

Pam O'Brien Memorial Scholarship Fund Policy

If you have any questions regarding this policy, please contact the Scholarship Committee at scholarship@interpride.org.

LAST UPDATED: April 2022

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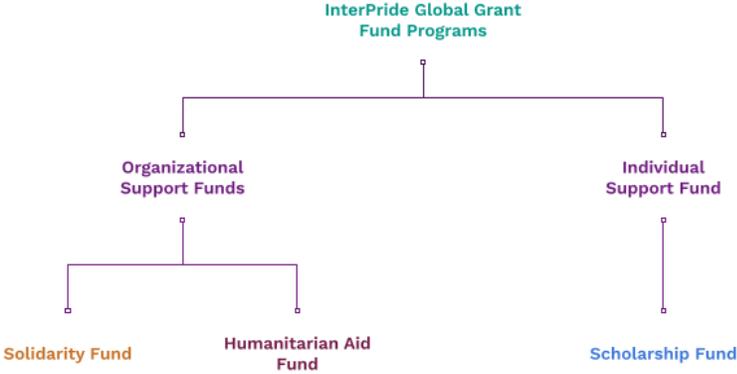
Introduction

Thank you for your interest in InterPride’s Pam O’Brien Scholarship Fund (Scholarship Fund). The Scholarship Fund is competitive because we are unable to fund all of the applications that we receive. Submitting an application does not guarantee that your application will be approved.

Before you apply, please review all the guidelines. It is important to learn about changes and requirements for the application process. The grant application is located and completed online at [Scholarship Fund Application Form](#). For more information see the [Frequently Asked Questions](#) (“FAQs”) section.

InterPride Global Grant Fund Programs (IGGFP)

InterPride offers three (3) grant funding programs focused on two categories - organizational support funds and individual support funds. Organizations may apply for the Solidarity Fund and/or the Humanitarian Aid Fund. Individuals may apply for the Scholarship Fund to attend InterPride’s Annual General Meeting & World Conference (GM&WC). (See the [FAQs](#) for an explanation of these Funds). All funds are allocated on the basis of need.



About InterPride

Vision

To achieve legal, social, and cultural equity for the SOGIESC (diverse sexual orientations, gender identities and expressions, and sex characteristics) community through the Pride movement.

Mission

- To contribute to the visibility and inclusion of SOGIESC communities.
- To connect, grow, and support Pride Platforms and networks globally.
- To assist the Pride movement to design and conduct human rights events that deconstruct myths, lies, and prejudices surrounding SOGIESC realities.
- To maximize networking and communication across the global Pride movement, offer resources, grow and leverage partnerships.

Values

Trust, Respect, Accountability, Diversity, Multiculturalism, Kindness, Bravery

Role

InterPride is the international organization that advances the Pride movement by coordinating with global partners that share our values.

We are uniquely suited to carry out our work because InterPride:

- Works with and supports the visibility and development of Pride networks around the world, thereby contributing to the presence and influence of Pride efforts at regional and local levels.
- Supports the production of Pride events for the global SOGIESC community.
- Manages, supports, and awards WorldPride™, global grant programs, and related initiatives.

Founded in 1982, InterPride is a not-for-profit membership-based organization with more than 300 members from over 60 countries. Sources of income include membership dues, licensing fees, sponsorships, donations, and merchandise sales.

We partner with other international, regional, and national LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual+) associations and human rights organizations to facilitate social change for LGBTQIA+ people around the world. Each year, InterPride, its partners, and its members engage millions of people through in-person and virtual events, mainstream media, and social media.

About Pride

- InterPride defines Pride as any public or semi-public gathering led by and for people from SOGIESC communities that promotes visibility and inclusion.
- Such gatherings take many forms including but not limited to a parade, march, rally, festival, as well as events reflecting varying cultural practices such as pageants, traditional dance, ceremonies, and story-telling.
- The nature of Pride gatherings is influenced by political, social, and cultural contexts including constraints imposed by at-risk environments.
- A Pride organization is one that produces a Pride event. An organization may be described as Pride-like where it does not produce a Pride event as described above but aspires to do so. The inability to produce a Pride event may be due to factors such as the prohibition against public assembly, politically hostile environments, lack of funding, or organizational capacity.

Scholarship Fund Overview

InterPride is committed to supporting the evolving needs of our LGBTQIA+ community. The Scholarship Fund provides grants to representatives of InterPride Full Member organizations to enable them to attend the InterPride Annual General Meeting & World Conference (GM&WC). Under the Scholarship Fund, the total number and value of grants approved is subject to funding availability.

Funds for the Scholarship Fund are donated by our member organizations, partners, and sponsors.

Grant Amount

The Scholarship Fund provides reimbursement of up to seventy percent (70%) of the costs incurred to attend the GM&WC. In some cases, such as where an applicant organization is located in a country eligible for Official Development Assistance (as defined by the OECD), up to one-hundred percent (100%) reimbursement of costs may be made. The proportion of costs reimbursed to the applicant organization is at the discretion of the Scholarship Committee.

Grant Purpose

InterPride awards Scholarship Fund grants for the following costs:

- Conference registration
- Accommodations
- Transportation
- Meals (that are not included in the Conference registration fee)

Additional funding requests are considered on a case-by-case basis.

Target Populations

InterPride awards grant funding to up to two nominated delegate(s) of Full Member Pride organizations.

Eligibility Criteria

- The applicant is a Full Member Pride organization. The name of the applicant organization must match the name of the member organization.
- The applicant has paid its membership fee for the current year.
- The applicant has demonstrated compliance with InterPride's values, code of ethics and conduct, bylaws and standing rules.
- The application is for not more than two representatives.
- The applicant organization has not been a recipient of the Scholarship Fund more than twice previously.
- The application is limited to the costs of attendance at the GM&WC.

Exclusions

Grants are **not** awarded to:

- Non-member Pride delegates
- Paying debts
- For-profit companies
- Government organizations
- Endowments or capital acquisitions
- Grants are not generally awarded to the same delegate for more than two consecutive years
- Organizations that do not align with our mission, vision, values, or ethics policy
- Organizations that discriminate based on race, ethnicity, creed, religious affiliation, sexual orientation, gender identity, or national origin

Scholarship Conditions

1. The Scholarship Fund provides reimbursement of costs expended by the applicant organization for attendance of their representative(s) at the GM&WC including conference registration, accommodation, transportation and meals (that are not included in the conference fee).

2. Funds to meet the costs of attendance at the GM&WC are not generally paid in advance. In some cases however, such as where an applicant organization is located in a country eligible for Official Development Assistance (as defined by the OECD), up to fifty percent (50%) of costs may be paid in advance. Payment of funds in advance is at the discretion of the Scholarship Committee.
3. Where funds are paid in advance of attendance and the applicant organization's delegate(s) fail to attend the GM&WC, the applicant organization must repay InterPride the total amount of funds paid in advance within fourteen (14) days. Failure to repay funds in these circumstances will render the applicant organization ineligible for any future funding from the Scholarship Fund or any other grants programs.
4. All expenses submitted for reimbursement must include receipts. The applicant organization must submit receipts to the Treasurer via email (treasurer@interpride.org) or other approved process no later than fourteen (14) days after the conference. Reimbursement of costs is limited to approved expenses only.
5. All reimbursements of costs will be made via USA drawn bank check, cash or PayPal, no later than thirty (30) days after the receipt and approval of the receipts. Any other form of reimbursement must be approved sixty (60) days prior to the GM&WC.
6. The applicant organization is responsible for making all travel arrangements for its delegate(s) including registering for the conference, transport and hotel reservations.
7. The applicant organization is responsible for arranging passports and Visas for their delegates, where applicable. These documents must be shown to InterPride if requested.
8. Roommates may be assigned to enable InterPride to provide financial assistance to as many applicants as possible. Delegates should be aware that they may be sharing a room with someone they do not know. If there is a medical reason that an applicant cannot share a room, please indicate this on the application.
9. One representative of the applicant organization will be the credentialed voting delegate at the GM&WC.
10. The applicant organization's delegate(s) will make every effort (flight schedule permitting) to attend the Scholarship Reception on the Thursday night of the conference weekend. Scholarship recipient organizations and delegates will be acknowledged publicly at the Scholarship Reception.
11. First-time delegate(s) will attend a First-Timers Conference Orientation session.

12. The applicant organization's delegate(s) will attend all plenary meetings, one workshop per time-slot, and will strive to attend all social events and other regularly scheduled events on the Conference Schedule. The organization's delegate(s) should plan to return home on the day the GM&WC adjourns (subject to transport availability).
13. Funds will be granted to the applicant organization, not to the delegate.
14. The organization hosting the GM&WC is ineligible to apply for a Scholarship Fund grant.
15. The delegate's organization will ensure that each scholarship delegate submits the Beneficiary Report no later than fourteen (14) days after the conference.
16. Scholarship payments will be made after final reports and receipts have been submitted. If a proportion of costs has been paid in advance of attendance, the balance will be paid once final reports have been submitted.
17. All applicant organizations must provide at least two (2) letters of recommendation, on official letterhead and/or an official email, from different organizations familiar with the applicant organization and its work.
18. The organization must immediately notify the Scholarship Co-Chairs of any changes in the named delegate.
19. Failure to abide by these conditions may prevent future Scholarship Fund Grants to your organization.

Application Submission

Applications may be submitted to the Scholarship Committee (Committee) no later than ninety (90) days prior to planned attendance at the GM&WC.

The steps from application submission are set out in [Appendix A](#).

In addition to other specified information, the application form requires the applicant to provide:

Organizational Information

- Organization name, address, city, state/province/region, postal/zip code, and country
- Year the organization was established
- Description of organization purpose
- Description of organization activities
- Number of organization members

- Organization email, phone number, website, and/or social media links¹
- Primary contact person (Name, Pronouns, Email, Phone)
- Alternate contact person (Name, Pronouns, Email, Phone)

Pride Event Information

- Date of most recent past Pride event
- Brief description of most recent past Pride event
- Number of participants at most recent past Pride event
- Date of next Pride event
- Social and political environment in which Pride events takes place
- Attendance at any past regional Pride or related conferences

Conference Related Information

- Identification of any past Scholarship Fund grants received by the applicant organization.
- Is the organization or its delegates able to contribute any funds towards the costs of attendance of its delegate(s) at the GM&WC?
- Has the organization applied to any other funding sources to attend the GM&WC?
- Statement on expected benefits from delegate(s) attendance at the GM&WC
- Statement on financial need

First & Second Delegate Information

- Delegate's full name
- Delegate's pronouns
- Delegate's address
- Delegate's email and phone number
- Delegate's self defined identity (optional)
- Delegate's position with organization
- Delegate's primary and secondary languages spoken

¹ InterPride recognizes that a website or social media presence may be restricted or prohibited in some locations.

Available Funding to contribute to GM&WC attendance costs

- Organization funds
- Delegate(s) funds
- Other contributions
- Total amount of funding available (all sources)

Scholarship Request²

- Registration fee(s)
- Transportation fee(s)
- Hotel fee(s)
- Meals (that are not included in the Conference registration fee)
- Total amount requested in USD\$ (costs incurred less available contributions to costs)

Additional Information

- Additional details, requests, needs, or other information to support the application

Grantee Release Agreements

- Agreement to supply photographs, images, or video ([Appendix B](#)) where such material does not pose a safety or security risk to individuals, should the application be successful.
- Agreement to the Brand Recognition requirements ([Appendix C](#)), should the application be successful. InterPride recognizes that an online presence may be restricted or prohibited in some locations.
- Agreement to submit the required scholarship delegate Benefit Report no later than fourteen (14) days after the conference.
- Travel Visa Acknowledgement ([Appendix D](#)): Scholarship Fund applicant agrees that InterPride is not responsible for any expenses associated with obtaining, applying for, or securing a travel visa to the General Meeting & World Conference's host country from a delegate's home country.

² InterPride conducts its business in US Dollars (USD\$). We therefore ask that all requests are made in USD\$.

Email & Privacy Agreements

- Email Marketing Permissions: The applicant agrees to receive emails, newsletters, and other updates from InterPride. Please note, if you do not agree to receive emails, newsletters, and other updates, you will miss important application and other updates.
- Privacy Policy: you agree and confirm that you have read and accept the terms of the Privacy Policy located here: <https://interpride.org/privacy.html>.

Organization's Financial Statement

- Organization's most recent financial statement

Letters of recommendation

- Two (2) letters of recommendation, on official letterhead and/or an official email, from different organizations familiar with the applicant organization and its work.

Applications must be fully completed to be considered. Submission of applications will be acknowledged within forty-eight (48) hours of receipt.

Application Assessment

- The applicant will be verified by the relevant Global Advisory Council (GAC) representative from their region.
- The applicant must also be verified by at least one (1) other Scholarship Committee member who is not from the applicant's region. Verification may involve research into the applicant's history and operations and/or confirmation of submitted information from independent third parties.
- While the Committee will make every effort to expedite the assessment of applications, a period of forty (40) days from submission should be allowed for notification of the outcome of the application.

Assessment Criteria

Factors that are taken into consideration in application assessment include:

- Does the applicant organization meet all eligibility criteria?
- Does the applicant organization align with InterPride's mission and values?
- Has the applicant organization been actively involved in local/regional Pride activities and/or as an InterPride volunteer?
- What benefits will the scholarship deliver to the organization and its delegate(s)?

- Will the scholarship create participation opportunities for underrepresented or marginalized individuals?
- Does the applicant demonstrate sound financial management practices?
- Has the applicant demonstrated the ability to report on the benefits of the grant?

Notification of Decision

All applicants will be notified in writing of the outcome of their application within forty-eight (48) hours of the decision being made.

Upon notification to successful applicants and finalization of any outstanding documents, the Board Treasurer or delegate will transfer³ the grant amount within seven (7) days.

Grantee Requirements

Brand Recognition

Successful applicants must agree to include InterPride's logo on their website (or equivalent medium) with a hyperlink to InterPride's grants page for the year of the award and the following two (2) years after the grant project is achieved. These requirements will be waived in locations where a website (or equivalent medium) is restricted or prohibited.

Applicants must also agree to include InterPride's logo on all digital, printed, or other similar materials acknowledging the scholarship where such materials are not prohibited and do not pose a safety or security risk to individuals.

Benefit Report

All grantees will be **REQUIRED** to submit an [Benefit Report](#). Failure to provide a post-event Benefit Report will render the grantee permanently ineligible for future grant opportunities. Future applications will not be considered nor accepted for organizations that fail to submit post-event Benefit Reports.

The delegate's organization will ensure that each scholarship delegate submits the Benefit Report no later than fourteen (14) days after the conference. We also welcome photos and images that show participation at the GM&WC to include in our newsletter and website.

³ Banking info needs to be provided clearly, and InterPride will not take responsibility for delays caused by wrong banking info provided or if there are other unforeseen delays caused by the international or country-specific financial systems/regulations.

Management and Approval

The Scholarship Committee will manage the application and assessment process, including:

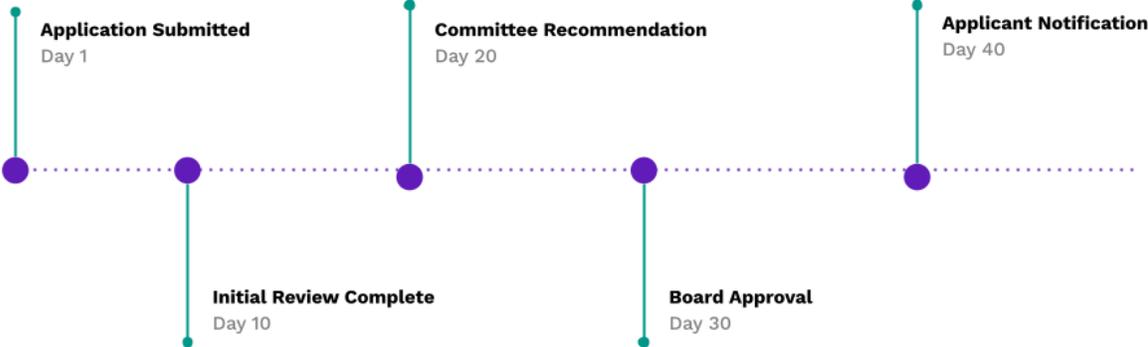
- Ensuring the availability and eligibility for funding are promoted through InterPride and other platforms.
- Assessing applications for funding.
- Making recommendations on approval of funds to monthly meetings of the InterPride Board.
- Maintaining a database of applications.
- Providing reports on the allocation of scholarships for inclusion in InterPride's annual report and social media.
- Communicating with scholarship applicants, including notifying successful applicants.
- Ensuring scholarship recipients provide a post-event Benefit Report - a link to the Benefit Report submission form will be included in notification emails.

Frequently Asked Questions (FAQs)

Question	Answer
What is a Pride or Pride-like event?	Any public or semi-public gathering led by and for people from SOGIESC communities that promotes visibility and inclusion.
What is SOGIESC?	Diverse Sexual Orientations, Gender Identities, and Expressions, and Sex Characteristics.
What is meant by Global South?	This definition applies to developing countries in Asia, Africa, South and Central America, and the Pacific Islands.
What is meant by Eastern Europe?	For the purposes of the Solidarity Fund, Eastern Europe includes Albania, Armenia , Azerbaijan , Belarus , Bosnia and Herzegovina, Bulgaria , Croatia , Czech Republic , Estonia , Georgia , Hungary , Latvia , Lithuania , Moldova , Montenegro (formerly Yugoslavia), Poland , Romania , Russian Federation , Serbia , Slovakia , Ukraine .
What is a developing location?	A country or region where it is difficult for grassroots movements like Pride to build momentum due to political, economic, or cultural constraints.
What is a hostile location?	A country or region where SOGIESC communities are subjected to legal or cultural sanctions or where the expression of Pride is opposed by governments and/or some sections of society.
What is the Humanitarian Aid Fund?	Grants for essential needs and facility development.
What is the Solidarity Fund?	Grants for community-based Pride events with a focus on the Global South and Eastern Europe where public LGBTQIA+ activities often face opposition or hostility.
What is the Scholarship Fund?	Grants to assist eligible applicants to attend the InterPride General Meeting and World Conference.
Is there a maximum Scholarship Fund grant amount?	Under the Scholarship Fund, grants are based on need and funding availability.
What is the deadline for scholarship fund grant application submissions?	Applications must be submitted no later than ninety (90) days before the General Meeting & World Conference.
Is there a fee for applying?	NO. Application submissions are free.

<p>Do we have to provide everything listed in the Application Form to be considered?</p>	<p>YES. The documents and information must be submitted. There are no exceptions. If anything is missing from the application submission, we will consider the application incomplete, and it will not be considered.</p>
<p>I am not a grant writer, and I do not know how to fill out the application.</p>	<p>THAT'S OK! We don't expect everyone to have grant writing experience. Do the best you can. We are looking for worthy organizations to support, not organizations with the best grant writing ability.</p>
<p>Will I be notified if my grant application is not approved?</p>	<p>YES. You will be notified no later than sixty (60) days from the date of submission of approval or denial (See Appendix A).</p>
<p>If approved, when does the InterPride logo need to appear on my organization's website or social media?</p>	<p>After you receive notification that your application has been approved. InterPride will verify within sixty (60) days that the logo is present on your website (or similar medium) where it is possible for you to host a website or other social media.</p>

Appendix A. Scholarship Fund Grant Application Timeline



Appendix B. Photograph, Audio, Video, and Data Release

This release applies to photographic, audio, or video recordings (the material) collected as part of the Scholarship Fund only. Where the supply of such material may pose a safety or security risk to individuals, applicants may supply alternative material, if applicable.

By submitting the application, the applicant:

- grants permission for use of photographs, images and sounds, as recorded on audio or video, associated with the use of the grant, without payment or any other consideration
- understands that images associated with use of the grant may be edited, copied, exhibited, published or distributed and waives the right to inspect or approve the finished product
- waives any right to royalties or other compensation arising or related to the use of images, recordings, or other data obtained for the grant
- agrees and grants permission to InterPride to use all images, Benefit reports and other materials, at our discretion, for publication in the public realm (i.e., website, social media, email correspondence, press release)
- understands that this permission signifies that photographic or video recordings may be electronically displayed via the Internet or in a public setting
- acknowledges that they will not be consulted about the use of the photographs or video recordings
- agrees to forgo any and all claims against any person or organization utilizing the material for any legal purpose.
- understands that there is no time limit on the validity of this release, nor is there any geographic limitation on where these materials may be distributed.

By submitting this application, the applicant acknowledges that they have read and fully understood the above conditions and agree to be bound by them.

Appendix C. Grantee Requirements Agreement

By submitting the application, the delegate's organization agrees to the following Grantee Requirements:

Brand Recognition:

If the application is successful, the delegate's organization agrees to:

- include InterPride's logo on the delegate's organization website (or equivalent medium) with a hyperlink to the InterPride grants page for the year of the award and the following two (2) years after the grant project is achieved. This requirement does not apply where an online presence is prohibited or restricted.
- include InterPride's logo on all digital, printed, or other materials used to promote the scholarship.

Benefit Report:

If the application is successful, the delegate's organization agrees:

- to submit a post-event Benefit Report that includes information on the benefits derived from the grant.
- the delegate's organization will ensure that each scholarship beneficiary submits a report no later than fourteen (14) days after the conference.
- that failure to submit a post-event Benefit Report will result in the delegate's organization being permanently ineligible for future grant opportunities.

By submitting this application, the applicant acknowledges that they have read and fully understood the above conditions and agree to be bound by them.

[Benefit Report can be submitted by clicking here.](#)

Appendix D. Travel Visa Acknowledgment

By submitting the application, the delegate's organization agrees to the following Grantee Requirements:

- If the applicant is successful, they are responsible for securing a visa to travel.
- InterPride is not responsible for any expenses associated with obtaining, applying for, or securing a travel visa to the General Meeting & World Conference from a delegate's home country.
- By submitting this application, the applicant acknowledges that they have read and fully understood the above conditions and agree to be bound by them.



InterPride

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