valley, Washington, United States
Oxford County Pride, Woodstock, Ontario, Canada
Oxford Pride, Oxford, England, United Kingdom
Pacific Pride Foundation, Santa Barbara, California, United States
Parada do Orgulho LGBTs de Taguatinga, Taguatinga, Distrito Federal, Brazil
Paradaa do Orgulho LGBTI+ de Natal, Natal, Rio Grande do Norte, Brazil
Parea, Paramaribo, Suriname
Peak Pride, Kelowna, British Columbia, Canada
Pembroke Pride, Pembroke, Ontario, Canada
Philly Pride Presents, Philadelphia, Pennsylvania, United States
Phoenix Pride, Phoenix, Arizona, United States
Porto Pride, Porto, Portugal
Prague Pride, Prague, Czechia
Pretoria Pride, Pretoria, South Africa
Pride at Work Canada, Toronto, Ontario, Canada
Pride Azores, Azores, Portugal
Pride by the Beach, Oceanside, California, United States
Pride Center of Staten Island - Staten Island PrideFest, Staten Island, New York, United States
Pride Central, Thunder Bay, Ontario, Canada
Pride Community Center of North Central Florida, Gainesville, Florida, United States
Pride Cymru, Cardiff, Wales, United Kingdom
Pride Day Equality Project, Eugene, Oregon, United States
Pride Durham, Whitby, Ontario, Canada
Pride Fort Lauderdale, Fort Lauderdale, Florida, United States
Pride Hamilton, Hamilton, Ontario, Canada
Pride Houston, Inc., Houston, Texas, United States
Pride in Edinburgh, Edinburgh, Scotland, United Kingdom
Pride in Gloucestershire, Gloucestershire, England, United Kingdom
Pride in HullHull, England, United Kingdom
Pride in London, London, England, United Kingdom
Pride in Newry, Newry, England, United Kingdom
Pride London Festival, London, Ontario, Canada
Pride North of 55, Thompson, Manitoba, Canada
Pride PEI, Charlottetown, Prince Edward Island, Canada
Pride St. Charles, Lake St. Louis, Missouri, United States
Pride St. Louis, St. Louis, Missouri, United States
Pride Toronto, Toronto, Ontario, Canada
Pride Winnipeg Festival, Winnipeg, Manitoba, Canada
Pride Winston-Salem, Winston Salem, North Carolina, United States
PRIDEChicago, Chicago, Illinois, United States
Pridelines, Miami, Florida, United States
PRIDESV - ELSALVADOR, San Salvador, El Salvador
Prince Albert Pride, Prince Albert, Saskatchewan, Canada
Puerto Rico Pride-COA, San Juan, Puerto Rico
Queens Lesbian & Gay Pride Committee, Jackson Heights, New York, United States
Rainbow Armenia Initiative, Shurnukh, Goris, Armenia
Rainbow Coalition of Yellowknife, Yellowknife, Northwest Territories, Canada
Rainbow Pride Foundation, Suva, Fiji
Reading Pride, Reading, England, United Kingdom
Regina Pride Inc., Regina, Saskatchewan, Canada
Rhode Island Pride, Providence, Rhode Island, United States
Roanoke Pride, Inc., Roanoke, Virginia, United States
Roma Pride, Roma, Italy

Rotterdam Pride, Rotterdam, Netherlands
 Roze Zaterdag, Rotterdam, Netherlands
 San Diego Pride, San Diego, California, United States
 San Francisco LGBT Pride Celebration and Parade, San Francisco, California, United States
 San Gabriel Valley Pride, Inc., Pasadena, California, United States
 San Marcos Pride, San Marcos, Texas, United States
 San Salvador, San Salvador, Cuscatancingo, El Salvador
 Santa Fe Pride, Santa Fe, New Mexico, United States
 Sarajevo Open Centre, Sarajevo, Bosnia and Herzegovina
 Sarasota Pride, Inc., Sarasota, Florida, United States
 Saskatchewan Pride Network, Moose Jaw, Saskatchewan, Canada
 Saskatoon Pride, Saskatoon, Saskatchewan, Canada
 SASOD, Georgetown, South America, Guyana
 Sedona Pride Association, Sedona, Arizona, United States
 Society for Advancement of Makers Arts & Justice, Punjab, Pakistan
 Sonoma County Pride, Monte Rio, California, United States
 South Africa Pride Network Incorporated, Port Elizabeth, Eastern Cape, South Africa
 South Georgia Pride, Inc., Valdosta, Georgia, United States
 Southern Nevada Association of PRIDE, Inc./Las Vegas Pride, Las Vegas, Nevada, United States
 Southwest Saskatchewan Pride, Swift Current, Saskatchewan, Canada
 Spencer Pride, Inc., Spencer, Indiana, United States
 St Pete Pride, St Petersburg, Florida, United States
 St. Thomas - Elgin Rainbow Alliance, Rodney, Ontario, Canada
 Steinbach Pride, Mitchell, Manitoba, Canada
 Stephenville Pride, Stephenville, Newfoundland and Labrador, Canada
 Stockholm Pride, Stockholm, Sweden
 Stonewall Columbus Inc., Columbus, Ohio, United States
 Svenska Pride, Sweden
 Sydney Gay and Lesbian Mardi Gras, Darlinghurst, New South Wales, Australia
 Sydney Queer Irish, Sydney, New South Wales, Australia
 Tampa Pride, Inc., Ybor City, Florida, United States
 Taos Pride, Taos, New Mexico, United States
 The Belgian Pride, Brussels, Belgium
 The Centre for Gender & Sexual Diversity, Ottawa, Ontario, Canada
 The Woodlands Pride, Houston, Texas, United States
 Thessaloniki Pride, Thessaloniki, Greece
 Thunder Pride, Thunder Bay, Ontario, Canada
 Tidewater LGBT Interfaith, Norfolk, Virginia, United States
 Tijuana GLBTI Pride Mexico, Tijuana, Baja California, Mexico
 Torino Pride Torino, Italy
 Triangle Pridefest LLC, Durham, North Carolina, United States
 Tri-Cities Pride, Coquitlam, British Columbia, Canada
 TriPride, Johnson City, Tennessee, United States
 Trondheim Pride, Trondheim, Norway
 Twenty First Century Worcester Pride, Worcester, Massachusetts, United States
 Twin Cities Pride, Minneapolis, Minnesota, United States
 UK Pride Organisers Network, United Kingdom
 Upstate Pride SC, Greenville, South Carolina, United States
 Utah Pride Center, Salt Lake City, Utah, United States
 Vancouver Pride Society, Vancouver, British Columbia, Canada
 Venice Pride, Venice, California, United States
 Virginia Pride, Richmond, Virginia, United States
 Warwickshire Pride, Warwickshire, England, United Kingdom

West Pride, Gothenburg, Sweden
 Weston Super Mare Pride, Weston, England, United Kingdom
 Whistler Pride and Ski Festival, Vancouver, British Columbia, Canada
 Wilton Manors Entertainment Group Inc., Wilton Manors, Florida, United States
 Winter Pride London, London, England, United Kingdom
 Winter Pride Maspalomas, Maspalomas, Spain
 Zurich Pride, Zurich, Switzerland

GOVERNANCE

Co-Chairs: Marsha H. Levine and Paul Sanders

Active Committee Members:

Brandon Amyot, J. Andrew Baker, Sylvain Bruni, Linda DeMarco, Jessie DeStefano, Sue Doster, Brett Hayhoe, James Hermansen-Parker, Miik Martorell, Mark Monk, Anthony Ramirez, Paul Savage, Jorge Solorio

Report:

Another year, another grievance immediately post conference. Grievance was initially successfully mediated out and agreed to by all parties via telephone, direct grievance parties refused to sign the written Memorandum of Understanding detailing the mediation terms. though the Co-Presidents signed off on it. Governance will further examine grievances when filled and instead of automatically starting the process, will determine if the grievance can be resolved by the direct parties without going the formal route, since the process is lengthy and could delay dissipating the conflict. Grievances have a tendency to sometimes take up to 3 or 4 months to fully investigate and resolve to mutual agreement.

Governance also worked on the language defining the role and stewardship of the Annual General Meeting Ombudsperson, approved by the Board of Directors. Governance, as of this report, is working on the candidate vetting and collecting of candidate information for dissemination prior to and during the AGM.

Progress on Goals:

Goal: Grievances

Responsibility: Mediation and Investigation

Measure: Phone calls and follow-up emails

Status: Resolved, none outstanding

Update/Notes: We would prefer to encourage [self] mediation rather than automatically start with the formal grievance process.

Goal: Ombudsperson/Annual General Meeting

Responsibility: Initiator and Appointer

Measure: Solicitation via email, phone call, chat

Status: Confirming 2018 AGM Ombudsperson

Update/Notes: We will set up a resource list, to have a variety of people on call

Goal: Candidate Vetting

Responsibility: Activation and Verification

Measure: Newsletter and notices sent out

Status: Deadline for advance candidate information is September 28, 2018.

Update/Notes: We have one position void of candidates (VP Ops, Female Identified, Non-U.S.), one position with more than one candidate, and the remember positions uncontested.

FUND DEVELOPMENT

Co-Chairs: J. Andrew Baker and Miik Martorell

Active Committee Members List:

Brett Hayhoe, Linda DeMarco, Frank Van Dalen, Sherri Rase, Sue Doster

Report:

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

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

The Fund Development committee has identified 4 effective sources of revenue for future years based on programmatic and thematic outputs. These are LGBTI supportive governments, foundations, corporations/business and individual donors. Sponsorship continues to be a source of revenue for the conference and world pride products, but these are generally managed by the committees that oversee and coordinate on those products.

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

After risk and fundability assessments, InterPride as an organisation in its current status can manage annual funding agreements from a primary funder between \$25,000 and \$200,000. This requires the committee to source multiple revenue providers for two primary reasons:

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

Progress on Goals:

Goal: Develop Programmatic and Thematic Areas of Funding

Responsibility: J. Andrew Baker (Co-Chair), Fund Development,

Supports: Member Services & Restructuring Committees

Measure: Surveys, Reports and Feedback from Board & Membership

Status: Completed

Update/Notes:

1. Drafts of Concept Notes completed for Solidarity, Human Rights education program, and other current programmatic work
2. Report of Funder targets completed and released at Mid-Year meeting
3. Format of Resource and Fundraising strategy completed.

Strategy to be released at AGM

Goal: Engage Funding, Partnership, and Sponsorship Opportunities

Responsibility: Fund Development Co-Chairs

Supports: Member Services, Human Rights, Solidarity, Scholarship, CSIC and WorldPride Committees

Measure: Release of Reports, Partnership MoUs, Proposal Submissions

Status: Current Year Goals Completed, Ongoing Work for 2019

Update/Notes:

1. Report on Funding Cycles from Primary LGBTI funders released
2. Assessment of potential partners completed.
3. Two Governments identified for making a funding request
4. Two foundations identified for making a funding request

Goal: Establish Direct Donation Programming

Responsibility: Miik Martorell

Supports: J. Andrew Baker, Communications Committee

Measure: Direct Donations secured, Annual Giving Campaign Launch

Status: In Process, Ongoing

Update/Notes:

1. Date of first fundraising drive identified
2. Campaign designed and currently in-production

Goal: Identify Opportunities to Strengthen InterPride's ability to receive funding from government and foundation sources

Responsibility: Co-Chairs

Supports: Restructuring, Methods & Standards, Finance

Measure: Reports, Board and Membership Motions

Status: Completed (Standing Rules, Policies and Procedures to be approved by Board after 2018 AGM)

Update/Notes:

1. Funability and Risk Assessment Report Completed
2. Pipeline investigation completed
3. Competition analysis completed
4. To be done: propose any required standing rules for adoption (will occur after the Constitutional Renewal at AGM)

WORLDPRIDE

Co-Chairs: Alan Reiff and Paul Huddleston White

The WorldPride committee's primary focus is to make sure that the best possible WorldPride event is produced by each individual license holder. Secondary, that each license holder upholds the stipulations of their individual contract with InterPride. Each license holder may create a unique experience that represents their city's reason for hosting a WorldPride. An opening ceremony, a closing ceremony, a Pride March, a Human Rights Conference, and a Festival are mandated components at any WorldPride. In addition, the WorldPride Committee ensures that publicity includes the InterPride logo wherever possible, quarterly reports are files, payments are made as per the contract stipulations, as well as any other specifics to their contract that are in the licensee's, InterPride's and the membership's best interest.

The committee meets at regular intervals in years where there are no WorldPrides. When there is a WorldPride, the committee meets monthly.

Active Committee Members:

Maryanne Roberto, Tommy Himm, Chris Frederick, Lars Hendrickson, Sue Doster, Dave Studinski, Brett Hayhoe, Patrick Van der Pas, Linda DeMarco, J. Andrew Baker, Carlos Sanchez, Juan Carlos Alonso, Milk Martorell, Michele Irimia, and Paul Savage

Committees Served On:

Alan Reiff – InterPride: WorldPride Committee Co-Chair, Human Rights Committee, CSIC, Restructuring, Region 6 Regional Director

NYCPride: Stonewall 50/WorldPride 2019 committee, Community Relations, March, Rally

OUTBronx – restaurant/bar social networking organization

Paul Huddleston – WorldPride Committee Co-Chair, Region 3 Regional Director.

Progress on Goals:

Goal: WorldPride 2019 Stonewall 50 – NYC

Responsibility: Committee Co-Chairs

Measure: quarterly reports and updates, event in June 2019

Status: on-going event to take place June 2019. Bulk of events are the last 10 days of June.

Update/Notes: NYCPride held a one day Human Rights Conference as a test run for the WorldPride Human Rights Conference. By all accounts it was a major success. Advertising and publicity are on-going. Final plans are being made for InterPride participants to have access to hotels and events. Final plans are being made for locations for the opening and closing ceremonies as well. NYCPride continues its global publicity campaign as well. All stipulations of the contract are being met. This past June an official site inspection took place in NYC. The two Co-Presidents and both WorldPride Committee Co-Chairs, along with Sue Doster attended.

EUROPRIDE 2018 Stockholm – NYCPride staffed a booth at the festival and had a Marching contingent in the Pride March at EUROPRIDE 2018 in Stockholm to promote WorldPride 2019.

Gay Games Paris 2018 – WorldPride and InterPride were introduced at the Gay Games and InterPride was an invited names reader at the ACT-UP Paris vigil on the Beaux Arts Bridge.

Copenhagen Pride 2018 – NYCPride staffed a booth to promote WorldPride at their festival and was present at the Pride March at Copenhagen Pride.

Goal: WorldPride 2021 Copenhagen

Responsibility: The committee co-chairs.

Measure: quarterly reports and updates.

Status: on-going

Update/notes: The contract has been signed. A preliminary site inspection was held in August. Venues and expansion plans were reviewed. Also a meeting with the Mayor of Copenhagen took place to discuss participation at the Closing Ceremony in NYC. Copenhagen has begun publicity for WorldPride 2021 locally. However, they are not going global until after NYCPride and WorldPride 2019 has taken place. Pride Festival is scheduled for City Hall Plaza which is dead center of

the city. A metro station will be opening within this space in the next year. Their Human Rights Conference this year took place at multiple locations throughout the city. Preparations have started and things will move into full gear after WorldPride 2019.

Goal: WorldPride 2023 Possible bidders to date Sydney Gay and Lesbian Mardi Gras and Fierté Montreal

Responsibility: Committee Co-Chairs

Measure: awaiting final bid to be created and voted on by the committee.

Presentation and membership vote to take place at 2019 AGM & World Conference in Athens.

Status: on-going

Goal: WorldPride 2025 Possible bidders to date Rome Mario Mieli and Austin Pride

Responsibility: Committee Co-Chairs

Measure: awaiting final bid to be created and voted on by the committee.

Presentation and membership vote to take place at an AGM TBA in the future in 2021.

Status: on-going

Goal: WorldPride 2030 Possible bidders to date Boston Pride

Responsibility: Committee Co-Chairs

Measure: awaiting final bid to be created and voted on by the committee.

Presentation and membership vote to take place at an AGM TBA in the future in 2026

Status: on-going

Goal: Collaborating with the Human Rights Committee on Projects

Responsibility: Co-Chairs and committee members on both committees

Measure: sharing of ideas and finding ways to support both committees on common areas and projects.

Status: on-going

Goal: 2018 AGM WorldPride Committee Meeting and Plenary Presentation

Responsibility: The Co-Chairs and NYCPride and Copenhagen Pride.

Measure: quality of presentation at the AGM & World Conference

Status: on-going to be presented at AGM & World Conference in Saskatoon 2018.

Goal: Developing Leadership

Responsibility: Co-Chairs and committee members

Measure: who steps up to show an interest to be more involved

Status: on-going

Goal: Development of InterPride Ambassadors at a WorldPride Event

Responsibility: specific leaders within InterPride who attend a WorldPride

Measure: TBA

Status: not yet started

Update/Notes: specific InterPride leaders may be called up to represent InterPride at official events as well as to speak when asked, in an official capacity at a WorldPride event.

This program has yet to be worked out as yet. It was an idea that was raised on the committee level.

HUMAN RIGHTS

Co-Chairs: Frank van Dalen and Michele Irimia-Bernabe

Report:

During the last year the committee met 7 times. The following people have attended one or more meetings:

Patrick van der Pas, Sue Doster, Alan J. Reiff, David Murphy, Emmanuel Temores, J. Andrew Baker, Juan Carlos Alonso Reguero, Kevin Calhoun, Mark Smith, Uwe Hörner, Linda DeMarco, Kaye Ally, Richard Brethour-Bell, Leon Braxton, Hadi Damien

The focus of the Human Rights Committee is on 1) PrideRadar; 2) Developing Pride regions; 3) Application ECOSOC status; 4) Awareness creation and training; 5) Human Rights in context of Pride

Progress on Goals:

Goal: PrideRadar

Responsibility: Chair subcommittee PrideRadar

Measure: Complete list of Prides around the world

Status: Ongoing

Update/Notes: In the last three years, close to 1.200 prides have been identified and added to the PrideRadar list. Keeping the list updated is a real challenge and is only been carried out because of the support of many people inside and outside InterPride. The report is in two languages (Spanish and English), but the database/website is also in French, Portuguese and German in order to reach as many people as possible. A new report is ready to be presented at the AGM & World Conference in Saskatoon. The database structure has been shared for the new InterPride website.

Goal: Building Pride platforms in underrepresented areas

Responsibility: Co-chairs

Measure: Established pride platforms

Status: In process

Update/Notes: See report Vice President of Operations from Frank van Dalen relating to Africa, India and Caribbean.

Goal: Awareness creation and training

Responsibility: Members of committee

Measure: Number of delivered trainings and publications

Status: Ongoing

Update/Notes:

- Communications agreed to republish unpublished articles that are available on Facebook on the InterPride website.
- Human Rights workshops delivered at regional conferences CAPI (FvD), FCP (FvD) and EPOA AGM (FvD) and contributed in a panel discussion at EuroPride (FvD).
- Cultural awareness webinar presented by Sue Doster and Frank van Dalen
- Two opinion articles published in English and Spanish
- Spanish webinar delivered by Emmanuel Temores

Goal: Basic Human Rights

Responsibility: Members

Measure: Number of campaigns

Status: Ongoing

Update/Notes:

- Co-Presidents released a Statement of Support for Starkville Pride.
- Frank van Dalen delivered a Human Rights speech for the LGBTI community during the EPOA-board weekend in Bilbao.
- Frank van Dalen delivered a Human Rights Speech at Johannesburg Pride main stage.
- Speech about cities and events during the City Summit in Tel Aviv delivered by Frank van Dalen
- Statement condemning the crackdown of Beirut Pride, released by the Co-Presidents;
- Statement of Support for Cluj Pride in Romania, released by the Co-Presidents;

Goal: ECOSOC status

Responsibility: Frank van Dalen with Richard Brethour-Bell

Measure: ECOSOC status at United Nations

Status: Ongoing

Update/Notes: The application has been submitted and an analysis for the upcoming lobby has been drafted.

Goal: Review of Human Rights work

Responsibility: Frank van Dalen and Michelle Irimia

Measure: Opinion survey

Status: Finished

Update/Notes: Enacted a bilingual survey to collect input on the work of the Human Rights Committee amongst active members of InterPride and the general membership. Results are used in the new work plan for the committee.



SCHOLARSHIP

Co-Chairs: Ron deHarte and Michele Irimia-Bernabe

Committee Listing:

Linda DeMarco, Brett Hayhoe, Sue Doster, Kevin Calhoun, Marsha H. Levine, Alan Reiff, Jess Motyl-Szary, Chrissy Taylor, Uwe Hörner, Frank Van Dalen

Report:

The committee's goal was to have the 2018 scholarship application posted on or by January 18 to allow for as much time as possible to promote scholarships and encourage participation. The application was activated and links from interpride.org were updated on January 6, 2018.

Two deadlines were confirmed for submission of application requests to the Pamela O'Brien Scholarship Fund. The first round deadline was April 1 and the second round deadline was July 1. Applications not approved in the first round were considered again in the second round.

\$ 14,972.10 was available to grant in 2018.

This year the committee focused on awarding scholarship to as many developing Pride organizations as possible with an emphasis on Latin America and Africa. The scholarship committee reserved \$6,500 from total funds available for the purpose of awarding scholarships to applicants from Latin America and Africa. Outreach to member organizations in underrepresented areas has been and continues to be a committee priority.

Outreach through social media and membership has been successful with a record number of applications coming from Africa, Central and South America.

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

members at plenary sessions. The presenter or board member is asked to sign the form to acknowledge the delegate's participation.

Thirteen applications were submitted by the April 1, 2018 deadline. This is down from fourteen applications received in 2017, eighteen in 2016 and twelve applications received during the same period in 2015. An additional thirteen applications were received for the second round ending on July 1, 2018. Of the 31 applications submitted, 11 applications were received in Spanish.

All applications went through a vetting process and then the committee determined how scholarship awards were granted.

Organizations awarded grants for the 2018 AGM include:

Gender Z, Zaporizhzhia, Ukraine
 Parea, Paramaribo, Suriname
 Greater Moncton River of Pride / Rivière de la fierté du Grand Moncton, Moncton, Canada
 Allied Rainbow Communities (ARC), Valleta, Malta
 Johannesburg Pride, Johannesburg, South Africa
 Associação da Parada do Orgulho LGBTQS de Brasília, Brasília, Brazil
 OutCT, Connecticut, USA
 Stonewall Corporation - LGBTI Social Alliance of Antioquia, Medellin, Antioquia, Colombia
 Association Silhouette X, Guayaquil, Ecuador
 MANODIVERSA, Santa Cruz de la Sierra, Bolivia



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 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 of InterPride.

Pam O'Brien was on the Board of InterPride and Cape Cod Pride and a former Chair of the InterPride Scholarship Committee. She was renowned 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.



SOLIDARITY FUND

Co-Chairs: Chrissy Taylor and Jess Motyl-Szary

** Please note: For personal reasons, Jess resigned from her position on this committee just before the 2018 AGM & World Conference. We wish her only the best for the future and look forward to welcoming her back at some stage.*

Active Committee Members List:

Bianca Humady Rey, Paul Savage, Doug Kerr, Dallas Barnes, J. Andrew Baker, Michele Irima-Bernabe, Carlos Idibou, Heather Hay, Brett Hayhoe, Linda DeMarco

Report:

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

This year we created 4 working groups to divide up the work: Outreach, Fundraising, Application Review, and Evaluation. It is due to the work of the outreach committee as well as Carlos Idibou and Fierté Montréal who have contributed to the huge increase in French applications this year. The Outreach working group has focused on communication in the following areas:

- Asia & Indo-Pacific organizations
- Past applicants who have not received a grant
- Overarching LGBTI organizations that have multi-nation reach

We updated and launched the solidarity application on February 28th in French, Spanish, Portuguese and English. This year we received 1 Portuguese, 14 Spanish, 49 French, and 113 English applications, for a total of 177 applications, the largest amount since the program began, in 2017 there were 38 applications.

Due to the limited funding, we were only able to distribute 11 grants of \$1000 each:

- Rainbow Armenia, Armenia - Money to support a queer gathering of activists from around Armenia.
- Association SHAMS, Tunisia - Funds to support an event for International Day against Homophobia and Transphobia, promoting the need to decriminalize homosexuality in Tunisia.
- MozaiQ, Romania - Funds to bring together emerging LGBT leaders from across Romania to learn from one another at Bucharest Pride.
- JEUNES FEMINISTES ENGAGEES POUR LE CHANGEMENT, Democratic Republic of Congo - Funds for a pride parade and advocacy festival.
- Initiative and Movement for Gender Liberation against Discrimination, The Philippines - funds to contribute towards an LGBT conference and March highlighting the human rights violations in Mindanao
- Unnamed Organization from Pakistan (Name withheld due to safety concerns) - Funds to assist in putting on an LGBT film festival focusing on films from South Asia.
- Society Against Sexual Orientation Discrimination (SASOD), Guyana - Funds for the second Guyana Pride festival, including the inaugural Pride parade.
- Rainbow Pride Foundation, Fiji - funds for events on International Day against Homophobia and Transphobia, including a Pride march.
- Gay Harmony, China - funds for an LGBT conference bringing together LGBT activists from China and Taiwan.
- Sarajevo Open Centre, Bosnia and Herzegovina- funds to create a human library on National Coming Out day featuring LGBT activists.
- Gays, Lesbians and All-Sexuals against Discrimination, Barbados - Funds to help create the first Barbados Pride month.

We would like to give a huge thank you to our translators who have done an amazing job translating our applications, this work would not be able to be done without the generous donation of translation services from volunteers. In addition, we would like to thank our International Advisory Board who help

us review applications, promote the fund and provide guidance regarding applicant eligibility.

Challenges for the Solidarity committee continues to be the lack of funding for the program. Moving forward, the fundraising working group is going to work closely with the Fund Development committee of InterPride to identify funding opportunities outside of member pledges. The increased amount of applications shows us how much need there is for grants for emerging LGBT events in the global south and east. In addition, finding ways to efficiently distribute funds continues to be an issue. The committee will look at launching applications earlier as many organizations request funds for International Day against homophobia and Transphobia, which is a difficult turn around time when applications close in April.

Progress on Goals:

Goal: Explore the possibility of a partnership with an established grant-making organization that might jointly administer the fund at low or no cost.

Responsibility: Fundraising working group

Measure: Working group has found organizations that can be worked with for this and created a vetting process

Status: In Progress

Update/Notes: The fundraising working group is doing a scan for potential organizations.

Goal: Explore the possibility of developing proposals to other international foundations, corporations, or governments interested in supporting global emerging Pride organizations.

Responsibility: Fundraising working group

Measure: Working group has found organizations that can be worked with for this purpose, has created a vetting process, and has contacted organizations to develop relationship

Status: In Progress

Update/Notes: Fundraising working group is exploring different opportunities with organizations around the Globe.

Goal: Develop a stronger report-back process, possibly an online reporting process.

Responsibility: Evaluation working group

Measure: An online reporting process has been developed and receives a higher rate of feedback than previous years

Status: In Process

Update/Notes: An updated evaluation was created and sent to all grantees from 2015-2017 and feedback was incorporated in the pilot project report.

Goal: Create a new process for Solidarity pledges that is more accessible to smaller Prides/Prides outside of North America.

Responsibility: Co-Chairs/Fundraising working group

Measure: A new process has been developed to collect pledges from member Prides or the current process has been altered to acknowledge cultural sensitivity

Status: Ongoing

Update/Notes: The Solidarity Co-Chairs have been working with the Scholarship committee to develop new ideas for the pledge process. We will be looking to receive more feedback from member Prides who are outside North America for additional ideas for pledging processes. We will also be adding more information in pre-conference communications for AGM to member prides to be aware of the current process so they can be better prepared.



Regional Reports

REGION 1

Regional Directors: Jorge Solorio and LaRhonda Slaughter & Alternate Regional Director: Francisco Lopez

Regions 1, 2, and 3 took part of the CAPI 2018 Regional Conference in Austin, Texas. Through the amazing partnership between the three regions, many new organizations have joined for educational and collaborative purposes. This year, CAPI was proud to join Interpride as a member organization, allowing even more, smaller organizations to enjoy the many benefits and knowledge offered by Interpride and its members.

These partnerships acquired during the annual CAPI Conference has allowed many Pride organizations in smaller cities to grow. These include Sedona, Arizona and Sonoma, California. We also had a few organizations return, such as Guadalajara and Los Angeles.

Our Regional Directors have also been doing some outreach throughout our Region. For example, Jorge Solorio, from Las Vegas PRIDE, was able to assist Oklahoma City Pride in a restructuring effort by helping re-write bylaws and guiding their implementation. He has also worked closely with Emmanuel from Guadalajara Pride to reach out to other Mexican Pride organizations, and even help reaching out to other Latin American countries. He also assisted Welton from Brasilia Pride reach out to his counterparts within Brazil.

LaRhonda Slaughter and the Board of Long Beach Gay and Lesbian Pride have paved the way for new, different areas within their festival. The areas have included activities for seniors, children, and teens. They have been used as guides and examples in other cities with successful results.

Fernando Lopez from San Diego Pride was successful in planning and promoting a bi-national summit of LGBTQ organizations in Mexico and the United States, sponsored and funded by the United States' State Department in Tijuana, Mexico. They had over 200 attendees who were able to network, learn, and educate each other. Fernando is also assisting our Scholarship Committee with knowledge on funding provided by the State Department. This will be able to assist many organizations in lower income and underdeveloped countries.

The next steps will be a restructuring effort by members of CAPI to decide what future will be in order for the United States, to be the representative organization be for InterPride's partner restructure. Many changes will be happening in the coming years about which everyone is very excited.

REGION 2

Regional Director: Michael Goodnow

I have made reached out to all Washington State organizations and have heard back from many. Hoping to organize a meet up in the Seattle area.

I want to build relationships and share the value of membership including participating in conferences. Also, the new combined registration for InterPride and CAPI.

I attended CAPI Conference in Austin. That along with the AGM in Indianapolis really has me energized to rebuild Region 2.

I am currently searching for, verifying and making contact with region Pride organizations. I've started in Washington State where I live.

I have started a dialogue with Seattle Pride Fest about playing a larger role in the region.

REGION 4

Regional Directors: Dot Belstler and Jonathan Balash

In Region 4 we focus our energies on Prides in the Midwest. Region 4 includes Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin. According to InterPride's website, we currently have 13 organizations as members in Region 4.

Motor City Pride hosted the first Region 4 conference in many years in March 2018. 37 people attended, representing eight Prides from Michigan, Indiana, Minnesota, and Missouri. While we invited several other Prides, both members and nonmembers, we felt this was a good turnout for a "first time" event. Three non-member small Prides attended the conference. We invited the smaller, non-member Prides to the regional conference because it is more accessible and less expensive than the AGM.

We agreed that in years when the AGM is not in North America, we will have a Regional Conference so those Prides with smaller budgets can attend. Region 4 co-director Matt Harper resigned his position due to significant changes with his employment, and deputy director Jonathan Balash was elected in his place. Region 4 will vote on a co-director to replace Dot Belstler (end of term) and a new deputy director.

For the rest of 2018 we will be collecting contact information and inviting nonmember Prides to participate in the 2019 regional conference in Spencer, Indiana March 1-3, 2019. Pride Radar reports an additional 40 Prides in our region that are not members of InterPride.

Progress on Goals:

Goal: Identify Pride organizations in Region 4

Responsibility: Co-Directors

Measure: Comparing to Pride Radar and our own contacts

Status: In Process

Goal: Contact Pride Organizations in Region 4

Responsibility: Co-Directors

Measure: Invitations

Status: On-going

Update/Notes: Inviting non-InterPride members to Regional Conference in Spencer

Goal: Regional Conference in 2019

Responsibility: Spencer Pride

Measure: Successful Conference

Status: On-going

Update/Notes: 113 Pride Organizations identified & contacted in Regions 1, 2 & 3, of which 26 are InterPride Members.

REGION 5 (POSE)

Regional Directors: James Hermansen-Parker and Jason Gilmore.

Committees Served On:

James – Co-Chair of Member Services, Co-Chair of Methods and Standards, Serves on Finance, CSIC, World Pride, Restructuring, Governance.

Report:

Work has begun on planning for the 2019 POSE Conference in Orlando, Florida for the weekend of February 7-10, 2019. With Orlando stepping in to assist with planning the conference, we are focusing on creating a survey of the region's members to determine what workshop topics they are interested in for the next 2-3 years. This will help not only Orlando in planning their conference, but will also help Charlotte in planning their Joint Conference in 2020 and Richmond with planning their conference in 2021. Our former Regional Director, Kevin Calhoun, stepped down due to a job change, and our Alternate Regional Director, Jason Gilmore, stepped into the role.

Progress on Goals:

Goal: Host a successful 2018 Regional Conference

Responsibility: Regional Directors

Measure: Attendance, response from region members

Status: Complete

Update/Notes: The 2018 POSE Conference was held in Roanoke, Virginia and hosted by Roanoke Pride. It was a successful event with over 12 Prides in attendance and over 25 individual attendees. We were happy to raise over \$650 for our regional scholarship fund for our future conferences as well as put into action some ideas on how to better communicate within the region. A plan was established for dual state coordinators to assist the Regional Directors with communication and information dissemination about InterPride. Their responsibilities are:

- A) Reach out to all known Prides in each area to educate about InterPride and POSE... invite them if they aren't already a member organization
- B) Personally invite Prides in their states to the Conference and explain how the conferences work and the benefits of attending one
- C) Make our POSE scholarship known and how the program works for those who have financial limitations
- D) Help cultivate Pride in areas pinpointed where there are no organizations or events currently active
- E) Coordinators identify needs of region as a whole and cultivate the region in an

efficient manner

F) Cultivate synergies which can particularly benefit smaller Prides in our region that don't have the buying power larger Prides do

G) These coordinators could also help the conference host on the annual event so that we aren't constantly "reinventing the wheel" every year

Goal: Work with future conference host for successful conferences

Responsibility: Regional Directors

Measure: Attendance, response from region members, after conference survey

Status: Ongoing

Update/Notes: Orlando will host the 2019 POSE Conference and has created their registration page with information, as well as a Facebook event. The Regional Directors are finalizing a survey for workshop content to help assist Orlando Pride, as well as the future conference hosts on topic selection that pertains to members within the region.

Goal: Evaluation of the entire region geographically for active pride organizations/ contacts and determining which areas lack a current pride organization or annual event.

Responsibility: Regional Directors

Measure: Online research to ascertain current prides in all areas of the region

Status: Complete

Update/Notes: With many pride organizations either changing leadership regularly and/or having complete board turnover at times (or in some cases organizations becoming defunct) we felt it necessary to evaluate current status of prides in our entire region. Through online research by seeking current websites, contact information, and/or Facebook pages/groups, we were able to fully determine in all areas of our region both active organizations and areas which may need assistance in developing prides. After through research of our entire geographic area of 12 states, we located a total of 139 regions geographically with 109 of these having some type of online presence noting a current pride organization or festival/event. The balance of these areas-numbering 30- either appear to have no current pride organization, LGBT community hub or their organizations were found to be inactive for more than a year. All of this information- including websites and contacts- was placed into a database and distributed to our newly enacted state coordinator committee members.

REGION 6 (NERP)

Regional Directors: Alan Reiff and Tyler Evertsen & Alternate Regional Director: Marcy Carr

** Please note: For personal reasons, Tyler resigned from his Board position just before the 2018 AGM & World Conference. We wish Tyler the best for the future and hope everything works out.*

Region Six covers the Northeast coast of the United States running from Maine to Washington, D.C. and west to Pennsylvania. Current member organizations consist of (20):

Boston Pride

Bradbury-Sullivan LGBT Community Center

Brooklyn Pride

Cape Cod Pride, Inc.
 Capital Pride Alliance
 Jersey Pride, Inc.
 Long Island Pride
 New Hope Celebrates
 North Shore Pride
 NW PA Pride Alliance, Inc.
 Out Alliance
 OUTBronx
 Queens Pride
 Rhode Island Pride
 Twenty first century Worcester pride
 Heritage of Pride, Inc/NYCPride
 Pride Center of Staten Island
 OUTCT
 NOHO Pride
 Philly Pride

The three elected directors work as a team regardless of title. We are also pleased to have the assistance of former RD Sylvain Bruni help with the NERP website. The 2019 goals of the regional team are:

- a) to maintain communications amongst the member organizations,
- b) to increase the number of member organizations
- c) develop new leadership within the region
- d) assist with the organization of the Regional Annual conference
- e) create the program for the plenaries at the Regional Annual Conference
- f) share information and update the region on IP committee work
- g) increase visibility of youth and Trans in our region
- h) update and maintain the NERP website
- i) find ways to increase donations to the David Schneider Scholarship Fund.

Committees Served On:

Alan Reiff – InterPride: WorldPride Committee Co-Chair, Human Rights Committee, CSIC Committee and Restructuring Committee, Region 6 Director.
 NYCPride: Stonewall 50 committee, Community Relations, March, Governance
 OUTBronx – Social Networking Events Committee

Tyler Evertsen – InterPride: Human Rights Committee, Member Services Committee, Regional Director Region 6.

NYCPride – Stonewall 50 Committee, Community Relations Committee, Rally Committee.

Brooklyn Pride – Board Secretary, Entertainment Committee Coordinator,

Marcy Carr – InterPride: Region 6 Alternate Director.
 Staten Island Pride Festival

Regional Members' Submissions:

Jersey Pride's 27th annual celebration was held Sunday June 3rd on a 3-season day that held sun, rain, heat, cold and the full rainbow of age, youth, ethnicity and experience! The Rally Stage was headlined by the phenomenal La Bouche with appearances by Northeast Pride festival favorites like Josh Zuckerman. MC Porsche found a new friend in newly seated Governor Phil Murphy and both

Senators Menendez and Booker addressed the crowd. Longtime activist and first trans member of the Democratic National Committee Babs Siperstein, who has recently had a NJ law named after her granting the legal right to assure birth and death certificates accurately reflect gender, was on hand as she has been since the first Jersey Pride. 25,000 of our closest friends were there and a special shout out to our Pride family who joined us from all over the country! Thanks for helping us create another Perfect Day! (see photos)

Bradbury-Sullivan LGBT Community Center hosted Allentown, Pennsylvania's milestone 25th pride festival on August 19th of this year. The event was attended by an estimated 5,000-6,000 attendees and featured drag and music entertainment, youth activities, gay bingo, an artist promenade, and more than 150 vendors.

Long Island Pride returned to Long Beach, NY for the largest event in its 28 year history, the annual "Pride on the Beach" weekend. Over 30,000 visitors attended over 30 events in 3 days, including the Concert on the Beach headlined by Deborah Cox and Steve Grand, and the 28th Annual LI Pride Parade, with the students from the Marjory Stoneman Douglas HS GSA club serving as Grand Marshals.

New Hope Celebrates celebrated our 15th year of Pride in New Hope, PA and Lambertville, NJ. We had a week of events that started with 50+ Pride flags being held by our community on the bridge that connects our communities and day time fireworks on the Delaware River. The week concluded with a very fun, community filled Pride Parade and Fair. Although it was pouring rain, that did not stop our community from coming OUT and celebrating who we are!" We are looking forward to hosting the 2019 NERP Regional Conference March 7-10. Everyone is welcome! For more information please email nerp2019@newhopecelebrates.com.

Queens Pride is the second largest pride in NYC. It has evolved into a whole community event where everyone comes out to celebrate their diversity: whether LGBTQIA or straight or ally. Queens Pride is unique in this respect because it brings many communities together in a harmonious environment of joy and acceptance."

OUTCT hosted the sixth annual New London Pride Festival. Working with the theme of "Carnival," organizers put together a festive atmosphere, with sideshows, a fire spinner, a bicycling accordionist and performers from the Boston Circus Guild that circulated among the crowd throughout the day. In addition to the entertainment offerings, there was be HIV testing, vendors and booths from over 50 community organizations, offering free information and giveaways. Highlights were a youth program filled with games, ice cream and a black light under 18 dance party.

Brooklyn Pride 2018 "Don't Hide Your Pride" was a fabulous week of events celebrating our borough's LGBTQIA+ community. We started with an official kickoff reception and honors by our Borough President, laughed hysterically at our Queer Comedy night, got deep in a great interfaith conversation, and happily got a little brain freeze at our first Ice Cream Social! It was all topped off by a beautiful Pride Saturday featuring Drag Queen Story Hour, two stages of amazing talent, and our largest parade to date. Hope to see you all in 2019!

OUTBronx continues to develop a sense of community for the LGBTQIA community in the Borough of the Bronx in NYC. Monthly events take place to network at local LGBTQIA owned restaurants as well as in restaurants where we want to change hearts and minds. A new organization has come out of these monthly networking events and they created a Bronx Pride Festival at the "HUB" of the Bronx, Kudos to Audrey DeJesus for her hard work with this.

Pride Center of Staten Island marked the 14th Annual celebration of Pride on Staten Island, with 12 events over 9 days, culminating in Staten Island PrideFest's Festival on Saturday May 19 at Snug Harbor Cultural Center and Botanical Garden. The PrideFest Festival stage was hosted by the world-renowned Carmen Carrera who presented the festival's five-hour stage show of amazing entertainment. There was live music, artists, craft vendors, food trucks, youth area, performers, beer and wine areas, activities for the whole family. Over 2,500 community members from around the Tri-state area came together to celebrate diversity and showcase Staten Island's large and growing diverse community!

Heritage of Pride/NYCPride is in full swing to prepare for WorldPride 2019/Stonewall 50. This year a one day Human Rights Conference was added to our slate of events. It was a huge success. The WorldPride March routes, festival locations, opening and closing ceremonies are all being finalized. In the midst of all this, we still were able to organize a very successful 2018 Pride. We look forward to seeing everyone in June 2019 in NYC.

Progress on Goals:

Goal: Regional Director Elections at NERP 2019 conference

Responsibility: The RD Team

Measure: Solicit possible candidates

Status: Start at the AGM & World Conference in Saskatoon

Update/Notes: Tyler Evertsen has expressed interest to run again.

Goal: Membership Renewals in our Region

Responsibility: The Regional Director Team, Member Services, and Communications

Measure: Maintaining 20 members and increasing.

Status: In progress

Update/Notes: We are working with Member Services to verify current status of membership. We have an extensive list of possible Pride Organizations in the region that could become new members. September will be a push for membership with concerted efforts through E-mail and telephone.

Goal: Assist with organization of 2019 NERP Regional Conference; New Hope, PA

Responsibility: New Hope Pride Celebrates in the host capacity; the Regional Director team will work with the organizing Pride Organization in any way possible. The Regional Director team will be responsible for the plenary meeting section.

Measure: Post Pride Survey

Status: On-going

Update/Notes: We are confident that New Hope Celebrates will produce a successful NERP regional conference. They are well on the way and things look great. The RD team maintains constant communication to offer any assistance asked for.

Goal: Communications amongst NERP members

Responsibility: The Regional Director team with assistance from Sylvain Bruni

using the NERP website and E-mail to the region members.

Measure: E-mails sent and received; usage of the website.

Status: On-going

Goal: Developing Leaders within the NERP Region

Responsibility: The Regional Director team

Measure: If new people step-up to run for positions or if they take on projects.

Status: On-going

Goal: Increase visibility and strength of YOUTH and TRANS in the region

Responsibility: The Regional Director team and member organizations input

Measure: This initiative will be discussed fully at the 2019 NERP Regional Conference.

Status: New Project

Goal: Increase donations to the David Schneider Scholarship Fund

Responsibility: The Regional Director team and member organizations

Measure: Increased reserves and utilization of actual funds

Status: On-going

Update/notes: This Fund is not utilized nor is it well publicized. We will work on promotion of the Fund and ways for the donations to be used.

Goal: Attending Regional Pride events

Responsibility: The Regional Director Team

Measure: Visibility at actual prides by the Regional Director team

Status: On-going

Update/Notes: Alan has attended NYCPride, Brooklyn Pride, Jersey Pride, New Hope Celebrates, OUTCT in New London, Connecticut, EuroPride Stockholm, Copenhagen Pride, also, represented InterPride at Gay Games Paris and at ACT-UP Paris, and at post pride event for Marseille Pride. Tyler has attended New Hope Celebrates, Jersey Pride, Brooklyn Pride, and NYCPride.

Goal: Creating a NERP Region 6 Online Annual Report

Responsibility: The Regional Director Team

Measure: Compilation and creation of online report prior to NERP 2019 Conference

Status: On-going

Update/Notes: Regional Director Team will gather notes from as many Pride Organizations in the region and construct an online report to share with the region as well as with InterPride as a whole.

Goal: Assisting Athens Pride with AGM & World Conference 2019.

Responsibility: Alan Reiff

Measure: Hilton Hotel site inspection and contract review to assist with the organization of the 2019 AGM & World Conference.

Status: Completed in July in Athens.

Update/Notes: Site inspection went well. Location will be very good for the AGM & World Conference. Hilton is very willing to work with Athens Pride to produce a well-organized conference.

REGION 7 (FCP)

Regional Directors: Brandon Amyot and Mark Monk

Committee Listing:

Brandon

- Governance
- Member Services
- Methods and Standards

Mark

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

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

Report:

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

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

Goal: Delivery of Communications and Regional Conference in both English and French

Responsibility: FCP Communications, Regional Directors, FCP Regional Directors

Measure: Incomplete

Status: In Process.

Update/Notes: Correspondence to FCP Members in both languages has increased. Hoping to increase this once the 2019 FCP Conference takes place in Ottawa.

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

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

We are still working on the dialogue around Pride and Police, in Canada. This is also part of the issue that is related to the issue of the corporatization of Pride which is appears in different places around the world.

Also through the summer, FCP endorsed the U=U campaign and also addressed

the matter of the around the ultra right movements in opposition to the Pride movement and other aspects of a modern Canadian society. These movements are also showing up at non-pride events across the country.

Thank you the FCP Board and the Prides across the country (43 members; 125+ festivals) that work to improve and expand the Pride movement in our Region.

REGION 10

Regional Director: Andy Train

British Isles & Ireland, Region 10 InterPride 2017

To date: 157 Prides in the UK and 9 in Ireland of which 10 are members of EPOA and therefore InterPride.

Not all of our prides are members of UKPON but we still communicate with them all and maintain an open list encouraging people to attend and support their events. Only three have opted out of membership but Manchester is a member of InterPride separately.

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

UK Pride 2018 was held on the Isle of Wight Pride 21st July 2018

UKPON Conference will now be an annual event the next being 26 – 28 October in Glasgow. We have monthly board calls in addition to European Regional Director meetings.

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

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

We have had several challenges by radical lesbians at several prides attacking trans women by forcing protestors into parades. This has created much tension although many prides have taken the opportunity to show other lesbian groups supporting trans women and placing them prominently in their parades.

Due to the number of Prides in our region Debbie Brixey (Oxford Pride) will be an additional RD and Jay-Jay Potter-Peachy an alternate RD. This provides more cover for the South of England. Ideally we need a rep. for Scotland, Ireland and Wales.

I continuously promote the benefits of EPOA / InterPride membership.

REGION 11

Regional Directors: Lars Henriksen and Stein Runar Østigaard

Report:

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

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

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

Progress on Goals:

Goal: Keeping prides connected

Responsibility: Regional Directors

Measure: number of prides participating in each other's festivals and sharing good practice

Status: Ongoing

Update/Notes: Since last report all our members have organized their prides. Especially Stockholm, Copenhagen and Oslo have visited each other.

Goal: Regional conference

Responsibility: Regional Directors

Measure: Connecting the prides through a yearly conference

Status: Ongoing

Update/Notes: The conference in Copenhagen in February has been reported in the mid-year report. The next one for next February is in planning

Goal: Raising awareness about InterPride and expanding the membership

Responsibility: Regional Directors

Measure: By expanding the membership and by looking at attendance at reg. conf., at our prides and at the AGMs of EPOA and InterPride

Status: ongoing

Update/Notes: At this years EPOA AGM all our active members were present, and now two of our members have board members of EPOA (Britta Davidsohnk Stockholm, and Stein Runar Østigaard, Oslo). Britta is also elected as an alternate Regional Director of Region 11.

Goal: To hold the InterPride AGM 2020

Responsibility: Oslo Pride/Copenhagen Pride

Measure: To create an InterPride AGM & World Conference relevant for members from all continents, with a strong focus on international solidarity.

Status: Oslo is formally the applicant of the AGM & World Conference, and will present the bid in Saskatoon.

Update/Notes: This event is strong cooperation between the two festivals, and with the support of the other ones within the region. The EPOA AGM endorsed the bid at its latest meeting in September.

REGION 12

Regional Directors: Uwe Hoerner and David Staeglich & Alternate Regional Director: Patrick Orth

Since the last AGM in Indianapolis 2017 we had two regional conferences – one in Münster from October 13 – 15, 2017 and one in 2018 at the Waldschlösschen academy near Göttingen from March 16 – 18. Again, a meeting of the German Prides, the biggest part of Prides in Region 12, but as always, we had invited the Pride organizers of Prides in Austria and Switzerland as well.

The conferences are great for networking and talking about our experiences with our Prides. We had key-note speakers about gender in speech, the trans theme and improvement of press work by prides.

Uwe Hörner presented the WorldPride promo Videos 2019 New York and 2021 Copenhagen as well as the official video for EuroPride 2018 in Stockholm and Gothenburg /Sweden.

All participants received a list of all upcoming dates of international conferences (InterPride and EPOA), WorldPrides and EuroPrides as well as LGBTIQ sporting events such as GayGames, EuroGames and OutGames.

CSD Deutschland – the national Pride union - has set up a planning committee for joint participation in EuroPride 2019 in Vienna and / or WorldPride 2019 in New York (Stonewall 50).

On the political level in Germany, we celebrated one year after marriage equality another step further by opening a third gender for intersex people. Austria and Switzerland are still on the road with marriage equality. And in Liechtenstein, unfortunately, it looks the worst.

The upcoming EPOA AGM in Vienna in September will be the next opportunity to bring the prides of region 12 together.

We have a strong interest in deepening Pride cooperation in Europe. So we are very happy that the idea we developed last year of using existing twinning agreements for pride partnerships between british and german cities become more and more vibrant.

In addition, some Prides were able to establish contact with local prides and lgbtiq organizations in other twinned towns globally. Often by the support of local authorities.

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

As Regional Directors, we do reach out permanently to new members. So we attended a number of Prides. In 2018 Patrick had been to Copenhagen pride, Thessaloniki pride, CSD im Wendland, Dresden and Hamburg, David visited the

Prides in Chemnitz, Lübeck, Magdeburg, Schwerin, Berlin and Rostock and Uwe attended the prides in Munich, Frankfurt, Braunschweig, Koblenz and Mannheim. David and Uwe participated in EuroPride in Stockholm as representatives of CSD Deutschland and InterPride Regional Directors.

Currently there are 76 prides in region 12:

Austria 7 (3 members)

InterPride/EPOA members: Hosi Vienna, CSD Bregenz, CSD Graz*

Germany 65 (9 members + 1 assoc. member)

InterPride/EPOA members: CSD Berlin, CSD Braunschweig (Sommerlochfestival), Cologne Pride (CSD Köln), CSD Düsseldorf*, Hamburg Pride (CSD Hamburg), CSD Konstanz (CSD am See), Mannheim (CSD Rhein-Neckar), CSD Mönchengladbach, Oldenburg (CSD NordWest) and CSD Deutschland e.V..

Switzerland 4 (1 member)

InterPride/EPOA member: Zurich pride festival

Liechtenstein - no Prides –

*new member in 2018

We're glad that the number of Prides is still slightly increasing in our Region and we know about some upcoming new ones in 2019. As far as we know, this year was a record year by the number of visitors and attendees of Prides also.

Our goal is to gain new members and convince them to collaborate and develop the global Pride organizers platform.

Next steps for that will be the EPOA AGM in Vienna in September and the upcoming Region 12 conference from the 19th – 21 in Magdeburg/Germany.

REGION 13

Regional Directors: Patrick van der Pas and Lucien Spee

Report:

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

Progress on Goals:

Goal: Regional Directors in Region 13

Responsibility: Vice President of Operations overseeing region 13

Measure: Have Regional Directors appointed

Status: Ongoing

Update/Notes: Region had only one Regional Director. During the AGM of EPOA a separate regional meeting with members in region 13 was organized where Patrick van der Pas (Stichting Roze Zaterdag/Pink Saturday) and Lucien Spee (Amsterdam Pride) were appointed as new Regional Directors. Because of the dominance of the French language in the region a priority will be to connect with Prides in France and find additional French-speaking support on Regional Director level.

Goal: Grow the membership

Responsibility: Regional Directors

Status: Ongoing

Update/Notes: In the Netherlands there is an increase of Prides. A program to reach out and grow the membership in the Netherlands, with Pride Rotterdam already joining InterPride, is launched. For France a different program will be launched with the help with Fabio Gonzalez from Bilbao Pride.

Goal: Reassess Prides in the region

Responsibility: Regional Directors

Status: Ongoing

Update/Notes: Due to many new Prides in the past years, a full reassessment will be made of all the Prides in the region. Doing so will provide a clear and actual overview of existing Prides in the region. In addition, relations can be strengthened.

REGION 14

Regional Director: Juan Carlos Alonso Reguero

Committees Served On List: Human Rights, WorldPride

Report:

Since the 2017 InterPride AGM & World Conference in Indianapolis, I have continued to work to achieve the misión of InterPride:

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

During the last International Tourism Fair of Madrid (FITUR) from 17th to 21th of January 2018 I made a special promotion from InterPride at the stand AEGAL/ Madrid Pride had in the LGBT area of the fair. I also showed a presentation of our organization and the final report from the WorldPride Madrid 2017, and the Madrid Pride 2018 on the FITUR LGBT Stage.

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

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

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

Progress on Goals:

Goal: Promotion of the Association

Goal: In the International Tourism of Madrid (FITUR), I presented the campaign: "Madrid Destino de la Diversidad" ("Madrid Destination of Diversity"), an international campaign that shows all the actions carried out in Madrid for the LGBTQI+.

Community and all those actions carried out abroad promoted by Madrid Pride in collaboration with the Madrid City Council. Throughout the Campaign, it was noted that Madrid Pride is a member of EPOA and InterPride.

Goal: Also I promoted InterPride at events in Buenos Aires, Vienna, Bilbao, Riga, Thessaloniki, Ibiza, Torremolinos, Stockholm and Gothenburg.

Goal: Nationals Meetings

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

These meetings had three objectives:

- 1º) Continue to work together
- 2º) Strengthen support of organizations to Madrid Pride 2018
- 3º) Increase the participation of all organizations in Madrid Pride 2018

Goal: keep meetings with: Pride Benidorm, Pride Barcelona, Ibiza Pride, Pride Torremolinos, Pride Benidorm, Bilbao Pride, Bourdeaux Pride & LGBT Organizations from the Basque Country and France.

Goal: I have participated in the III National Meeting of Companies engaged with HIV & AIDS in Spain, organized by the "Federación Trabajando en Positivo" (Federation Working in Positive). Madrid, 1st of March 2018.

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

Goal: Internationals Meetings

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

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

Goal: I attended: "Jour Fixe of the Vienna Tourist Board", Hofstallung, Museums Quartier, Vienna, Tuesday, 24 April 2018. The activities from the Vienna Tourist Board has been focused on LGBT marketing.

One of the most important subjects next year will be EuroPride Vienna. Katharina Kacevsky (Managing Director Stonewall GmbH - Vienna Pride - EuroPride Vienna) and the Vienna Tourist Board recommend WorldPride 2017 in Madrid as best practice and they invited to me to make a presentation.

Goal: During Baltic Pride in Riga, I took part in the event "Think Diversity!", the very first business conference focusing on diversity issues.

Other Important Strategic Goals:

* During the last EPOA AGM, 2 more RD14 were elected and we have already held two working meetings:

RD 14: Juan Carlos Alonso Reguero (Spain) & Clayton Mercieca (Malta)
RD 14 (Alternative): Valerio Colorassi Battaglia (Italy)

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

- 1) November 2017 Buenos Aires: XXVI Marcha del Orgullo Buenos Aires (Pride Buenos Aires) and several meetings with LGBTQI organizations from Argentina and government representatives from the city of Buenos Aires.
- 2) January 26th, 2018: Vienna with Hosiwi and with Vienna EuroPride 2019 Committee.
- 3) January 27th, 2018: Vienna Regenbogenball.
- 4) March 2018, 23 to 25: "Discover Bilbao Bay of Biscay weekend", that included the EPOA Board Meeting. I have participated in this meeting between EPOA Board of Directors, representatives from InterPride and IGLTA, LGBTQI+ Organizations from Bilbao, Bourdeaux (France), Basque Country government representatives, members of the Bilbao city Council and the Press.
- 5) September 9th 2018 : Vienna with Hosiwi and with Vienna EuroPride 2019 Committee (2nd meeting)

Goal: Prides I've attended in 2018

- *Baltic Pride
- *Ibiza Gay Pride
- *Thessaloniki Pride
- *MADO Madrid Pride
- *EuroPride 2018 Stockholm & *EuroPride 2018 Gothenburg

Goal: I participated in the Skype calls of InterPride board from November 2017 to September 2018. (Also in the WorldPride Committee and Human Rights Committee).

Goal: "The Best Day Of My Life" (The movie of the WorldPride Madrid 2017). The last 13th of March we present this film. A documentary about two Russian LGBT activist, one Ugandan lesbian activist, one gay deaf and sportsman from France and two transgender woman from Almería and Barcelona, who meet and live in WorldPride Madrid 2017. They tell the story of their lives and how the WorldPride changes them forever. A film in collaboration between "Prisa Video-EL Pais", Madrid City Council and WorldPride Madrid 2017 Committee.

Goal: Pride Centroamérica.

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

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

Goal: Work performed as Conference Coordinator from EPOA Board of Directors. In 2018, (6- 9 September) EPOA celebrated its Annual General Meeting, in Vienna. The EPOA AGM was hosted by HOSI Wien who arranged with EPOA Conference Coordinator and EPOA Board, reflecting the heritage and future of the Organization. For 4 days were held three EPOA Board Meeting, three plenary

sessions, workshops, two Welcome and Institutional Ceremony and dinners, and a full "social events" program.

Presentations:

EuroPride History Project, bids for EPOA AGM in 2019, from Athens Pride, Bilbao Pride & Ibiza Gay Pride, InterPride restructuring, Report EuroPride 2018 Stockholm & Gothenburg, Stonewall 50/WorldPride 2019 NYC, EuroPride Progress Reports (2019 Vienna, 2020 Thessaloniki), EPOA's Work Plan 2019.

Voting & Elections:

AGM Host 2019, New EPOA Board, Auditor.

Also during this AGM took place the elections of the InterPride Regional Directors. During this AGM a record of participating delegates (more than 110) was reached and Bilbao was elected to host the AGM 2019.

Goal: In collaboration with Ruben De Keyser, (EPOA's Outreach and Member Services Co-ordinator), we are inviting all our Associates to participate in the EPOA AGM and this year 2018 there was an increase of associates to EPOA/InterPride of more than 25%

Goal: I also worked with my EPOA Board colleagues to arrange our meetings in London, Vienna, Bilbao, Thessaloniki, Stockholm and Gothenburg.

Finally, I have been working to develop a document, "EPOA AGM Bid Requirements and Selection Process" that will be presented at a workshop during the AGM in Vienna, to be discussed among all attendees and finally presented next year to the Board and the AGM. This document will include all the requirements and needs for the cities that in the future want to host an EPOA AGM as well as make clear the process of selection of the candidate cities.

This document also aims to see how the joint EPOA & InterPride Conferences can be structured in the future and will be presented to the InterPride CSIC Committee.

Goal: Also I have participated in all skype call of EPOA Board of Directors.

REGION 15

Regional Directors: Goran Miletic and Lilly Dragoeva & Alternate Regional Director: Anthanasios Vlachogiannis.

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

Progress on Goals:

Goal: Regional directors in region 15

Responsibility: VPOps overseeing region 15

Measure: Have RD's appointed

Status: Ongoing

Update/Notes: Region had one Regional Director (Anthanasios Vlachogiannis). During the AGM of EPOA a separate regional meeting with members in Region 15 was organized where Goran Miletic (Director for Europe, Civil Rights Defenders) and Lilly Dragoeva (Coordinator, Sofia Pride) were appointed as new Regional Directors and Anthanasios Vlachogiannis as Alternate Regional Director.

Goal: Grow the membership

Responsibility: Regional Directors

Status: Ongoing

Update/Notes: In May 2018, Sofia Pride joined the EPOA. However, effort to increase the membership will be put in place.

Goal: Solidarity and support

Responsibility: Regional Directors with Human Rights and Co-Presidents

Status: Ongoing

Update/Notes: On the day of Sofia Pride 2018, June 9, the first Regional Dialogue on LGBTI Rights took place. It was organized and attended by Pride organizers and LGBTI NGOs from around the Region. Representatives of state authorities, LGBTI CSOs, local and international organisations discussed on the role of EU accession in advocating LGBTI rights and equality. The participants also addressed the strong need of building and maintaining a sustainable regional dialogue. Unfortunately, several Prides in the region are still facing hostility from either authorities or society. Although progress is made an ongoing effort is needed to show support. Therefore each pride in the region will be reached out to and when the desire is there, a support letter from InterPride will be provided.

REGION 16

Regional Directors: Carlos Idibouo and Kaye Alley

Report:

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

Progress on Goals:

Goal: Strengthen the Pride Infrastructure

Responsibility: Appoint additional Regional Director

Measure: Number of Regional Directors

Status: Finished

Update/Notes: With the earlier appointment of Carlos Idibouo the board of InterPride followed by the appointment of Kaye Alley as additional Regional Director for Region 16. An alternate Regional Director is a work in progress.

Goal: Outreach to Pride

Responsibility: Regional Directors and Vice President of Operations overseeing Africa

Measure: Number of InterPride members

Status: Ongoing

Update/Notes: An intense reach-out program is taking place in Africa. Carlos participated to the Pan Africa ILGA Conference that took place in June 2018 in Botswana. He had a meeting with the former board members as well as the new board members to discuss a potential collaboration as part of the process of building the Pride Africa Movement. He promoted InterPride and the Pride Africa initiative among about 300 participants who attended the conference. As the result of that

outreach activity, he came up with a list of 42 organizations that committed to organize a Pride event in their home country and to become members of InterPride.

We would like to underline the connection that Carlos facilitated between Pride Kenya represented Kennedy Olango last year at the InterPride annual Conference in Indianapolis and Fierté Montréal. As a result of that connection, Fierté Montreal team visited Pride Kenya and selected Kennedy Olango as one of the international Grand Marshals for Fierté Montreal this year.

Through the outreach, we increased the number of the Solidarity Funds. 33 francophone organizations applied and 20 out of the 33 were from Africa.

Goal: Pride Platform Region 16

Responsibility: Regional Directors with support of Vice President of Operations for Africa

Measure: Established informal Pride platform

Status: Ongoing

Update/Notes: In the side-line of talks about an Africa Pride platform, talks have started to establish a South-Africa platform, which can function as stimulus for the Africa Pride Platform. Johannesburg Pride on invitation of Kaye and in alignment with Carlos is inviting prides from all over Africa to join Johannesburg Pride.

Goal: Restructuring Committee

Responsibility: Co-Chairs restructuring

Measure: Restructuring explicitly addressing needs from Africa

Status: Finished

Update/Notes: The voice of Africa when it comes to restructuring both related to economics, representation, participation, technical boundaries, legal challenges and cultural differences are presented to the restructuring committee both in writing and in vocal way. On going input is given.

Goal: Human Rights program

Responsibility: Regional Directors with support of Vice President of Operations for Africa

Measure: Support campaigns from prides in hostile environments

Status: Ongoing

Update/Notes: Pride Uganda is banned due to government interference. Support from the global pride community will be organized when Pride Uganda requests such. In general, Prides in Africa operate in legally or socially hostile environments.

Despite the critical living condition that more than 200 LGBTQ members of the East Africa Refugees Network stuck in the refugees camp in Kakuma are going through, they managed to celebrate their first Pride event. They were obviously aware of the high risk they were taking. But the purpose of the parade was not only to alert the International Community about their situation, but also to stay strong, supportive to each other and keep building on the momentum of Pride in East Africa.

Although ESwatini (Swaziland) Pride was an historic successful celebration, those who attended received threats from the police. The LGBTQ community is still highly experiencing constant harassment, discrimination, violence and abuse.

Goal: Membership growth

Responsibility: Regional Directors

Measure: Number of prides becoming member

Status: Ongoing

REGION 17

Regional Directors: Emmanuel Temores and Welton Trindade

Report:

With the aim of focusing on Brazil, during the mid-year meeting in April, Welton Trindade (based in Sao Paulo) was appointed as Co-director of Region 17. Now, with two individuals working for the Region, our actions are mainly channeled in two parts: Spanish Speaking countries (Emmanuel) and the Portuguese Speaking area (Welton).

One of the main objectives is to increase memberships in South America, a region that until recently, was almost totally underrepresented within InterPride. Until August 31st there are 10 InterPride members from South America: Colombia 1, Ecuador 2, Bolivia 1, Surinam 1, Guyana 1, Brazil 5. This is the highest number of members in Region 17, in the InterPride history. So far, our strategies also include other Latin American areas, such as Mexico and Central America. In May we formed a Latin American workgroup, integrated by Pride organizers from 11 countries. In the spring this year we introduced to the workgroup representatives from Guatemala, El Salvador and Costa Rica. So far all our minutes and workplan are bilingual, Spanish and English.

After 11 years, in May, a National Conference of Brazilian Prides took place in Sao Paulo, along with an exhibition of photographs of Pride parades around the world in the Museu da Diversidade Sexual, in which InterPride played a crucial role by inviting its members to share their photos to the curators. During the conference Welton had an special space to introduce InterPride among organizers from 27 of the 28 Brazilian states, with the support of a welcoming video provided by Brett Hayhoe. There was an InterPride stand with printed materials and cards arranged by Welton.

In June, Emmanuel Temores visited Medellin Colombia to represent InterPride in the Second International Mobilization Conference on LGBTI Movements and Protest, which gathered Pride organizers from Bogota, Medellin, Barranquilla, Cali (Colombia) and Guadalajara (Mexico), and which concludes with the Medellin Pride. Emmanuel presented the Pride Radar Report there, and together with the Colombian Pride organizers started to plan a regional conference in Colombia in 2019.

In August, the first webinar of a serie of webinars in Portuguese (aimed at Brazilian pride organizers) was held by Welton. Efforts have been made in regards communication and special member services to member in Region 17. There is a contact list with about 160 marches in Brazil managed by Welton. Emmanuel have been supporting with translations into Spanish to other committees when needed.

Since the AGM is an opportunity to encourage the participation of Pride organizers that are not familiar with InterPride, we made a call to several Pride organizers to apply for a Scholarship. This year the Scholarship Committee received applications from 11 Latin American organizations. With the support of Frank van Dalen, Michele Irimia, Ron deHarte and Alejandro Zweifach (San Diego Pride), an endorsement letter was sent to those Pride organizers that did not received Scholarships, in order to reach out to local US embassies and ask them for support to attend the AGM in Saskatoon.

Progress on Goals:

Goal: Expand member services in Brazil.

Responsibility: Member Services Committee and Welton Trindade.

Status: In process. Welton presented a proposal from a media clipping company to offer this service for free to Brazilian members.

Goal: Bilingual AGM, presentations and workshops in Spanish

Responsibility: Regional Directors and Saskatoon Pride

Status: Ongoing. Two presentations in Spanish provided by Welton and Emmanuel, have been proposed to the upcoming AGM.

Goal: Latin American Pride Platform

Responsibility: Regional Directors and VPOs

Status: In Process.

REGION 19

Regional Director: Deepak Kashyap

Countries in the Region:

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, TimorLeste, Vietnam

Report:

At the mid-year meeting in Saskatoon the board appointed me as Regional Director for Region 19, with a focus on India. Last years we have seen an uprise of Prides in India. Prides in India this year:

Sr. No	Date	City and/or Pride Name	Approximate Attendance*
1	28 th Jan 2017	Mumbai / Queer Azadi March	12,000 +
2	5 th Feb 2017	Guwahati, India/ Xukia	800
3	18 th Feb 2017	Nagpur Pride/ Orange City Pride	200
4	19 th Feb 2017	Hyderabad Pride	200
5	5 th March 2017	Jaipur Pride	150
6	26 th March 2017	Chandigarh Pride	350
7	9 th April 2017	Lucknow Pride/ Queer Awadh Pride	300
8	17 th May 2017	Bhopal Pride	100
9	11 th June 2017	Pune Pride	600
10	29 th June 2017	Islaampur, West Bengal	100
11	25 th June 2017	Chennai Pride/ Orinam	400
12	1 st July 2017	Chandan Nagar Pride, West Bengal	150
13	30 th July 2017	Dehradun Pride	100
14	12 th August 2017	Kochi Pride, Kerala	1,000
15	28 th October 2017	Goa Pride	80
16	12 th November 2017	Delhi Pride/ Delhi Queer Pride	7,000 +
17	26 th November 2017	Bangalore Pride/ Namma Pride	5,000+
18	7 th December 2017	Kolkata Pride/ Kolkata Rainbow Pride (FIRST TO HOST PRIDE IN INDIA IN 1999)	4000 +

**There is very little evidence to verify the exact number, but one has to gage with one's eye and come up with a number :)*

Progress on Goals:

Goal: Educate InterPride about whereabouts pride movement in India

Responsibility: Deepak Kashyap in collaboration with Human Rights and Communications

Measure: Articles published and new photo's shared

Status: Completed for this year

Update/Notes: An article with backgrounds about the Pride movement in India was published at the facebook-page of InterPride and shared via the newsletter. The article can be found here: <https://tinyurl.com/ybsqdk72>. Also numerous photos from prides in India where made available. These can be found here: <https://tinyurl.com/y8wmpcw8>

Goal: New members for InterPride

Responsibility: Deepak Kashyap in collaboration with Chrissy Taylor

Measure: Number of Prides that will become member of InterPride in 2019

Status: Ongoing

Update/Notes: Because InterPride is not known amongst Pride organizers in India, first we are reaching out to the strongest Prides. After that we will organize a webinar introducing InterPride and opening the discussion how InterPride can support the pride movement in India. Objective is to have a mutual collaboration amongst InterPride and individual prides in India.

Goal: Pride Platform in India

Responsibility: Deepak Kashyap in collaboration with Frank van Dalen

Measure: Establishment of a pride platform

Status: In process

Update/Notes: A meeting between his royal highness prince Manvendra Singhand Frank van Dalen took place to discuss a path towards the establishment of a Pride platform in India. It is agreed that InterPride will send a letter to the umbrella organization InfoSem – and possibly to Humsafar Trust – to open the process. This contact also led to additional introductions in the region, like with Hong Kong Pride.

REGION 20

Regional Director: Paul Savage

Committees Served On:

Solidarity Committee, WorldPride committee, Governance committee.

Report:

InterPride has used 2017 and 2018 to establish a stronger footprint in Region 20, particularly in the island nations, and to connect the members. Currently there are four member organizations:

- Sydney Gay and Lesbian Mardi Gras (SGLMG), Australia
- Sydney Queer Irish (SQI), Australia
- Goulburn Valley Pride (GV Pride), Australia
- Rainbow Pride Foundation, Fiji

Region 20 takes in much of the Oceania region of the world and includes the major population centers of Australia and New Zealand. The region is culturally diverse and laws and attitudes towards LGBTQI people vary greatly from country to country. In at least seven countries, homosexual activity (mostly between males) continues to be illegal and Pride events are often banned or cancelled by authorities. Marriage Equality in Australia was achieved in the last year in Australia and our members and other Australian Pride organisations are to be congratulated on the significant efforts invested to achieve this goal.

Significant efforts have been made to reach out and establish a footprint in the

island nations of Region 20. Most notably InterPride provided much needed funding through its Solidarity Fund to support the Rainbow Project in Suva to deliver the first Pride. March in Fiji. The Rainbow Project, Fiji, is now a member of InterPride.

Sydney Gay and Lesbian Mardi Gras has submitted an expression of interest to host WorldPride in 2023 and significant preparatory work and major engagement activity is underway to support the development of a potential bid.

I view the potential to bid and ultimately host a WorldPride event in the Region as a major driving force to encourage growth in membership, not only in Australia, but across the entire region. I will work with Sydney Gay and Lesbian Mardi Gras with any potential bid to host WorldPride 2023 and develop stronger global connections for the Region.

InterPride Co-President, Brett Hayhoe, who also resides in the region, supports this effort and maintains local contact with member organizations on a regular basis.

There are approximately 28 key Pride Festivals and Parades across Australia. New Zealand and Oceania (including Sydney Gay and Lesbian Mardi Gras and Goulburn Valley Pride).

The main events and organizations that can be approached to join InterPride include:

AUSTRALIA

MIDSUMMA Pride March (Victoria)
Brisbane Pride (Queensland)
Hobart Pride (Tasmania)
Broken Heel (Broken Hill New South Wales)
Midsumma/Midwinter (Melbourne Victoria)
Sunshine Coast (Queensland)
PrideFest Perth (Western Australia)
Pokolbin (Hunter Valley New South Wales)
ChillOut (Daylesford Victoria)
Cairns Tropical Pride (Queensland)
SpringOut Canberra (Australian Capital Territory)
Parramatta (New South Wales)
Ballarat Pride (Victoria)
Noosa Pride (Queensland)
Border Pride (Albury New South Wales)
Shepparton Pride (Victoria)
Glitter (Gold Coast Queensland)
Tropical Fruits (Lismore New South Wales)
Alice Springs Pride Carnival (Northern Territory)
Pride March Adelaide (South Australia)
Sydney Pride (New South Wales)
Darwin Pride (Northern Territory)
Feast (Adelaide South Australia)
Newcastle Pride (New South Wales)

NEW ZEALAND

Wellington Pride
Auckland Pride
Hamilton Pride

OCEANIA

Fiji

I will be connecting with other organisations in the Sydney region to build further interest, membership and local support this year for any potential WorldPride bid by Sydney Gay and Lesbian Mardi Gras.

