



InterPride

Annual Report

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InterPride

Established in 1982, InterPride is the international organization that brings together Pride organizers from across the World to network, share knowledge, and maximize impact. To this goal, Pride organizers design InterPride’s structure, programs, and initiatives, to better support them at the local, regional, and global levels. InterPride also owns the label WorldPride, which the membership licenses to a member organization through a direct vote.

Welcome to InterPride

This report celebrates both our individual and collective impact as Pride organizers from over the world. From taking the lead on projects, to working together, every accomplishment is a prized milestone that supports our visibility to deconstruct myths, lies, and prejudice surrounding our multiple realities.

For forty years now, our Organization has been powered by relentless work done for free, without material compensation. Driven by our passion, determination, conviction, and truth, representatives of Pride organizations went on, sometimes all the way to exhaustion and burn-out, often colliding with each other, yet always jubilating before a success, for progress somewhere is progress everywhere.

We're privileged to enjoy the stories, wisdom, and adventures of those who pioneered InterPride 40 years ago. Their recollections seem dreamy. Yet we wonder: isn't each one of our paths a wandering to seek justice and dignity?

We're also privileged to enjoy the enthusiasm of our youth, the knowledge of our elders, and the freshness of our new friends who (re)join us: Pride delegates, consultants, and recently an Executive Director. For many, this is a milestone. A transition from amateurism to professionalism; a transition from shouldering all the responsibilities to sharing them together; a transition that relieves us, and allows us to enjoy our work, to savor our contributions.

One of the greatest accomplishments of this year is planning the 2022 Annual General Meeting & World Conference in Guadalajara, our first time in Latin America. We haven't been together since October 2019, and planning Guadalajara was fantastic, a reviving bowl of fresh air. More than 250 delegates from Pride organizations traveled to Mexico to enjoy strong moments.

This 2022 has also been a courageous year for us globally. Pride organizers worldwide have had to fend for ourselves in situations of war, shootings, destruction, and criminalization. There were also the remnants of COVID, the emergence of Monkeypox, the rampant disinformation, and the uncertainty in a political future that makes us wonder how much we remember where we've come from.

We will not verbose what Pride delegates have diligently contributed in the next pages of this Annual Report. We invite you to read it well, and to appreciate the hard work of each and all of us. We also look forward to many of you joining our committees, caucuses, and Board. Our participation informs our work, and ensures a seat for each one of us.

We salute Pride organizers wherever we are. We hope this report provides knowledge, triggers thoughts, and furthers motivation, for us to better lead with kindness and awareness, for us to be active in our respective spaces and communities. Our good work strengthens social cohesion and builds peace for all of us. It's time we remembered this with humility, gratitude, and focus.

Thank you for the first 40 years, and cheers to many more 40s!

Linda J. DeMarco, Co-President
Boston Pride, USA

Hadi Damien, Co-President
Beirut Pride, Lebanon



Hadi Damien
Co-President
Beirut Pride, Lebanon



Linda J. DeMarco
Co-President
Boston Pride, USA

Vision

InterPride's mission is to achieve legal, social, and cultural equity for SOGIESC communities through the Pride movement.

Established: 1982

Members: 300+

Countries: 60+

Brands: WorldPride, InterPod, PrideRadar, Global Pride, Pride 365

Mission

To contribute to the visibility and inclusion of diverse sexual orientations, gender identities and expressions, and sex characteristics (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.



Click on the video to learn more about InterPride!

Values
Trust
Respect
Accountability
Diversity
Multiculturalism
Kindness
Bravery

▶ 40 Years of InterPride and Counting

In October of 1982, 15 representatives from six United States Pride organizations answered a “call to unite” sent out by Marsha H. Levine. They gathered to network in Boston at the first meeting of what Levine had called the National Association of Lesbian and Gay Pride Coordinators. Among those present were Levine representing Boston Lesbian/Gay Pride Committee; Rich Pfeiffer* of Pride Chicago; David Colle*, Tony Gambino*, Fred Goldfaber*, Janet Love, R. Paul Martin, and Brian O’Dell of Christopher Street Liberation Day Committee/ NYC; Sean Johnson*, George Piazzi, Cheryl Ruddy*, and Sharon Tobin from Christopher Street West/LA; Doug Moore of San Diego Lambda Pride; and Konstantin Berlandt* and Glenne McElhinney from the San Francisco Freedom Day Committee. At the end of the weekend, all agreed to continue to meet every year, and since then, the number of Pride organizations had steadily grown.

As the movement built for lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+) equal rights grew, Pride events became more prominent. The need for a more global organization was getting stronger. Pride took place in many continents, so the organization was renamed the International Association of Lesbian and Gay Pride Coordinators.

Pride organizers have also been emerging in spaces they were not visible in and come together to create networks of support at the national, continental, and regional levels. These Pride networks partner up with InterPride to leverage their voices globally, and to benefit all Pride organizers from their specific and precise knowledge, thus multiplying the impact of Pride for all.

By the late 1980s, delegates from Canada, Mexico, and the United Kingdom were participating. Continued outreach made the organization truly global. In 1997, delegates representing 73 Pride organizations from 18 countries attended the annual conference in New York City. This was when the WorldPride title was created, and it was awarded to Rome, Italy, for 2000. The 1999 Glasgow Conference in Scotland was a true milestone. It was the first conference held outside the North American continent.

The organization revisited its name and shortened it to InterPride, therefore consolidating its global impact.

Next to the Canadian and European-based Pride organizers, organizations from Asia, South America, Oceania, and Africa have increasingly joined InterPride. Since 2015, organizations based outside North America have been accounting for more than 50% of the global membership. In 2021, about 400 organizations from 70 countries came together under the umbrella of InterPride.

To minimize language barriers and to address economic differences across the globe that affect the active and steady participation of Pride organizers from the world, InterPride modestly started hiring consultants and staff to further the responsiveness of the organization and to consolidate our programs. Today, InterPride is better aware of the numerous cultures and realities of the membership, which keeps the organization evolving with its time. There is still much work to be done at this level, and the active participation of the membership remains the most efficient guarantee of the quality of the impact of InterPride.



R. Paul Martin, Fred Goldhaber, and Janet Love of Christopher Street Liberation Day Committee, NYC, attending the first InterPride conference, Boston, October 1982.

For 40 years now, InterPride has been governed and operated by volunteers, who have been actively producing Prides in their locality. Their practice keeps InterPride relevant to the membership through the contacts they continuously develop with fellow Pride organizers and the partners they work with. InterPride then serves as a platform to share and transfer all the knowledge that these trailblazers have been accumulating over decades.

(*=deceased)



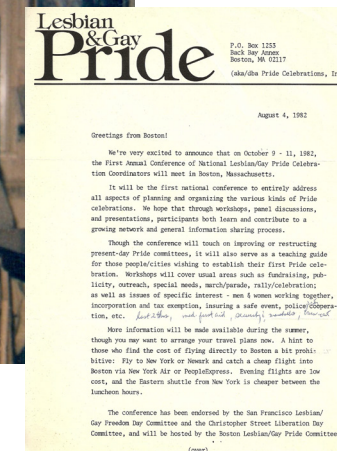
Marsha H. Levine, in the kitchen at Hill House – Boston, October 1982, rocking a lavender outfit.



Rich Pfeiffer (Pride Chicago), Brian O’Dell (CSLDC/ NYC), Doug Moore (San Diego Lambda Pride), and Konstantin Berlandt (SF Lesbian/Gay Freedom Day Committee), in Boston, October 1982.



Tony Gambino and David Colle (CSLDC/ NYC) with Glenne McElhinney (SFLGFDC), in Boston, October 1982.



Front page of conference plans announcement and invitation.



Front page of the Anomaly newsletter.



San Diego Conference delegates, October 1983.

Member Organizations

2 Spirits in Motion Society	Bradbury-Sullivan LGBT Community Center <i>Allentown, United States</i>
Ação Brotar pela Cidadania e Diversidade Sexual (ABCDs) <i>Santo André, Brazil (R17)</i>	Brasília Orgulho <i>Brasília, Brazil (R17)</i>
Accept Romania <i>Romania (R8)</i>	Brooklyn Pride <i>Brooklyn, United States</i>
Alberni Valley Pride Society	Budapest Pride / Rainbow Mission Foundation <i>Hungary (R8)</i>
Albuquerque Pride Inc. <i>Albuquerque, United States</i>	Burnaby Pride <i>Burnaby, Canada (R7)</i>
Alkmaar Pride <i>Netherlands (R13)</i>	CapeCodPRIDE.org <i>Mashpee, United States</i>
Alliance Arc-en-ciel de Québec	Capital City Pride - Olympia WA <i>Olympia, United States</i>
Ambassadors & Bridge Builders International <i>Sydney, Australia (R20)</i>	Capital Pride / La Fierté dans la Capitale
APCOM Foundation <i>Bangkok, Thailand (R19)</i>	Capital Pride Alliance <i>Washington, United States</i>
APOLGBT São Carlos <i>São Carlos, Brazil (R17)</i>	Capital Pride Edmonton
Arcigay Varese <i>Italy (R14)</i>	Capitol Hill Pride <i>Edmonds, United States</i>
Asexual Pride Asia <i>Dhaka, Bangladesh (R19)</i>	Caribbean PrideFest <i>Fort Lauderdale, United States</i>
Asociación Silueta X <i>Guayaquil, Ecuador (R17)</i>	Carlow Pride Festival <i>Ireland (R10)</i>
Associação & Grupo Quatro Estações <i>São João da Boa Vista, Brazil (R17)</i>	Caserta Pride <i>Italy (R14)</i>
Associação Café com Leite <i>Ilha Comprida, Brazil (R17)</i>	Cellos Contagem <i>Contagem, Brazil (R17)</i>
Associação da Parada do Orgulho LGBT de Santos <i>Santos, Brazil (R17)</i>	Center for Black Equity (DC Black Pride) <i>Washington, United States</i>
Associação e Grupo Vão de Liberdade (AGVL) <i>Mogi Guaçu, Brazil (R17)</i>	Central Alabama Pride <i>Birmingham, United States</i>
Associação Paranaense da Parada da Diversidade <i>Curitiba, Brazil (R17)</i>	Central Arkansas Pride <i>Little Rock, United States</i>
Associação Roraimense pela Diversidade Sexual <i>Boa Vista, Brazil (R17)</i>	Charlotte Black Pride <i>Charlotte, United States</i>
AssociazioneE Asti Pride <i>Italy (R14)</i>	Charlotte Pride <i>Charlotte, United States</i>
Atlanta Pride Committee <i>Atlanta, United States</i>	Chatham-Kent Gay Pride Association
Augusta Pride <i>Augusta, United States</i>	Chicago Pride Fest <i>Chicago, United States</i>
Australian Asexuals <i>Toongabbie, Australia (R20)</i>	Chillout Daylesford Inc. <i>Daylesford, Australia (R20)</i>
Banff Pride Society <i>Banff, Canada (R7)</i>	Club de Cuir Latex Phœnix de Montréal
Bangkok (Naruemit) Pride <i>Bangkok, Thailand (R19)</i>	Coalition des Groupes Jeunesse LGBTQ+
Bangladesh Queer Partnership Platform-EQUAL <i>Dhaka, Bangladesh (R19)</i>	Colectivo Marcha del Orgullo <i>Lima, Peru (R17)</i>
Barcelona Pride <i>Spain (R14)</i>	Colgay Pride <i>Columbus, United States</i>
Be Visible AC <i>Atlantic City, United States</i>	Cologne Pride <i>Germany (R12)</i>
Beirut Pride <i>Beirut, Lebanon (R18)</i>	Colonia Diversa <i>Colonia del Sacramento, Uruguay (R17)</i>
Belgrade Pride <i>Serbia (R15)</i>	Columbus IN Pride <i>Columbus, United States</i>
Berlin Pride CSD Berlin <i>Berlin, Germany (R12)</i>	Come Out With Pride, Inc. <i>Orlando, United States</i>
BiH Pride March <i>Sarajevo, Bosnia and Herzegovina (R15)</i>	Compass Community Center <i>Lake Worth Beach, United States</i>
Bilbao Bizkaia Pride <i>Bilbao Bizkaia, Spain (R14)</i>	Coordinadora por la Diversidad Salto <i>Salto, Uruguay (R17)</i>
BIMBA <i>Tarawa, Kiribati (R20)</i>	Copenhagen Pride <i>Denmark (R11)</i>
BlaQ Aboriginal Corporation <i>Redfern, Australia (R20)</i>	Cork Pride <i>Ireland (R10)</i>
Borden Pride Network	Cornwall Pride <i>United Kingdom (R10)</i>
Boston Pride <i>Boston, United States</i>	Corporación Stonewall <i>Medellín, Colombia (R17)</i>
	CSD Bielefeld <i>Germany (R12)</i>

CSD Braunschweig/ Sommerlochfestival <i>Germany (R12)</i>	Matraville, Australia (R20)
CSD Deutschland	Fondation Massimadi
CSD Hannover/Andersraum e.V. <i>30167, Germany (R12)</i>	Fort Wayne Pride <i>Fort Wayne, United States</i>
CSD Konstanz e. V. <i>Konstanz, Germany (R12)</i>	Fundacja Rownosc.org.pl <i>Krakow, Poland (R8)</i>
CSD Kreuzlingen <i>Kreuzlingen, Switzerland (R12)</i>	Gandhinagar Queer Pride Foundation <i>Gandhinagar, India (R19)</i>
CSD Magdeburg e.V. <i>Magdeburg, Germany (R12)</i>	Gay & Sober <i>NYC, United States</i>
CSD Mönchengladbach e.V. <i>Germany (R12)</i>	Geneva Pride <i>Geneva, Switzerland (R12)</i>
CSD München GmbH <i>Germany (R12)</i>	GIRLxGIRL <i>Dindang, Thailand (R19)</i>
CSD Rhein Neckar e.V. <i>Mannheim, Germany (R12)</i>	Glasgow's Pride Mardi Gla <i>Glasgow, United Kingdom (R10)</i>
Cumbria LGBT Pride <i>Carlisle, United Kingdom (R10)</i>	Goulburn Valley Pride Inc. <i>Shepparton, Australia (R20)</i>
Cyprus Pride <i>Cyprus (R15)</i>	Grafton Pride <i>North Grafton, United States</i>
Delaware Pride, Inc. <i>Newark, United States</i>	Grand Falls-Windsor Pride Inc.
Dhaka Pride <i>Dhaka, Bangladesh (R19)</i>	Great Lakes Bay Pride <i>Midland, United States</i>
Diversidad Frontera <i>Pedro Juan Caballero, Paraguay (R17)</i>	Greater Palm Springs Pride <i>Palm Springs, United States</i>
DiversityDHS/Your LGBTQ+ Connection in Desert Hot Springs <i>Desert Hot Springs, United States</i>	Grupo Ellos <i>Nova Iguaçu, Brazil (R17)</i>
Dublin Pride <i>Ireland (R10)</i>	Grupo Gayvota <i>São Luis, Brazil (R17)</i>
Edmonton 2 Spirit Society	Grupo Homossexual do Cabo (GHC) <i>Cabo de Santo Agostinho, Brazil (R17)</i>
Edmonton PrideFest Association	Guadalajara Pride <i>Guadalajara, Mexico (R1)</i>
El Paso Sun City Pride <i>El Paso, United States</i>	Halifax Pride
ELLA Global Community <i>Palma, Spain (R14)</i>	Halifax Pride Society
Elliot Lake Pride	Hamburg Pride <i>Germany (R12)</i>
Equality Australia <i>Surry Hills, Australia (R20)</i>	Happy Family Youth Uganda Limited <i>Wakiso, Uganda (R16)</i>
ELLA Global Community <i>Palma, Spain (R14)</i>	Henderson Pride Fest <i>Henderson, United States</i>
Eugene Springfield Pride Festival <i>Eugene, United States</i>	Heritage of Pride NYC <i>New York, United States</i>
FAIRNY <i>Dewitt, United States</i>	Hinsegin dagar - Reykjavik Pride <i>Iceland (R11)</i>
Fayetteville PRIDE <i>Fayetteville, United States</i>	Hong Kong Pride Parade <i>Hong Kong (R19)</i>
Federacion Argentina LGBTQ+ <i>Buenos Aires, Argentina (R17)</i>	Human Rights Alliance <i>Santa Fe, United States</i>
Fernie Pride Society	Ibiza Gay Pride <i>Spain (R14)</i>
Festival Yperifaneas Athinas/ Athens Pride <i>Athens, Greece (R15)</i>	In Our Own Voices, Inc. <i>Albany, United States</i>
Fierté Fredericton Pride <i>Fredericton, Canada (R7)</i>	Indy Pride <i>Indianapolis, United States</i>
Fierté littéraire <i>Montréal, Canada (R7)</i>	Instytut Równości / Zielona Góra Marsz Równości <i>Poland (R8)</i>
Fierté Montréal <i>Montréal, Canada (R7)</i>	International Disappear Fear Day <i>Baltimore, United States</i>
Fierté Simcoe Pride <i>Barrie, Canada (R7)</i>	InterPride <i>Kelowna, Canada (R7)</i>
Fierté Sudbury Pride <i>Sudbury, Canada (R7)</i>	Isle of Wight Pride <i>United Kingdom (R10)</i>
Fierte Timmins Pride <i>Timmins, Canada (R7)</i>	Jasper Pride & Ski Festival
Fierté Val-d'Or <i>Québec, Canada (R7)</i>	Jersey City LGBTQ+ Pride Festival
First Mardi Gras Incorporated <i>Glebe (Sydney), Australia (R20)</i>	<i>Jersey City, United States</i>
First Nations Rainbow Aboriginal And Torres Straight Islander Corporation	Jersey Pride, Inc. <i>Asbury Park, United States</i>
	JJLA OUTLOUD

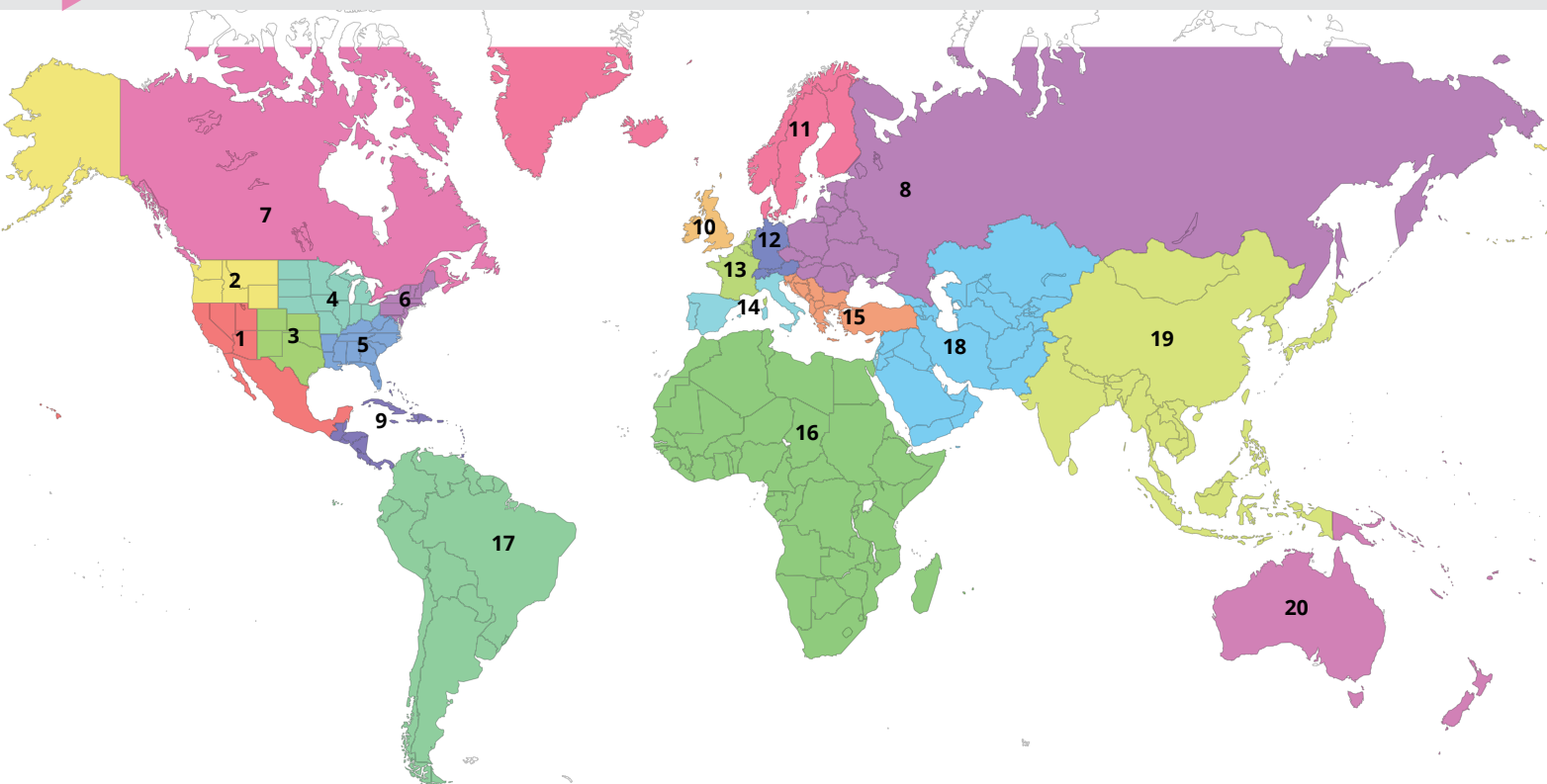
<i>Los Angeles, United States</i>	Minden Pride
Jovens Unidos por Direitos Iguais e Humanos (JUDIH). <i>Santa Maria, Brazil (R17)</i>	Montanita Pride at the Beach <i>Montanita Ecuador (R17)</i>
Kaliski Marsz Równości <i>Poland (R8)</i>	Morecambe Pride <i>United Kingdom (R10)</i>
Kansas City Pride Community Alliance <i>Kansas City, United States</i>	Motor City Pride <i>Detroit, United States</i>
Kelowna Pride Society <i>Kelowna, Canada (R7)</i>	Movimiento SOMOS <i>Mérida, Venezuela (R17)</i>
Kenosha Pride, Inc. <i>Kenosha, United States</i>	Muskoka Pride Community <i>Bracebridge, Canada (R7)</i>
Key Popualtions Uganda <i>Kampala, Uganda (R16)</i>	New Hope Celebrates <i>New Hope, United States</i>
Kharkiv Pride <i>Ukraine (R8)</i>	New West Pride Society
Kitsap Pride <i>Bremerton, United States</i>	Newbury Pride <i>United Kingdom (R10)</i>
Košice PRIDE / Sapling, o.z. <i>Kosice, Slovakia (Slovak Republic) (R8)</i>	Newcastle Pride <i>Newcastle, Australia (R20)</i>
Kyiv Pride <i>Ukraine (R8)</i>	NG Pride (Kemptonville Pride Inc) Noboprobhaat <i>Rangpur, Bangladesh (R19)</i>
LA Pride <i>Burbank, United States</i>	NG Pride (Kemptonville Pride Inc) Noboprobhaat <i>Rangpur, Bangladesh (R19)</i>
Lancaster Pride <i>United Kingdom (R10)</i>	North Bay Pride
Las Vegas Pride <i>Las Vegas, United States</i>	North Bay Pride, Victoria Pride <i>Victoria, Canada (R7)</i>
LE RENDEZ-VOUS LA FIERTÉ ACADIE LOVE INC. <i>Caraquet, Canada (R7)</i>	North Idaho Pride Alliance <i>Coeur d'Alene, United States</i>
Leitrim Pride <i>Ireland (R10)</i>	Northern Nevada Pride <i>Reno, United States</i>
Les Corner Empowerment Association <i>Hong Kong (R19)</i>	Norwich Pride <i>United Kingdom (R10)</i>
Les Flambeaux <i>Pohou, Benin (R16)</i>	NoWoCo Pride Inc. <i>Fitchburg, United States</i>
LGL Vilnius/ Baltic Pride <i>Lithuania (R8)</i>	NW PA Pride Alliance <i>Erie, United States</i>
Liguria Pride <i>Italy (R14)</i>	Oban Pride <i>United Kingdom (R10)</i>
Limerick Pride <i>Ireland (R10)</i>	ONG Primavera <i>Sertãozinho, Brazil (R17)</i>
Lisbon Bear Pride <i>Lisboa, Portugal (R14)</i>	Orange County LGBT Pride <i>Santa Ana, United States</i>
Lisbon Pride <i>Portugal (R14)</i>	ORGUO <i>Quito, Ecuador (R17)</i>
Liverpool Pride <i>United Kingdom (R10)</i>	Oslo Pride <i>Norway (R11)</i>
Long Beach Pride <i>Long Beach, United States</i>	OUR PRIDE <i>North Hollywood, United States</i>
Luxembourg Pridem <i>Luxembourg (R13)</i>	Out to Protect Inc. <i>Santa Rosa, United States</i>
Madrid Pride MADO <i>Madrid, Spain (R14)</i>	OUTAstoria <i>Astoria, United States</i>
Malta Pride <i>Malta, Spain (R14)</i>	OUTBronx <i>Bronx, NYC, United States</i>
Manchester Pride <i>Manchester, United Kingdom (R10)</i>	Oxford County Pride
Manilva Pride <i>Spain (R14)</i>	Oxford Pride <i>Oxford, United Kingdom (R10)</i>
Manodiversa <i>Santa Cruz de la Sierra, Bolivia (R17)</i>	Ozark Pride Inc. <i>Hardy, United States</i>
Manso Orgullo <i>Mendoza, Argentina, Argentina (R17)</i>	Pacific Northwest Black Pride <i>Seattle, United States</i>
Marcha de la diversidad Costa Rica (Pride Costa Rica) <i>San Jose Costa Rica, Costa Rica (R9)</i>	Panhandle Pride Inc. <i>Amarillo, United States</i>
Marcha del Orgullo LGBTTTIQ+ de la Ciudad de México <i>Ciudad de México, Mexico (R1)</i>	Parada do Orgulho LGBTQ+ do 2 de Julho <i>Salvador, Brazil (R17)</i>
Marche des Fiertés LGBT de Paris - IdF / Paris Pride <i>France (R13)</i>	Pavia Pride <i>Italy (R14)</i>
McPherson Coalition for Equity, Inclusion, and Diversity <i>McPherson, United States</i>	Peak Pride <i>Kelowna, Canada (R7)</i>
METU Pride <i>Turkey (R15)</i>	Peterborough Pride
Milano Pride <i>Italy (R14)</i>	Phoenix Pride <i>Phoenix, United States</i>
Milwaukee Pride, Inc. <i>Milwaukee, United States</i>	Pictou County Rainbow Community <i>New Glasgow, Canada (R7)</i>
	Plocki Marsz Równość <i>Poland (R8)</i>

<i>Porto, Portugal (R14)</i>	Regina Pride Inc <i>Regina, Canada (R7)</i>
Prague Pride <i>Czech Republic (R8)</i>	Riga Pride / Baltic Pride <i>Latvia (R8)</i>
Pride Amsterdam <i>Amsterdam, Netherlands (R13)</i>	River City Pride - Jacksonville <i>Jacksonville, United States</i>
Pride Calgary Planning Committee	Riverside LGBTQ+ Pride <i>Riverside, United States</i>
Pride Center of Staten Island/ Staten Island PrideFest <i>Staten Island, United States</i>	Roma Pride <i>Italy (R14)</i>
Pride Center of Vermont / Pride Vermont <i>Burlington, United States</i>	Roze Zaterdag <i>Netherlands (R13)</i>
Pride Cymru <i>Penarth, United Kingdom (R10)</i>	San Diego Pride <i>San Diego, United States</i>
Pride Edinburgh <i>United Kingdom (R10)</i>	San Francisco Pride <i>San Francisco, United States</i>
Pride For Youth Initiative <i>Kampala, Uganda (R16)</i>	Santa Cruz Pride <i>Santa Cruz, United States</i>
Pride Fort Lauderdale <i>Fort Lauderdale, United States</i>	SASOD Guyana <i>Georgetown, Guyana (R17)</i>
Pride in Gloucestershire <i>United Kingdom (R10)</i>	Seoul Queer Culture Festival Organizing Committee <i>Seoul, Korea, Republic of (R19)</i>
Pride in Hull <i>United Kingdom (R10)</i>	ShanghaiPRIDE <i>Shanghai, China (R19)</i>
Pride in London <i>London, United Kingdom (R10)</i>	Silicon Valley Pride <i>San Jose, United States</i>
Pride in the Port <i>United Kingdom (R10)</i>	Siouxland Pride Alliance <i>Sioux City, United States</i>
Pride London Festival	Skopje Pride <i>Macedonia, The Former Yugoslav Republic Of (R15)</i>
Pride Myrtle Beach Inc. <i>Myrtle Beach, United States</i>	Sofia Pride <i>Bulgaria (R15)</i>
Pride Network Nederland <i>Netherlands (R13)</i>	Somosgay.org Asuncion <i>Paraguay (R17)</i>
Pride North of 55 Inc	South Bay Alliance Association Incorporated <i>San Diego, United States</i>
Pride of the Déise <i>Ireland (R10)</i>	South Central Minnesota Pride <i>Mankato, United States</i>
Pride PEI	South Georgia Pride, Inc. <i>Valdosta, United States</i>
Pride San Antonio <i>San Antonio, United States</i>	South Okanagan Similkameen Society
Pride St Louis <i>St Louis, United States</i>	Southampton Pride <i>United Kingdom (R10)</i>
Pride St. Charles <i>St. Charles, United States</i>	Southwest Nova Pride Association (Yarmouth Pride Collective)
Pride SV - ELSALVADORG <i>San Salvador, El Salvador (R9)</i>	Southwest Virginia Pride, Inc. <i>Roanoke, United States</i>
Pride Toronto <i>Toronto, Canada (R7)</i>	Space Coast Pride, Inc. <i>Melbourne, United States</i>
Pride Torremolinos <i>Spain (R14)</i>	Spencer Pride, Inc. <i>Spencer, United States</i>
Pride Toulouse <i>France (R13)</i>	Stockholm Pride <i>Sweden (R11)</i>
Pride Winnipeg <i>Winnipeg, Canada (R7)</i>	Stonewall Columbus Inc. <i>Columbus, United States</i>
Pride Winston-Salem <i>Winston Salem, United States</i>	Stowarzyszenie Queerowy Maj <i>Krakow, Poland (R8)</i>
Pride YMM <i>Fort McMurray</i>	Stratford-Perth Pride <i>Stratford</i>
Pride Zentralschweiz <i>Luzern, Switzerland (R12)</i>	Svenska Pride <i>Sweden (R11)</i>
PRIDEChicago <i>Chicago, United States</i>	Sweekar The Rainbow Parents <i>Mumbai, India (R19)</i>
Prince Albert Pride Inc	Sydney Gay and Lesbian Mardi Gras <i>Australia (R20)</i>
Queensland Rainbow Regional Pride <i>Barney Point, Australia (R20)</i>	Sydney Pride Festival <i>Sydney, Australia (R20)</i>
QueerTech	Sydney Queer Irish <i>Sydney, Australia (R20)</i>
Quesnel Pride Society <i>Quesnel, Canada (R7)</i>	Sydney WorldPride <i>Sydney, Australia (R20)</i>
QWELL Community Foundation <i>Austin, United States</i>	
Rainbow Collective of Thunder Bay	
Rainbow Pride Auckland <i>Auckland, New Zealand (R20)</i>	
Reading Pride Celebration <i>Reading, United States</i>	

Taiwan Tongzhi (LGBTQ+) Hotline Association <i>Taipei City, Taiwan (R19)</i>	Visual Echoes for Human Rights Advocacy (VEHRA) <i>Kampala, Uganda (R16)</i>
Tampa Pride <i>Tampa, United States</i>	Warto Warszawa <i>Poland (R8)</i>
Tblisi Pride <i>Georgia (R18)</i>	Warwickshire Pride <i>Warwick, United Kingdom (R10)</i>
Team Rainbow <i>Camp Mountain, Australia (R20)</i>	Washington County Gay Straight Alliance, Inc - Washington PA PRIDE <i>Washington, United States</i>
Thessaloniki Pride <i>Greece (R15)</i>	Weho Pride <i>West Hollywood, United States</i>
Thorne Harbour Health <i>Abbotsford, Australia (R20)</i>	Wenatchee Pride <i>Wenatchee, United States</i>
Thunder Pride Association	West Pride <i>Sweden (R11)</i>
Tijuana LGBTI Pride México <i>Tijuana, Mexico (R1)</i>	White Rock Pride Society
Tokyo Rainbow Pride <i>Tokyo, Japan (R19)</i>	Winter Park PRIDE Project, Inc. <i>Winter Park, United States</i>
Top End Pride Darwin + Katherine <i>Australia (R20)</i>	Witney Pride <i>Witney, United Kingdom (R10)</i>
Track-T <i>Lahore, Pakistan (R18)</i>	WSP Pride <i>West Saint Paul, United States</i>
Trans Pride Australia <i>Sydney, Australia (R20)</i>	Zurich Pride Festival <i>Zurich, Switzerland (R12)</i>
Trans Pride Northern Ireland <i>United Kingdom (R10)</i>	
TransActivistProject	
Transgender Equality Hong Kong <i>Hong Kong (R19)</i>	
Trikone Australia Inc. <i>Erskineville, Australia (R20)</i>	
Truro Pride	
Twin Cities Pride <i>Minneapolis, United States</i>	
Uganda Pride <i>Kampala, Uganda (R16)</i>	
Umbria Pride - Omphalos APS <i>Perugia, Italy (R14)</i>	
Union County Pride, Inc. <i>Weddington, United States</i>	
Utah Pride Center <i>Salt Lake City, United States</i>	
Vallarta Pride <i>Puerto Vallarta, Mexico (R1)</i>	
Vancouver Pride Society <i>Vancouver, Canada (R7)</i>	
Venice Pride <i>Los Angeles, United States</i>	
Victoria Pride Society	
Vienna Pride/Homosexuelle Initiative (HOSI) Wien <i>Austria (R12)</i>	
Virginia Pride <i>Richmond, United States</i>	



► Membership Updates



The membership of InterPride is currently distributed in 20 groups we call “regions”. Pride member organizations in each region elect their representatives. All regional representatives gather in the Global Advisory Council. The Global Advisory Council elects 6 of its members to represent the Council on the Board. As a Board member, each GAC representative to the Board enjoys voting rights.

Some of the Pride organizations in a country or in a continent come together and form Pride Networks, such as Fierté Canada Pride (FCP), the European Pride Organisers Association (EPOA), and the United States Association of Prides (USAP). Pride Networks are Associate Members of InterPride.

Here are some regional highlights.

► Region 4

The post-COVID transition was a worry for many members in Region 4, with concerns about volunteer engagement and sponsorship support. Experts were invited to lead workshops focusing on volunteer participation, engagement, and retaining, in addition to the importance of developing Pride programs, identifying targets for fundraising, and access to larger corporate sponsors. The regional membership also worked on ensuring they meet the needs of individuals who

are non-binary, racially diverse, old and young. In anticipation of people coming together for Pride, Region 4 discussed health challenges, education, and protection from possible infections like Monkeypox. By the conclusion of summer, the organizations who held Pride events reported record success in attendance and sponsorship. The Membership of the Region also reflects on their contribution to InterPride and USAP, and share feedback with both leaderships of InterPride and USAP to inform their planning.

► Region 5

Region 5 has prioritized personal outreach to all member organizations and known non-member Pride organizations, focusing on the inclusion of BIPOC Pride organizations and smaller organizations with fewer resources. This translated into a positive and meaningful increase in the number of Pride organizations actively engaged in the regular or semi-regular regional monthly meetings, with stronger professional collaboration, camaraderie, and support. To increase awareness and action on equity issues, Region 5 hosted several equity-focused programmed and educational meetings, including panel discussions, presentations, and roundtable discussions on issues such as police involvement with Pride organizations and events.

► Region 6

Through its mentorship program to shape future leaders, Region 6 works with young BIPOC members to grow into leaders in InterPride and USAP. This translates into an increase of Pride organizations. Many Pride events were excited to come back in person this year, most of them in our region were scheduled at the same time and made it difficult to attend as many as we set out to. We are looking forward to 2023 when events are back to their regularly scheduled dates. With a fund to assist member organizations to send delegates to the annual regional conference.

► Region 8

The war in Ukraine largely impacted Pride organizations in Region 8. They showed support from the beginning of the war, offering assistance for LGBTIQ+ refugees and for LGBTIQ+ people who decided to stay in Ukraine or who were forced to. Poland and Slovakia were the countries most affected in the early days because they share borders with Ukraine. The Czech Republic and Poland play host today to a large number of refugees. While the international communication has not been perfect, the coordinated efforts worked pretty well. A private Facebook group for communication among LGBTIQ+ activists in the region was established. It supported fundraising efforts, and provided direct help. Throughout the year, support evolved from humanitarian help (food, medical, accommodation, clothing) to long-lasting aid (community activities, safe space, networking). In addition to the Ukrainian support, Pride organizations were also delivering their usual services to local communities, and executing the annual Pride Festivals in their respective countries and cities. Warszawa in Poland organized a joint Pride with Kyiv Pride.

► Region 10

2022 marked the 50-year celebration of many Prides in Region 10, and the return of UK Pride that took place in Newcastle. 2022 was also marked by a thirst for in-person activity, especially for those of us who came out over the last

two years. While many organizers felt they forgot how to run Pride, volunteers still worked hard to deliver Pride events. Pride In Gloucestershire hosted a successful Annual UKPON Conference, and connections were made for both EPOA and InterPride. EPOA contributed support and leadership in initiating the Ireland Pride Network, and working with prides throughout Ireland both North and South of the border. It's important to have access to support networks (UKPON, IPN, EPOA, and InterPride) and a collective movement that helps new and established Pride organizations to develop and feel connected particularly when sharing a common cause. There's power in the union!

► Region 13

This year was marked by the development of Pride networks in both France and the Netherlands to improve means of collaborations among organizers. Regional representatives also leveraged their (international) networks and experiences to support organizations with their first events and to promote global campaigns. The year was crowned with the membership of InterPride awarding WorldPride 2026 to Pride Amsterdam. A win for Region 13 who assisted Pride Amsterdam in their bidding process, and campaigned for them.

► Region 17

Region 17 features 12 countries and around 350 Pride organizations. With the stronger communication about the work of InterPride, more organizations joined InterPride, growing the Region from 10 member organizations in 2021 to 30 organizations in 2022. Nicolás Rodríguez, Vice-President of Global Outreach and Partnership Management, supported this growth as he also helped waiving some of the membership fees. With the Annual General Meeting & World Conference taking place in Guadalajara, the region felt included in the global Pride debate. Two conversation groups were established, one in Spanish and the other one in Portuguese, to mobilize and share information with Pride organizations. The region also commands the Scholarship committee for providing scholarship forms in Portuguese and Spanish, which encouraged more delegates to participate.

Membership Updates

Region 18



In Pakistan, transgender people act like an umbrella for the rest of the LGBTQIA+ community. 2022 witnessed the Transgender Protection Act of 2018 challenged, and Track-T optimized its advocacy with people of faith to reduce transphobia. The safety, security, and wellbeing remains an utmost priority.

Tbilisi Pride 2022 featured an array of events: a regional LGBTQIA+ conference gathering LGBTQIA+ activists from Georgia, Ukraine, Armenia, Azerbaijan, Turkey, Belarus and Moldova; a grand queer festival with three stages, various educational and entertainment activities, queer exhibitions and performances; public speeches; a movie screening; and get togethers. However, the Pride march entitled “March for Dignity” did not take place due to the political situation and the lack of improvement in the government’s political will.

Amidst the financial collapse of Lebanon that was exacerbated by the Beirut Port blast of August 4, 2020 and COVID, Beirut Pride produced a sensitive activation to send a message of positivity amidst the ambient political moroseness. Organizers and partners placed a billboard in the middle of a main artery in the city. Initially, the billboard was a green vertical garden, a clean sleight that symbolizes the potential of our community. During the next few days, flowers blossomed from the green landscape, and as the billboard reached full bloom, it revealed the rainbow flag alongside the message “Love always blooms”. The billboard drew tremendous visibility and attention, which led to its filmed vandalism. This act of violence, coupled with a Ministerial decision to ban LGBTQIA+ events in the country (and which was later declared unconstitutional and therefore reversed), resulted in public outrage in the press, in the news, and on social media. In reaction, artists came up with their own versions of The Blooming Billboard, and a dedicated song was also released in conjunction with a social media campaign that elevated voices of LGBTQIA+ people and friends in the country.

Region 19

The number of pride organizations joining InterPride and their participation in the monthly meetings of Region 19 have increased. With many countries in the region still criminalizing homosexuality, human rights progress is noticeable, and it includes Singapore’s announcement to decriminalize homosexuality, Taiwan’s court rulings to secure transgender rights and cross-national same-sex couples, Japan’s constitutional court ruling on same-sex marriage, the success of Pride House Tokyo extending beyond the Olympics, and its regional government’s adaptation to the same-sex couple registry. Meanwhile, China is facing a significant shift that further limits the recognition of the LGBT community, even including artists deemed feminine, and Malaysia is adopting stricter laws that restrict sexual minorities. Delegates of Pride organizations in Region 10 are focusing on organizing a Regional Conference, which is one of their main upcoming projects.

Region 20

The COVID pandemic and associated socio-economic impacts have continued to affect Region 20 – more so in the Pacific Island countries. Some pride events were again postponed or held virtually, and some were able to go ahead with restrictions. In March 2022, the region’s largest pride, Sydney Gay and Lesbian Mardi Gras, again held a stadium-based parade. A number of prides have continued with some online events and meetings as they allow participation from members geographically dispersed around the large countries in the large region. Seven countries in the region and one territory still criminalise homosexuality, and legislative threats to hard-won rights have raised in Australia and in other countries. To this end, outreach to Pacific Island Prides is key to ensure effective representation from all 23 counties in the region. For the past two years, Pride organisers in Region 20 have been informally gathering under the banner of “Oceania Pride”. The meetings bring Pride organizations from Australia, New Zealand and the Pacific. Some of them, but not all, are members of InterPride. The discussions cover updates on InterPride, topics of interest, and thematic talks, in addition to regular updates from Sydney WorldPride 2023 on all their exciting events. The group adopted a Respectful Behaviour at Meetings policy. Oceania Pride is expected to be registered in the first half of 2023.

EPOA



Our work this year has been focused largely on two areas: support for our members in Ukraine in the face of Russia’s latest invasion of their country, and support for Belgrade Pride in preparation and execution of EuroPride 2023. In Ukraine, we have raised approx. €100,000 to support members in providing humanitarian assistance to the LGBTI+ community, and this included purchasing vehicles in Germany and arranging their transport to Ukraine where they can be used.

EuroPride in Belgrade was momentous and will be known as historic. Thousands of people marched under the protection of 7,000 police officers after multiple failures and incompetent leadership of Serbia’s President and Prime Minister. Only at the last minute was the March authorised. This was the 30th EuroPride and it shows that we continue to make history by coming together each year.

We celebrated the 30th anniversary of EuroPride with a reception hosted by London’s mayor, Sadiq Khan. Collectively our board attended more than 30 Prides and welcomed several new members. We worked closely with the World Health Organization to help them coordinate the response to the monkeypox outbreak in Europe. We continue to go from strength to strength and at a time when more and more Prides in Europe face crackdowns, this has never been more important.

FCP



Fierté Canada Pride (FCP) has had a very busy 2022 on many fronts, including, but not limited to, Advocacy, Governance, Human Resources, Finance, Communications, Membership, Strategic Planning.

Some of the main highlights from the past year have been:

- Initiating the process of shifting FCP’s Board of Directors from operational in nature to governance. This will take some time to complete and we currently find ourselves with a hybrid model for the time being to assist in this transition with a new model for FCP to adopt in the near future.
- The hiring of an Executive Director to lead the organisation and take the reins of day to day operations with the assistance of Staff positions and contractors.
- A major project over the last year has been the continuing work in our strategic planning for the organisation to redefine FCP’s mission, vision, and values. We are now at the Board Approval Stage to then present it to FCP’s membership in 2023.
- FCP is continuing to amplify our Leadership Councils in all of our decision making processes with the representation of Council Ambassadors at the Board of directors level and part of all conversations happening at FCP.
- As part of FCP’s commitment to decolonisation and reconciliation with our Indigenous Peoples, the organisation has embarked on a series of internal training workshops for all FCP team members, be they Board Directors, Staff, or Volunteers. The aim is to ensure we take into account and have an intersectional lens to everything we do, be it how we work internally or externally.
- As part of our ongoing work and goal to make sure we provide opportunities for all of our community members to have a seat at the table where FCP is concerned, we have also, over the course of 2022 (and also will be during 2023) taken on an audit of our operations. This project consists of various sessions and other measures to provide FCP with perspective where the issue of race, primarily, might impact

Membership Updates



78ERS IN THE GAY AND LESBIAN MARDI GRAS PARADE 2022, SYDNEY, AUSTRALIA / COURTESY OF ANNE MORPHETT

FCP (continued)

the organisation and give us the toolbox on how we can do better today and tomorrow.

- FCP held its 2022 National Conference and AGM virtually online due to the COVID Pandemic (as well as 2021). This Conference (co-hosted jointly with another partner organisation) consisted of workshops, dedicated time for Leadership Councils to connect, strategic planning sessions, and social spaces. We were able to test-drive a virtual networking platform called Gather. We also had renowned and well-known Keynote Speakers on all three days of the conference.
- At our AGM in March 2022, FCP awarded the 2025 Conference & AGM to our member, Calgary Pride, and it will be held in Calgary, Alberta. At the same AGM, Vancouver Pride Society was awarded the 2024 Canada Pride Festival which includes a Human Rights Conference. This will be held in Vancouver, British Columbia over the summer of 2024.
- FCP was able to increase its membership over 2021 and the Board of Directors has also approved a "Membership Strategy" as a guiding document that will serve to revamp FCP's membership structure by streamlining not only the structure itself but also the whole membership process itself.
- In the meantime, FCP has been holding webinars and town hall meetings with its membership. We have also established and about to initiate quarterly roundtables with our membership.
- In addition, FCP has supported a number of community campaigns, including but not limited to the All Blood is Equal campaign, which sought to challenge the federal

ban for many potential blood donors, including men who have sex with men, sex workers, and trans* individuals. Due to this campaign, the Canadian Government brought forward a decision on April 28th through Health Canada to authorise the elimination of the discriminatory policy.

- FCP has engaged and been a part of a national network of 2SLGBTQIA+ organisations in Canada advocating not only for stable and long term funding for queer organisations but also as a consultative partner in the formulation and release of Canada's first 2SLGBTQIA+ Action Plan - measures that will respond to key priorities for Canada's diverse 2SLGBTQIA+ communities - released by the Canadian Government in August 2022.
- On the Governance front, we have revised our bylaws with a few tweaks around not only language but also around quorum for our member meetings. We are continuing this work into the new year.
- We have and are continuously looking for ways to improve our policies and procedures - having implemented more policies than ever before. We have also been able to review existing policies at the same time. This work continues into 2023.
- We have also started the process of reviewing our committee structure and what that might look like going forward - redefining their roles and responsibilities, if they are to be Board or Staff committees, and how to better engage people to serve on these.

Lastly, FCP is excited to return to an in-person Conference & AGM in March of 2023. We hope that InterPride members will consider attending in Kelowna, British Columbia from March 9th to 12th, 2023.

USAP



The United States Association of Prides (USAP) was established at the InterPride General Meeting & World Conference, in Saskatoon, in October 2018, and had a provisional Board of Directors charged with defining its Mission. In September 2019, USAP incorporated, elected an Executive Committee of the Board of Directors and adopted the InterPride Regional Directors/Global Advisory Council to serve as District Vice Presidents (the current six Districts now appoint members to Vice President positions).

USAP geographic territory includes the six (6) InterPride regions in the United States. The primary purpose of USAP is to engage in activities to promote public education and awareness of the personal rights and civil liberties of lesbian, gay, bisexual, transgender, and gender-nonconforming individuals.

USAP is a nonprofit charitable organization. Donations help the formative development of the first national association for Pride organizers: www.usaprides.org

UPDATES FOR 2022

USAP has met quarterly with our general membership via Zoom meetings, with monthly Executive Committee meetings, and bi-monthly Board of Directors meetings. Also throughout the year, our various committees meet as needed, and we held one virtual conference. Our first in-person conference, rescheduled from 2022, will be meeting in Minneapolis, Minnesota, January 26-29, 2023.

We've seen a growth in membership, this year USAP has 102 members, a sure sign that people are excited about returning to live events, getting back to being active again.

The USAP operating account has \$9,477.76. Our expenses for the year have been \$935.73. The majority of our expenses for 2022 have been for D&O Insurance and the accountant for filing our 990's. tax return.

United States InterPride full members enjoy the added benefit of membership in USAP (and vice versa), as arranged by our partnership agreement, effectively a two-for-one deal. Those wishing to join or renew can become a member via application either through the InterPride or the USAP websites. Members have access to the benefits offered by both organizations.

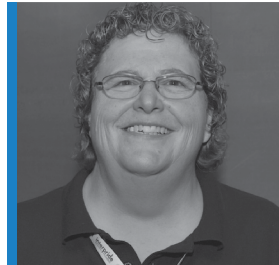


MARK LIBERSON, J. ANDREW BAKER, RICK ANDRE, RAHUL UPADHYAY & ALAN REIFF DURING COPENHAGEN WORLDPRIDE 2021 PARADE, COPENHAGEN, DENMARK / COURTESY OF RICK ANDRE

Board Members (effective October 2022)



Hadi Damien (he/him)
Beirut Pride
Co-President



Linda DeMarco (she/her)
Boston Pride
Co-President



Alan Reiff
NYCPride
Secretary



Dave Wait
Motor City Pride
Treasurer



Debbie Brixey
Oxford Pride
Vice President of
Member Services



Richard Brethour-Bell
El Paso Pride
Vice President of Accessibility,
Diversity & Inclusion



Marsha H. Levine
San Francisco Pride
Vice President of Global
Outreach & Partnership
Management



Natalie Thompson
Capital Pride Alliance
Vice President of Global
Outreach & Partnership
Management



Nicolás Roger Rodríguez
**PRIDE SV – Marcha Por la
Diversidad en El Salvador**
Vice President of Global
Outreach & Partnership
Management



Robyn Kennedy
First Mardi Gras/78ers
Vice President of Global
Outreach & Partnership
Management



Uwe Hörner
Pride in Mannheim
Board Representative for
the Global Advisory
Council (GAC)



Rahul Upadhyay
Gandhinagar Queer Pride
Board Representative for
the Global Advisory
Council (GAC)

Thank you to the Board members who contributed to our organizations success and stepped down before this report was published:

- Julian Sanjivan, Co-President, Non-Binary / Gender Non-Conforming
- Matthew van As, Board Representative for the Global Advisory Council (GAC)
- Jorge Solorio, Board Representative for the Global Advisory Council (GAC)
- Russell Weston, Board Representative for the Global Advisory Council (GAC)

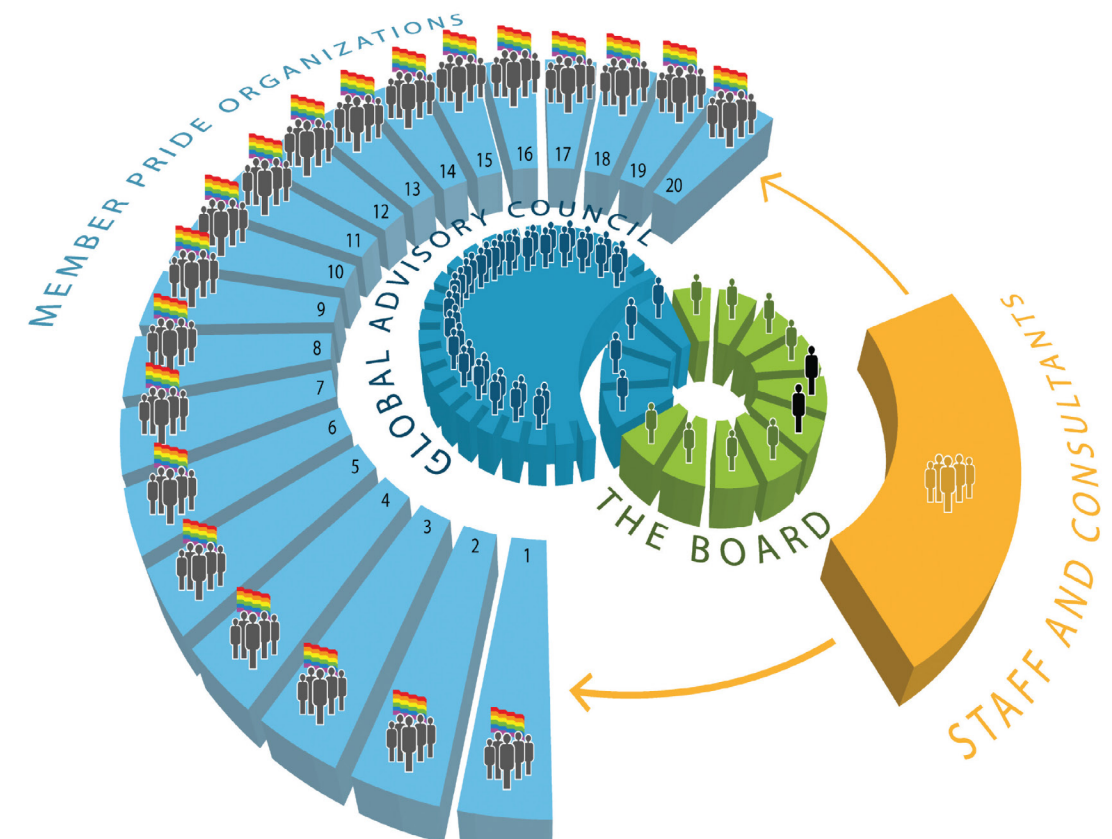
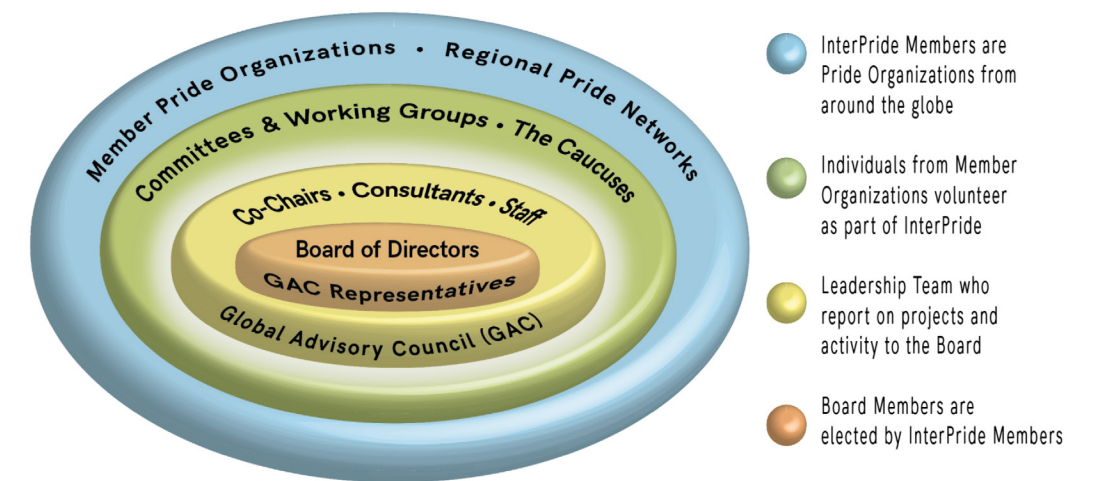
Board position updates as of December 2022:

- Natalie Thompson was elected to the position of Female identified Co-President
- Linda DeMarco retained as a Board Member after completing her term as Co-President
- Marsha H. Levine retained as a Board Member after completing her term as Vice President of Global Outreach & Partnership Management; then appointed to fill VPGOPM vacancy.
- Rahul Upadhyay elected as a Vice President of Global Outreach & Partnership Management

Organizational Structure

InterPride is managed by a Board, Committee Co-Chairs and the Global Advisory Council made up of Regional Representatives.

InterPride Organizational Structure





SYDNEY WORLDPRIDE 2023 BOOTH DURING NYC PRIDE 2022 / COURTESY OF RYAN A. STARZYK



FROM BACK, LEFT: CORBIN SHANAKY, A VOLUNTEER, RICHARD BRETHOUR-BELL, AND MARSHA H. LEVINE DURING SAN FRANCISCO PRIDE 2022 / COURTESY OF RICHARD BRETHOUR-BELL



SERBIAN PRIME MINISTER, BELGRADE AND ROBYN KENNEDY DURING EUROPRIDE 2022, BELGRADE, SERBIA / COURTESY OF ROBYN KENNEDY



CANADA PRIDE 2022, WINNIPEG, CANADA / COURTESY OF KEVIN BEAULIEU

Committee Co-Chairs

Committees provide advice and recommendations to the Board on detailed planning and procedures related to InterPride’s work. Co-Chairs are appointed by the Board annually based on an expression of interest.

Conference Structure and Integrity

Barry Karlenzig, Winnipeg Pride
Jen LaBarbera, San Diego Pride

Finance

Dave Wait, Motor City Pride

Governance

Marsha H. Levine, San Francisco Pride
Mark Liberson, PrideFest Chicago

Grants

Alan Reiff, NYC Pride

Human Rights & Diversity

Jannat Ali, TrackT
Richard Brethour-Bell, El Paso Sun City Pride

Member Services

Rick Andre, Kelowna Pride
Debbie Brixey, Oxford Pride

Scholarship

Sara Elizabeth Ivens, Winnipeg Pride
Natalie Thompson, Capital Pride Alliance

Strategic Planning (committee inactive as of April 2023)

Robyn Kennedy, First Mardi Gras

WorldPride

Kevin Beaulieu, Pride Toronto
Linda DeMarco, Boston Pride
Rahul Upadhyay, Gandhinagar Queer Pride



PHOENIX PRIDE FESTIVAL 2019, PHOENIX, AZ, USA / COURTESY OF LEAKED GLASS

REGIONAL REPRESENTATIVES

Region 1

Anna Barvir-Boone, Orange Country Pridee

Region 2

Michael Goodnow, Kitsap Pride
Esteban Herevia, Pride Spokane

Region 3

Vacant positions

Region 4

Jordan Braxton, Pride St. Louis
Eve Keller, Indy Pride
Mark Liberson, PrideFest Chicago

Region 5

Miik Martorell, Pride Fort Lauderdale
Matt Comer, Charlotte Pride

Region 6

Marcy Carr, Pride Center of Staten Island

Region 7

Vacant positions

Region 8

Tom Bily, Prague Pride
Julia Maciocha, Warsaw Pride

Region 9

Rudolph Hanamji, PrideTT
Javier Umaña Rivera, Pride Costa Rica

Region 10

Andy Train, Pride in Hull
Morgan Ruth Queeney, Kingdom Pride

Region 11

Vacant positions

Region 12

Uwe Hörner, CSD Rhein-Neckar /
Pride in Mannheim
David Reichlin, Zurich Pride Festival

Region 13

Patrick van der Pas,
Pride Netwerk Nederland
Erykah Werner,
Francophone Diversity Network

Region 14

Juan Carlos Alonso Reguero, Madrid Pride
Valerio Colomasi Battaglia,
Circolo di Cultura Omosessuale Mario Mieli

Region 15

Marko Mihailović, Belgrade Pride

Region 16

Vacant positions

Region 17

Diane Rodriguez, Asociación Silueta X
Welton Trindade, Brasília Orgulho

Region 18

Jannat Ali, TrackT
Georgi Tabagari, Tbilisi Pride

Region 19

Rahul Upadhyay, Gandhinagar Queer Pride
Darien Chen, Taipei Gay Pride

Region 20

Diane Minnis, First Mardi Gras
Russell Weston, First Nations Rainbow

CONTRACTORS

Legal Counsel

Jessie DeStefano, Boston Pride

Project Managers

Madonna Cacciatore, Los Angeles Pride
Ryan A. Starzyk, DBA, phxPRIDE

Bookkeeper

Trisha Clymore, Atlanta Pride Committee

Podcast Producer & Host

Michelle Meow, San Francisco Pride

IT Manager

Baker, J. Andrew, Geneva Pride

Executive Officer Reports

Co-Presidents' Report

Hadi Damien, Linda DeMarco

Next to the Co-Presidents' tasks laid out in the Standing Rule 12.01 – Board Duties & Responsibilities –, we acknowledge that our primarily role is to ensure that our Board members are comfortable conducting their tasks, and our second primary task is to connect with member organizations, whose presence within InterPride is a vote of confidence in our global Organization, as demonstrated by their annual membership renewal.

We are proud to be co-presiding a Board, whose members have shown high levels of responsibility and commitment to the membership and to the Organization in times of gravity. Their courageous stances have relaxed tensions, reinforced trust, and empowered us to provide vision and direction to InterPride.

Our impact is a collective one, and to acknowledge the willingness of our fellow Pride delegates, we have divided the tasks we conducted this year into these 4 categories: Relationships; Growth; Positioning; and Administrative. None of these points could have been actioned without the insight of many of us.

1. Relationships:

- a. We conducted periodic check-ins with InterPride's Board Members, Contractors, Committee Co-Chairs, and Regional Representatives to ensure they are well equipped to conduct their tasks;
- b. We offered personal and institutional support for Pride delegates who were struggling due to personal and/or interpersonal reasons;
- c. We facilitated tensed meetings among individuals and member organizations they had issues with, meetings among different groups, and meetings among Board members;
- d. We kept channels of communication open with Pride networks despite different positions and personal clashes, further engaging in robust conversations, holding regular meetings to share updates on our work, and seeking membership feedback;
- e. We restored and improved relationships with Pride delegates, partners and sponsors, and started the process of revisiting contracts when applicable;
- f. We were actively involved in the planning of the 2022 Annual General Meeting & World Conference in Guadalajara to leverage this gathering to the benefit of the membership who hasn't met in 3 years due to COVID and the uncertainties related to it;

2. Growth:

- a. We consolidated the membership and reinforced the feeling of belonging to InterPride through personal outreach and deep-listening;
- b. We hired an independent Human Resources consultant to lead the recruitment of the first Executive Director in the history of InterPride, closely worked together to screen candidates, then to hire and onboard Jay Watts before they decided to step down from their position;
- c. We hired a new accounting firm, and instituted new finance policies to fortify InterPride's financial wellbeing;
- d. We worked to increase revenue for InterPride's programs, and to support fundraising and sponsorship;
- e. We accompanied Board Members to devise the suitable structure for InterPride's operations;

Positioning:

- a. We addressed communication to authorities in support of Pride organizers in challenging environments;
- b. We balanced relationships to ensure that the delegates from member organizations feel validated and appreciated for their past and present contributions to InterPride;
- c. We encouraged delegates to stand-up and yield impact through InterPride;
- d. We contracted a crisis communications agency, and we worked together to navigate the resignation of former Co-President Julian Sanjivan, and the pullout of Kaohsiung Pride from organizing WorldPride 2025;
- e. We carried the WorldPride brand with care and duty to offer constructive alternatives, and to uphold the dignity of bidders and interested member organizations;
- f. We reactivated the ECOSOC application process to better elevate Pride voices in international organizations;
- g. We contributed to and participated in research studies to better document the work of Pride organizations;

Administrative:

- a. We oversaw the implementation of InterPride's business, activities, and operations;
- b. We ensured Board governance, negotiated contracts, approved payments, and distributed speaking engagements and visits for Board members;
- c. We supported technical managers with the periodic digital hygiene of the Organization, and ensured all documentation, registrations, and filings remain up to date.

Thank you for your trust in our leadership. Together we have made our structure more agile today, with a more decentralized decision making. We strive to free Pride delegates from bureaucratic tasks that clutter many of us, so we enjoy clarity, and take better ownership of our respective projects. We all want to yield the desired impact from our service.

For 40 years now, our Organization has been solely based on volunteering. We look back at these 40 years with humility, respect, and gratitude, and we say "thank you" for the thousands of hours of work that bring us to where we are today. No structure can compete with the passion of Pride organizers, and our Consultants join forces with us to offer the necessary support and to expand our impact.

There will always be ups and downs, and we will keep offering our uninterrupted support. Reach out to us, by email or by phone for individual, private, confidential, and collective conversations, to better inform our global impact, and to ensure our work happens at the pleasure and the benefit of Pride organizers.

We acknowledge the valuable contribution of our fellow past Co-President Julian Sanjivan, and we wish them the best in their present and future endeavors.

Executive Officer Reports

Vice Presidents of Global Outreach & Partnership Management (VPGO) Report

The Vice Presidents of Global Outreach & Partnership (VPGO) liaise with their assigned regions through attending and resourcing Regional meetings, assisting the Regional Representatives gathered in the Global Advisory Council (GAC) with outreach within their regions and periodic check-ins, managing the Regional Google Group email lists in conjunction with GAC representatives, supporting the membership in under-represented regions, and attending regional conferences (if any).

Marsha H. Levine

In the last year or so, while some of the regions I liaison with have failed to provide any volunteers to serve as GAC leadership, the most notable exception was Region 8, who went from having no representation to creating robust growth, thanks primarily to Tom Bily of Prague Pride and Julia Maciocha of Warsaw Pride/Equality Parade. This has increased the Eastern European voice and visibility within InterPride. With the upcoming proposed changes to the Board structure, I am definitely advocating they, and other regions, maintain their strong presence. Definitely key was the opportunity to represent InterPride at the human rights Pride Life conference during Prague Pride. It was a very enlightening showcase that clearly spelled out both differences and similarities we experience, being in different parts of the world, and how they are influenced by church and dramatic state. Also, how one should not take for granted the freedoms they have and enjoy, when others face violence, persecution, even possibly death for doing what many of us can do easily without a second thought, and with permits/permissions and support from local government. Putting in a chunk of time to help review the proposed Bylaw changes, add the challenge last year and this to review and do a first overall update of the Standing Rules were pretty critical steps forward for the Organization. In short, pending upon the will of the membership, it would be premature to list some goals when formation and foundation could take some radical changes. Generalizing, it would be the continued commitment to build better, build bigger, and build stronger — nudging the Pride movement ahead.

While we currently have a lot of members, Pride continues to grow globally, and we need to grow with it. Some of us will focus to work on the structure, some will be the ambassadors, others will help mentor and lift us up. Together we are definitely stronger.

Nicolás Rogerio Rodriguez Vasquez

As a Latino living in the Global South, my perspective gives insight to the Board, and contributes to a stronger decision-making process. I strive to ensure that InterPride's procedures resonate with our regions when possible; otherwise, I understand changes for a better global implementation of operational methods that are familiar to my regions; example, measures, goals, documents, laws, etc. I seek a structure that doesn't leave people behind. I keep a close eye on the process of Scholarships and Grants to ensure a balance between deadlines, requests, and the realities of each of our countries; each has its own path to follow. This considerable challenge can only be achieved with the patience and with the understanding of everyone's understanding of the human realities of each situation. By doing this, we achieve a better process for all of us. In 2022 we increased the member organizations in the Latino regions (Region 9 and Region 17) to 35 organizations. I have already started communications with ten prospective new members in the Caribbean. Thank you for letting me be part of these vast global efforts which bring me joy.

Natalie Thompson *(elected to the position of Female identified Co-President effective November 2022)*

Over the last year, I have focused my attention on growing our regions and creating stability within these groups due to the ongoing issues caused by the pandemic. The pandemic continues to have an impact of pride networks globally and our work has focused on providing needed support. This support consisted of funding projects/events, attending regional meetings, onboarding new members, etc. The goal for the next 12 months is to begin to convene for more in-person engagement, continue to grow and stabilize the regions, and assist in the evolution of InterPride. Most Regions 4, 5, 6, 10, and 16 regions have strong GAC representation and meet on an on-going basis. For Region 16, we continue to work with prides in the area to grow leadership in that region and engage with existing platforms. In order to support the regions, the main need identified by member prides was funding for local events/activities and funding

to participate in the General Meeting and World Conference. As one of the Co-Chairs for the Scholarship Committee, much of this year was spent on restructuring the process and reacclimating member groups to this program. The Scholarship Committee also worked closely with the Grants committee to coordinate efforts and streamline processes.

Regarding the organization as a whole, much time was also spent on looking towards the future of InterPride. Conversations continued about the future of Global Pride, World Pride, and additional opportunities to expand the brand. Conversations also continued regarding the structure of the Board, GAC, and overall leadership. As we continue to evolve, the VPGOs and other members of the board will continue to review the recommendations of the IPTF and restructure bylaws and standing rules. The overall goal is to increase diversity, inclusion, and accessibility of InterPride.

Vice-President of Member Services

Debbie Brixey

One of the most incredible things in this past year is the return of in-person events. It has been a pleasure to meet with Pride Organizers in my region at events such as the 50th anniversary of the first Pride march in the UK hosted by the Mayor of London. This was also an opportunity to catch up with our colleagues at EPOA as they celebrated the 30th anniversary of EuroPride and to hear from Oslo Pride just days after the horrific shooting the night before their event. I also marched in the original Gay Liberation Front March (GLF) and at the Pride in London parade the following day, along with many representatives from Sydney World Pride. It has also been an honor to carry the Ukraine Prides flag at several events throughout the UK and show our support to the people in that region. UK Pride was postponed for two years due to COVID, and we finally got to march and enjoy a great event in Newcastle along with InterPride's Co-President Hadi Damien, and many Pride organizers from around the UK, which allowed us to spend time with some of our EPOA colleagues. After a long search, we finally found a membership platform that suits our needs and allows our members to control their details. We can also access information, reports, and data for our board and committees, which helps us respond to questions and reach out to regions far more effectively. I would like to thank my co-chair Rick Andre for all his work inputting data and creating reports in the new system. We hope it will give us the opportunity to offer members more information, provide templates, mentoring, and guidance from within our own very knowledgeable community.

Vice-President of Diversity, Inclusion, and Accessibility

Richard Brethour-Bell

In 2022, InterPride board of directors decided to require any host of World Pride to collaborate with the Human Rights and Diversity Committee on content for the Human Rights Conference. This will assure that these conferences will provide information on anti-racism, and combating racism in all forms including microaggressions, implicit bias awareness, colorism, rainbow racism, police brutality, etc. I applaud Interpride for having the courage to take such a stand against racism. We will use Racism and Oppression Awareness Program to aid in this endeavor.

The ROAP program is how we will address racism. We will focus on the racism that occurs within our organization, as well as providing awareness about racism to our members and supporters. In 2022, ROAP provided training on Colorism, Implicit Bias, White Fragility, Racism, Cultural Competency, and Women of Color. ROAP will continue to provide workshops and resources for the promotion of anti-racism.

Executive Officer **Reports**

Secretary's Report

Alan Reiff

I have had the pleasure of holding the position of Secretary now for almost three years. This is my second time in this position after a long gap. I am also active on the WorldPride, and CSIC committees and the Co-Chair of the Grants Committee. I see my leadership role as a global one. I may live in the USA, but I have one foot here and one in Europe. I try to see all issues from all sides and do my best to negotiate wherever possible. During my tenure, there has never been a gap in the recording of minutes, and I have incorporated more electronic communications into the role of the Secretary. I have assisted in many of InterPride's international ventures, and every second in this role has been a joy and inspiration. I look forward to continuing to make spaces for the LGBTQIA+ global community.

Treasurer's Report *(see Finance Committee for actuals)*

Dave Wait

In addition to providing the normal financial procedures for InterPride, the majority of the year has been spent to prepare InterPride's financial operations for our first Bookkeeper. We hired InterPride's first bookkeeper to provide timely processing and recording of our financial transactions and records. We also selected and worked with a company to complete the required solicitation requirements for the 45 states in the US that require it in order for InterPride to receive donations. We also selected a Certified Public Accounting Firm to perform the independent financial review, and we worked on the required documents. As InterPride grows, the responsibilities have also grown. In addition to the above goals the Treasurer has also been active with developing Financial Procedures, selecting a Human Resources Consultant, reconciling all accounts on a monthly basis, assisting the Grants Committee with the Bookkeeper to pay all grants, assisting the Scholarship Committee with the Bookkeeper to process scholarship awards, assisting with the planning of the 2022 Annual General Meeting and World Conference, coordinating the development of the Travel Policies for InterPride, and coordinating the meetings of the Finance Committee.



Committee **Updates**

Conference Integrity and Structure Committee (CSIC)

Co-Chairs, Jen LeBarbera, Barry Karlenzig

The Conference Structure and Integrity Committee (CSIC) is responsible for assisting the member host of the General Meeting & World Conference (GM&WC), assisting in the coordination of the Mid-Year Meeting (MYM) of the Board of Directors, and managing the bidding process for future GM&WC and MYM events.

In 2021, due to the ongoing COVID-19 pandemic, the GM&WC that had been initially planned for Guadalajara, Jalisco, Mexico was moved to a fully virtual event, which CSIC took full ownership over. Working closely with the newly hired project managers and the co-Presidents, CSIC created an impactful and meaningful schedule of workshops, caucuses, and regional meetings for November 2021. The virtual conference spanned two weekends, with different schedules each weekend to help alleviate or at least share the burden of midnight meetings for our members in different time zones across the world. Thanks to stellar volunteers and project contractors that helped manage the technology and flow throughout the weekend, the conference was a success.

By the numbers, the 2021 Virtual GM&WC:

- 308 registered attendees
- 201 Prides
- 18 workshops
- 8 caucuses
- 2 networking/social meetups

In 2022, the GM&WC was hosted by Guadalajara Pride, supported by the volunteer CSIC team and our two InterPride contractors. CSIC is exceptionally proud of the Guadalajara Pride team for their efforts and for showcasing their amazing city so beautifully.

CSIC is currently working with the San Diego Pride team to plan the 2023 GM&WC, coming back to San Diego after 40 years (the second-ever InterPride meeting and conference was in San Diego in 1983).

With increased capacity at InterPride with paid staff and contractors, our organization will be taking the planning and coordination of the annual general meeting and conference in-house beginning in 2024. CSIC and our InterPride staff members are excited to take a larger role in the contracting and planning process as well as take the financial burden off of our member Pride organizations. The planning and hosting of a General Meeting & World Conference is a huge undertaking for the host, and the member Pride organizations with the capacity to take this on are limited. Bringing the planning and coordination of the GM&WC in-house will allow us to bring in member Prides with more limited capacity as on-the-ground experts and hosts as well as expand the geographic distribution of our conference. This change is aligned with InterPride's goals of global equity, and we are looking forward to this shift in responsibility in 2024 and beyond.

Amidst the global pandemic, this committee's work has looked quite a bit different from previous years, though the ultimate goals of CSIC - to ensure impactful and well-organized meetings and conferences - have remained at the forefront of CSIC's work and actions.

2020's first-ever all-virtual AGM&WC was hosted by Oslo Pride in close collaboration with CSIC and the InterPride Board of Directors. When it became clear that the global COVID-19 pandemic would not allow Oslo Pride to host the AGM&WC in-person in 2020, they worked closely with CSIC to pivot to an all-virtual conference and general meeting. Overall, this first all-virtual AGM&WC was quite successful, with over 500 registered participants and many meaningful workshops, plenaries, and caucus meetings.

As the pandemic continued, CSIC worked with the co-Presidents and the larger Board to determine that attending an in-person conference in Guadalajara in 2021, as previously planned, would not be possible given the global public health concerns and the severity of the ongoing pandemic. Guadalajara Pride agreed to shift their in-person AGM&WC forward by a year, and looks forward to working with them to create a successful, well-organized, and meaningful in-person conference with virtual elements (a hybrid approach) in October 2022.

Committee Updates



Finance Committee

Treasurer: Dave Wait

Bookkeeper: Trisha Clymore

Active Committee Members: Dave Wait, David Reichlin, Hadi Damien, Linda DeMarco, Mark Liberson, Trisha Clymore

2022 saw the development and implementation of financial policies for InterPride. We developed the financial procedures manual, which the Board adopted. We also developed travel procedures. The basic policies have been approved by the Board. We are looking to expand the assistance for individuals with special needs. The committee also reviewed the finances and the investment accounts, and we drafted the 2023 budget. It has been an active year for the Finance Team of InterPride. This year we added a bookkeeper to record and process financial transactions. We also implemented Bill.com for payments, and registered the organization with the 44 State Charities Divisions to be able to solicit donations for InterPride. The team is also working with a CPA to conduct InterPride’s first financial review by an independent party.

Impact Statement

2022 saw the Development and Implementation of financial policies for InterPride.record and process financial transactions. We also implemented Bill.com for payments, and registered the organization with the 44 State Charities Divisions to be able to solicit donations for InterPride. The team is also working with a CPA to conduct InterPride’s first financial review by an independent party.

Goal One

Develop a financial procedures manual for InterPride

- Responsible: Dave, Trisha and the Finance Committee.
- Measure: When the policies have been approved and implemented.
- **Status:** Completed
- Comments: The Policy Manual was adopted by the Board.

Goal Two

Develop a travel procedures for InterPride

- Responsible: Dave, Trisha and the Finance Committee.
- Measure: When the policies have been approved and implemented.
- **Status:** Ongoing
- Comments: The basic policies have been approved by the board. We are looking to expand the assistance for individuals with special needs.

Goal Three

Quarterly Review of finances

- Responsible: Dave, Trisha and the Finance Committee.
- Measure: Minutes from each meeting.
- **Status:** Ongoing

Goal Four

Review the 2023 Budget

- Responsible: Dave, Trisha and the Finance Committee.
- Measure: Once the Budget has been finalized.
- **Status:** Ongoing

Goal Five

Review Investment Account

- Responsible: Dave, Trisha and the Finance Committee.
- Measure: Minutes of Meeting.
- Status: Not Started
- Comments: The meeting will take place after the AGM.

Summary

It has been an active year for the Finance Team of InterPride. This year we added a bookkeeper to record and process financial transactions. We also implemented Bill.com for payments, registered the organization with the 44 State Charities Divisions to be able to silicate donations for InterPride. The team is also working with a CPA to conduct InterPride's first financial review by an independent party.



Q3 2022 Budget vs. Actuals

JANUARY - SEPTEMBER 30, 2022

	Total	
	Actual	Budget
Revenue		
100 Membership		
120 Memberships	30,334.61	30,000.00
122 Early Membership Discount	-6,450.00	-4,000.00
150 Affiliate Memberships		500.00
Total 100 Membership	\$23,884.61	\$26,500.00
200 Fund Development		
220 Grants		30,000.00
230 Donations	219,012.58	30,000.00
250 Merchandise		3,000.00
260 Pride 365	30,003.60	35,000.00
Total 200 Fund Development	\$249,016.18	\$320,500.00
300 Finance		
310 Interest Income	402.83	
330 Transfer from Reserve	2,185.37	26,750.00
Total 300 Finance	\$2,588.20	\$26,750.00
700 WorldPride License	61,121.33	70,000.00
Services	110.13	
Total Revenue	\$336,720.45	\$443,750.00
Gross Profit	\$336,720.45	\$443,750.00

Expenditures		
1000 Operations		
1050 Staff & Consultants	118,517.00	271,700.00
1100 Board Member GM&WC	3,662.03	30,000.00
1250 Committee Chair GM&WC		7,500.00
1400 Board Member Outreach	16,770.65	32,000.00
1500 Board Development/Governance		8,000.00
1600 Insurance	4,943.37	2,000.00
1700 Office Supplies	2,263.42	500.00
1750 Postage/Shipping	115.97	250.00
1800 Bank Account Fees	525.28	100.00
1810 CC Processing Fees	1,855.29	2,500.00
1850 Accounting CPA		12,000.00
1860 Electronic Voting		1,000.00
1890 Translation Services	272.00	10,000.00
1900 Board Designated	10,754.44	12,000.00
1950 Fundraising Expenses	2,395.00	
5300 Subscriptions	1,349.41	9,500.00
5350 Technology & Website	15,269.94	8,100.00
Total 1000 Operations	\$ 178,693.80	\$ 407,150.00
2000 Member Services		

2100 Education/Trainings	500.00	
2300 Member Management System	1,188.00	5,000.00
Total 2000 Member Services	\$ 1,688.00	\$ 5,000.00
4000 CSIC/Conferences		
4100 Registration	520.68	500.00
4200 Alumni		2,500.00
4300 Host Reimbursement (loss)		5,000.00
4400 Conference Plenaries		4,000.00
4500 Misc Conf Expense	2,975.24	2,000.00
4600 Regional Conference Reimbursement		6,000.00
Total 4000 CSIC/Conferences	\$3,495.92	\$20,000.00
5000 Communications	5,343.76	
5100 Podcasts	14,400.00	30,000.00
5200 Marketing/Social Media/Newsletter/Design	502.34	8,100.00
Total 5000 Communications	\$20,246.10	\$38,100.00
6000 Human Rights/Solidarity	59.95	
6100 Programming		10,000.00
6200 Solidarity Pledge Match	3,000.00	3,000.00
Total 6000 Human Rights/Solidarity	\$3,059.95	\$ 3,000.00
7000 WorldPride	1,023.42	2,000.00
7500 Fundraising Expenses	22,866.00	
8000 Scholarship		
8100 Scholarship Pledge Match	3,000.00	3,000.00
Total 8000 Scholarship	3,000.00	3,000.00
Total Expenditures	\$234,073.19	\$488,250.00
Net Operating Revenue	\$102,647.26	-\$44,500.00

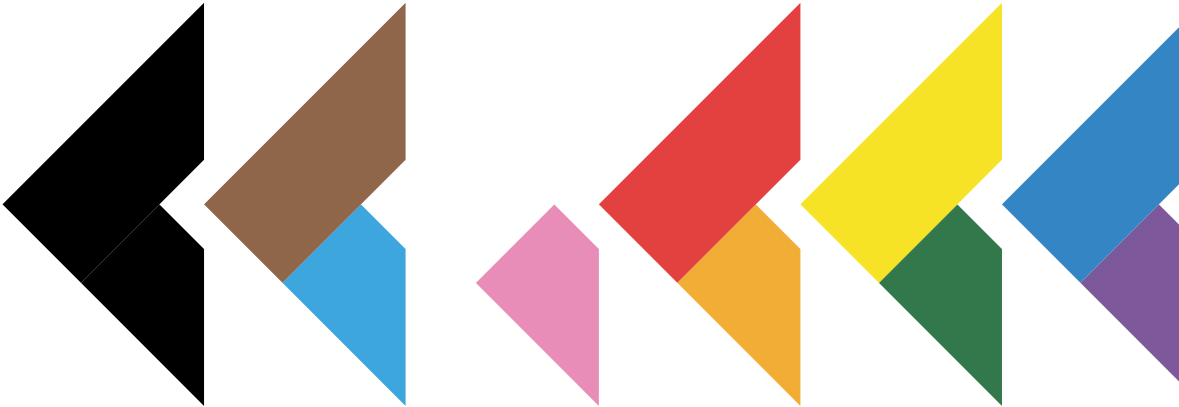
Other Revenue		
320 Investment Income	-76,221.52	35,000.00
400 Restricted		
121 Joint Membership	6,098.89	
410 Scholarship - Prior Year	59,919.96	
420 Scholarship Income	3,000.00	
440 Scholarship Payments	-7,050.31	
450 Solidarity Balance - Prior year	18,363.46	
460 Solidarity Income	4,604.81	
470 Solidarity Payments	-25,760.74	
485 Humanitarian Fund	-3,005.33	2,500.00
Total 400 Restricted	\$56,170.74	\$2,500.00
Total Other Revenue	-\$20,050.78	\$37,500.00
Other Expenditures		
600 Global Pride Expense	5,300.00	
Total Other Expenditures	\$5,300.00	\$37,500.00
Net Other Revenue	-\$25,350.78	
Net Revenue	\$77,296.48	-\$7,000.00

Statement of Financial Position

JANUARY - SEPTEMBER 30, 2022

	Total
ASSETS	
Current Assets	
Bank Accounts	
1 BOA Checking	237,831.76
25 First Commonwealth Checking	5,141.04
30 Infinex Money Market	91,123.01
40 Infinex Mutual Funds	231,329.34
60 PayPal	2,126.76
Total Bank Accounts	\$567,551.91
Other Current Assets	
12000 Undeposited Funds	570.00
Total Other Current Assets	\$570.00
Total Current Assets	\$568,121.91
TOTAL ASSETS	\$568,121.91

LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
30000 Opening Balance Equity	219,111.83
32000 Unrestricted Net Assets	289,188.65
Net Revenue	59,821.43
Total Equity	\$568,121.91
TOTAL LIABILITIES AND EQUITY	\$568,121.91



Committee Updates

Governance Committee

Co-Chairs: Marsha H. Levine, Mark Liberson

The Governance Committee did a complete review of the Standing Rules, with updating, in September of 2021, and proposed some Bylaw changes to Article V. Board of Directors at the November 2021 virtual General Meeting & World Conference, that passed with over 80% approval by the voting membership. This adjusted the terms of office and nominations process.

The remainder of the coming year has mostly been spent dealing with complaints that came in, but were seldom made official. Many of those were either of a personal or personnel matter — and were encouraged to be either formalized or mediated. Others dealt with local/regional issues, which InterPride cannot become engaged in.

The Governance Committee also verified the prospective candidates submitting their letters of intent and other criteria, for the 2022-2025 Board officer positions open (one female-identified Co-President; two Vice Presidents, Global Outreach & Partnership Management — of the four total seats, two must be female-identified).

The 2022 GM&WC in Guadalajara also reviewed the submitted Resolutions and Bylaw Amendments proposed by the Membership.

Global Grants-Solidarity, and Humanitarian Aid

Co-Chairs: Alan Reiff, Nicolás Roger Rodriguez

Active Committee Members (effective January 2023): **Andrea Gilbert, Mark Liberson, Mathew B. Hanson, Mazz Image, Perin Hurewitz, Mark Monk, Harriet Kirk, Ryan A. Starzyk**

We thank Robyn Kennedy for her invaluable work to restructure the workings of this committee to a smoother working team. Her tech skills and vision have made the committee what it is today. We owe her a great deal of thanks. To accomodate the various types of grant requests the Board created the Grants Committee with two divisions of focus; the Solidarity Fund and the Humanitarian Aid Fund. From January - May 2022, over US\$20,000 were distributed through the Grants Committee. The members of the Grants Committee were each assigned responsibility to increase participation and individual ownership of the work. Funds were distributed worldwide with a focus on the Global south and east.

Our 2022 Grant Fund Reports can be viewed:

2022 Solidarity Fund Report - [CLICK HERE \(interpride.net/solidarityfundreport2022\)](https://interpride.net/solidarityfundreport2022)

2022 Humanitarian Aid Fund Report - [CLICK HERE \(interpride.net/hafundreport2022\)](https://interpride.net/hafundreport2022)



Member Services

Co-Chairs: Debbie Brixey, Rick Andre

After a long search, we finally found a membership platform that suits our needs and allows our members to have control over their own data. Co-chair Rick Andre has been working hard to ensure information is entered and that membership approvals are done as quickly as possible. The new system means we can approve memberships, acknowledge them, and send them through to finance promptly and efficiently.

The new database has allowed us to ask more specific questions, to streamline our invoicing procedures, produce reports by region, by partner organization and other variables, quickly upon request. This has made it easier for VPGO's and GAC representatives to reach out to members and potential members when required.

Having a membership platform that allows us to keep simple but specific records, generate reports, and easily answer questions has taken a little longer than anticipated as we ironed out a few issues and worked out what questions we needed to ask. This is a work in progress and we hope that it develops even further in the future.

We are also looking forward to creating a truly useful member-only area where people can find answers to Pride related questions and give us the ability to work together in a meaningful way. We will be creating an area with templates, guidance from other Prides globally, photographs, webinar links and other information - we will be reaching out to members to ask if they would like to contribute to this area.

The Mentorship Programme has been a discussion over many years and it feels like we are very close to making this a reality in whatever form it takes, and hopefully laying the base for something that helps everyone. We now have information about the members interested in a mentorship programme and will be putting together a pack to give further details of how this might work and to get details of skills/knowledge on offer.

Fund Development have increased the number of benefits we are able to offer. We have been keen to ensure that all services and products should be available globally and conform to our Partnership & Sponsorship Ethics Policy. We look forward to feedback on what we can do for our members and ways we can help.

Member Benefit Partners

InterPride's Member Benefit Partner's (MBPs) are afforded a number of benefits to help elevate their brand and support our members needs. We are proud to Partner with inclusive organizations that help support the global LGBTQIA+ movement.



Committee Updates

Human Rights & Diversity

Co-Chairs: Richard Brethour-Bell, Jannat Ali
Committee Secretary: James Brethour-Bell
Active Committee Members: J. Andrew Baker, Jordan Braxton, Juan Carlos Alonso Reguero, Mazz Image, Michael Ogilvie, Russell Weston, Tatiana Quiroga, Uwe Horner, Alan Reiff, Ryan A. Starzyk

The Human Rights and Diversity Committee is committed to building diversity, fighting for human rights, and providing a seat at the table. This is what accessibility is all about. We want to make sure that the Human Rights Conference of Sydney WorldPride 2023 makes space for marginalized communities.

To this end, we have developed a Diversity, Equity, Inclusion, and Accessibility policy, and we have been collaborating with Sydney WorldPride 2023. We have remedied the lack of communication between Sydney WorldPride 2023 and InterPride’s Human Rights & Diversity Committee.

Scholarship Committee

Co Chairs: Sarah Elizabeth Ivens, Natalie Thompson
Active Committee Members: Morgan Queeney, Linda DeMarco, Hadi Damien, Davace Chin

This year was a very different year from last year, as we are happily able to have an in-person meeting in Guadalajara rather than a digital gathering. Our role is to support people attending the GM&WC in person by receiving and evaluating scholarship applications from around the world. We focus our resources on supporting those participants who tend to be underrepresented at the GM&WC. Through the scholarship fund, people who otherwise would not be able to attend the GM&WC are able to come and connect with fellow activists from around the world.

This year we received applications from around the world and were able to offer support to 18 different prides. We heard from these groups that the funding went a long way to making the GM&WC accessible to them. Barriers remain, and we worked to address these as they arose, including being asked to facilitate Visa applications, communication issues (external and internal), and navigating needs of individuals living in more hostile locations.

Strategic Planning Committee *(committee inactive as of April 2023)*

Working Group Lead: Robyn Kennedy, Julian Sanjivan
Committee Secretary: Alan Reiff
Active Committee Members: Jessie Destefano, Linda DeMarco, Marsha H. Levine, Robyn Kennedy, Ryan A. Starzyk, Trisha Clymore

Prior to January 2023, the focus of this Committee was to create a Strategic Plan. As of January 2023, the Committee became inactive. We felt it was important to retain the hard work that went into this Committee and provide a summary of the previous year’s work as well as the structure we are following to move forward.

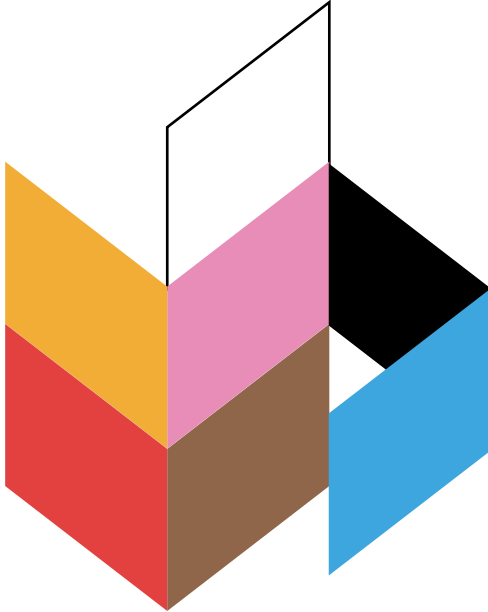
In April 2022, InterPride finalized our Strategic Plan 2022-2024. The plan has been informed by five years of focused discussion, including detailed stakeholder consultation conducted throughout 2021. The development of the Strategic Plan was prompted by the significant growth and evolution of our membership that has taken place globally in the last decade.

Pride has gained a presence in locations where it was previously absent or underdeveloped. There has also been significant growth in structures that gather Pride organizers at a national or international level (known as Pride Platforms). Our membership reflects these trends. Since 2015, non-North American members have grown from 21% to 49%, with increased participation from Oceania, Africa, Asia, and South America.

This trend has created opportunities for InterPride to identify ways to better leverage regional knowledge to advance the rights of SOGIESC communities and to ensure that our objectives, structure, and operations are aligned with the evolving global Pride movement.

A Working Group developed the Strategic Plan in consultation with members. Our Strategic Plan 2022-2024 sets out five key priorities:

1. Implement a new organizational model
2. Increase funding for grants and operations
3. Enhance and grow stakeholder operations
4. Improve the organization’s operations
5. Increase organization capacity by transitioning the Board’s role from operations to governance



Committee Updates

▶ **WorldPride Committee** (original report issued November 2022.
Updated at the time of publication)

Co-Chairs: Rahul Upadhyay, Kevin Beaulieu, Linda DeMarco

Committee Secretary: Alan Reiff

Active Committee Members: Rahul Upadhyay, Kevin Beaulieu, Linda DeMarco, Alan Reiff, Tinesh Chopade, Mazz Image, Mark Liberson, Parker Chapple, Brian Parker, Dusty Carpenter, Matt Akersten, Rick Andre, Russell Weston, Brett Hayhoe, Ryan A. Starzyk, Tatiana Quiroga, J. Andrew Baker, Jeff Prystajko

Purpose: The WorldPride Committee is tasked with ensuring that each WorldPride event is the best it can be. The committee will work with each license holder to ensure this happens. Also, this committee strives to uphold all by-laws and standing rules regarding the WorldPride committee.

Task one: WorldPride Copenhagen 2021 – finalization

- **Responsible:** Committee Co-Chairs, Treasurer, Copenhagen Pride rep(s)
- **Measurement:** by November 2022 all contractual stipulations should be finalized
- **Status:** On-going as of January 2023

Task Two: Sydney WorldPride 2023 – continued support

- **Responsible:** Committee Co-Chairs, Committee members, Co-Presidents, legal counsel, Treasurer, Sydney Lesbian Gay Pride Committee rep(s), Sub-group captains, IP sub-contractors, Committee Co-Chairs, and other Board members
- **Measurement:** success of WP2023 and contractual integrity, Finalized by October 2024
- **Status:** On-going. Event ended successfully in March 2023. Finalization recording process commenced

Task Three: WorldPride Bid(s) 2025 and 2026 – Orlando Pride and Pride Amsterdam.

- WorldPride Committee members, Committee Co-Chairs, Co-Presidents, IP sub-contractors
- **Measurement:** finalization of WorldPride 2025 situation, finalization and presentation of 2026 WorldPride bids from Orlando and Amsterdam for Board approval and a full membership vote. Original WP2025 rescinded bid finalization by November 2022. WP2026 bids to be presented for a vote to full membership in October 2022

WorldPride

- **Status:** As of publication, WorldPride 2025 will be held in Washington. D.C. USA organized by D.C. Capital Pride. WorldPride 2026 will be held in Amsterdam, Netherlands organized by Pride Amsterdam. These are the results of membership voting. The committee is working with each organizer

Task Four: Future WorldPride Bids

- **Responsible:** Committee Co-Chairs, Committee members, and member organizations that would like to produce a WorldPride
- **Measurement:** Quantity of bidders putting forth a proposal
- **Status:** Ongoing

Task Five: Maintaining and Updating all by-laws and standing rules for this committee

- **Responsible:** Committee Co-Chairs, input from past WorldPride organizers, Committee members, and Governance Committee Co-Chairs
- **Measurement:** Annual update taking place or as needed.
- **Status:** Ongoing

Task Six: Continue to liaise with other committees

- **Responsible:** Committee Co-Chairs, other Committee Co-Chairs, various committee members
- **Measurement:** Sharing of information and data is up to date
- **Status:** Ongoing



Photo Credit: KATE WICKETT

To all our friends across the globe at InterPride,

We are so proud to welcome the world to Sydney for WorldPride. There's not long to go now - only a few months until our wonderful celebration of pride, happening 17 February to 5 March 2023.

As you know, WorldPride has never before been held in the Southern Hemisphere. Taking place on the lands of the oldest surviving continuous cultures on earth, Sydney's festival will centre the voices, art and human rights issues that affect our First Nations LGBTQIA+SB communities.

Sydney WorldPride is designed to have something for everyone. Featuring amazing outdoor concerts, parties and gatherings alongside a comprehensive offering of LGBTQIA+ cultural events showcasing our amazing communities in all of their beauty and brilliance. With more than 500 events taking place from Campbelltown to Cammeray, from Bondi to the Blue Mountains, there's a wide range of happenings to suit every taste, style and budget.

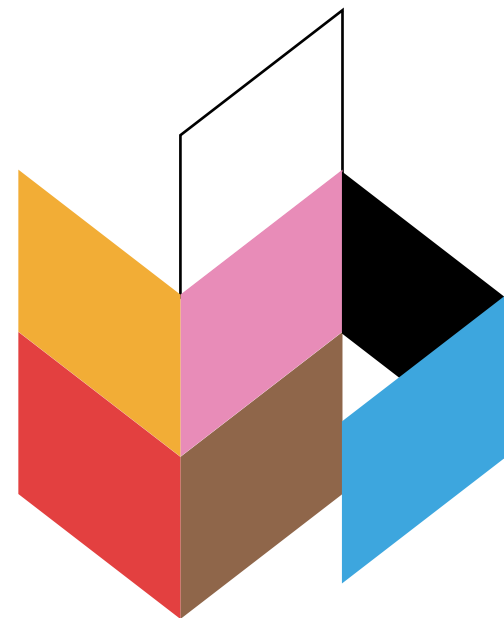
The festival's cornerstone will be our Human Rights Conference, happening on a scale and scope never seen before at any previous WorldPride. The Conference will bring forward politicians, health workers, activists, human rights defenders, lawyers, corporate leaders, grassroots community workers, artists, and sporting players. Together we will shine a powerful spotlight on the challenges our communities face both at home and around the world. This Conference will chart the path forward to realise our shared dream of a truly equal and inclusive world.

See you in Sydney!

Kate Wickett,
CEO, Sydney WorldPride



SYDNEY WORLDPRIDE 2023



Project Manager Reports

Fund Development and Partnerships



Global Project Manager
Madonna Cacciatore, Fund Development & Partnerships

Impact Statement

My goals include increasing the support from global partnerships, increasing the visibility of our work, working with co-presidents and committee members on fundraising events, and maximizing efficiency in the organization.

To this end, we have increased partnership outreach and continue working with our partners on all aspects of our work, including the InterPod podcast, humanitarian grants, events, and individual giving initiatives. We are currently working on the 40th-anniversary gala in April 2023.

Goal One

Kick off a robust individual giving program

- Responsibility: Global Project Manager, Fund Development & Partnerships
- Measure: Track donations and interest
- **Status:** In Process
- Comments: Individual donors can be a great source of revenue without being dependent solely on other more significant revenue streams. We kicked off an individual giving program in 2022. In 2023, our goals include spotlighting individuals and why they give.

Goal Two

Improve donor records and tracking

- Responsibility: Global Project Manager, Fund Development & Partnerships, and staff
- Measure: Customer Relationship Management (CRM) tools are used by many non-profits and are the most efficient and effective way to manage donor relationships
- **Status:** Ongoing
- Comments: This is a work in progress as we determine the best CRM for the organization, which can be used in future years. Before this, the Board and staff have been working from spreadsheets which have become challenging to track. The success of any non-profit includes the proper tracking and stewardship of those who support them. This will be a growth area. We are comparing pricing, service, and functionality to complete this by the start of the 4th quarter.

Goal Three

Kick off a robust individual giving program

- Responsibility: Global Project Manager, Fund Development & Partnerships
- Measure: To this end, we produced the Silence to Solidarity concert in March 2022 and are working on the gala and discussing other means to raise money throughout the year through grants, events, individual giving, and sponsorships. I will work directly with our new Executive Director to this end.
- **Status:** Ongoing
- Comments: We currently track through spreadsheets and will continue to update our budget to include new fund development initiatives.

Communications and Technology



Global Project Manager
Ryan A. Starzyk, DBA, Communications & Technology

Impact Statement

In the past twelve months, we have dramatically expanded our online presence by doing dozens of webinars, unveiling a brand-new website, expanding our reach, forging new collaborations, and amassing an incredible number of followers on social media. In the following year, we plan to increase our online visibility, integrate new platforms, develop our technological prowess, and keep working toward advancing the worldwide Pride movement.

► Goal One

Technology Updates

- Responsibility: Global Project Manager, Communications & Technology
- Measure: Successful transition and use of platforms and establish internal help center
- **Status:** Completed
- Comments: Transition to the WildApricot membership system has been completed. We continue to use Buffer for social media management and analytics tracking. DocuSign e-signature has expedited signed agreements. We have secured a new Customer Relationship Management (CRM) platform. We launched the official InterPride Help Center for internal support of our growing team.

► Goal Two

Social Media Strategy

- Responsibility: Global Project Manager, Communications & Technology
- Measure: Analytics
- **Status:** Ongoing

August 2021 - October 2022:

Audience across all platforms | 35,632 (30% increase)
Total impressions across all platforms | 2.76m (818% increase)
Total engagement across all platforms | 73,140 (171% increase)

► Goal Three

New Website Launch

- Responsibility: Global Project Manager, Communications & Technology and Project Manager, Fund Development, & Partnerships
- Measure: Successful launch of the website
- **Status:** Completed
- Comments: In July of 2022, InterPride unveiled our brand new website.

► Goal Four

Podcast

- Responsibility: Global Project Manager, Communications & Technology and Project Manager, Fund Development & Partnerships
- Measure: Ongoing management, distribution, and marketing of the podcast
- **Status:** Ongoing
- Comments: InterPod by InterPride was officially launched with the first episode in August 2021.

► Goal Five

Establish & Manage the Global Internship Program

- Responsibility: Global Project Manager, Communications & Technology
- Measure: Recruit at least one intern per term.
- **Status:** Ongoing
- Comments: We are proud to announce that since December 2021, we have recruited and worked with four Marketing & Communications Interns. The interns have been an integral part of our marketing and communications capabilities adding significant value while assisting with the high demand for posts, newsletters, website updates, and more.

▶ Programs & Initiatives

▶ Racism & Oppression Awareness Program

Richard Brethour-Bell, ROAP Coordinator

As Pride organizers, racism and oppression are key areas of concern.

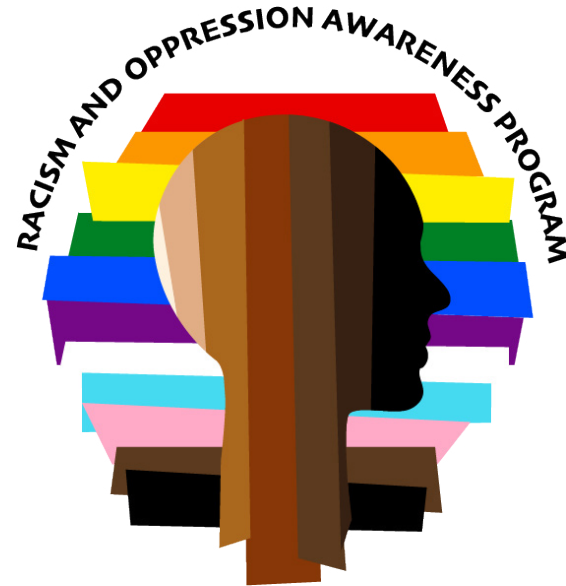
There is often uncertainty about what constitutes racism, unconscious bias, prejudice, micro-aggression, oppression, colorism, and colonialism and how these are interconnected. The ability to understand and learn about these issues helps us become inclusive leaders while creating a safer space for Black, Indigenous, and People of Color (BIPOC) communities.

To support this commitment, in October 2021, we launched the Racism & Oppression Awareness Program (ROAP).

ROAP includes:

- InterPride Anti-Racism Statement
- Webinars and Ted-Talks style live sessions
- Reading materials and other resources
- Social media posts with stories and videos

The Human Rights & Diversity committee launched the Rainbow Racism Webinar Series as a ROAP program. In 2022, we hosted six webinars under this series with ambitious plans to double this number in 2023.



▶ Podcast

InterPod

Michelle Meow (she/her/hers)

Podcast Host

The InterPride podcast series, InterPod, where the world comes together for the LGBTQIA+ community!

The official podcast of InterPride launched in August 2021. Since then, we have produced 25 episodes with topics relevant to the global Pride movement. The stories told by our guests are heartwarming and sometimes heartbreaking. Yet, the message of hope, resilience and dedication to a brighter, more equitable future binds our movement together.

In 2023, we plan to expand our topics, reach, and capabilities to include even more powerful stories from as many voices in our movement as possible. When the podcast started, we realized the length of 1-hour was too long. Hence, we reduced it to smaller segments to make the episodes easier for our audience to listen to while embracing a higher frequency of episode delivery per month.



The podcast streams on 12 platforms, including Spotify, Apple, Google, Anchor, Breaker, Castbox, Pocket Casts, Radio Public, Stitcher, Amazon, and Tune In.

We secured our first media partner with the Washington Blade and are honored to work with Michael K. Lavers to bring a brief news update to the front of our episodes. We believe in the power of collaboration and bringing more credible insights to our growing audience.

Our podcast host, Michelle Meow, continues to identify world-class voices and tell powerful stories. To learn more and listen in, please visit interpride.org/podcast.

▶ **Thank you to our Media Partner and Podcast News Contributor, Michael K. Lavers with the Washington Blade!**



▶ Programs & Initiatives

Global Concert Highlights

The Silence to Solidarity Global Concert initially streamed on March 19, 2022 via Revry, YouTube, Facebook, and Twitch. It included a diverse range of global artists, musical performances, drag queens, inspiring community leaders, celebrity champions, comedians, and political activist.

InterPride's Silence to Solidarity global concert was in the top 10 of most video views on Revry this year (1 Jan 22 - 29 Jul 22).

Linear source (one): 59,666+ hours of playtime
Brightcove Player: 63,556+ impressions

InterPride allocated a portion of the proceeds from our Silence to Solidarity Global Concert toward efforts supporting our LGBTQIA+ member organizations in Ukraine.



Our talent partners, MadCatch Entertainment and Mighty Real Agency were vital in securing the world-class talent for this global concert.

We are also grateful to our partners who supported this concert, Tripadvisor, Happy Socks, Digital Realty, and Revry!

**STAND WITH
UKRAINE**

"MadCatch Entertainment was proud to have talent take part in Silence to Solidarity Global Concert. Knowing the importance of voices needing to be heard, and the stories needing to be told, it was truly a gift and honor to help support those voices. Our talented actors were proud to be part of the concert and to lend their voices to the stories and songs."

Robin McWilliams, Manager
MadCatch Entertainment



"Music and activism go hand in hand and Mighty Real Agency and the artists we represent were thrilled to be a part of the event and the cause."

Carmen Cacciatore
Mighty Real Agency



Global Concert Talent

A very special thank you to our volunteer virtual concert talent!



Netta



Angel Bonilla



Matthew Presidente



Bandy Kiki



Philemon Chambers



Michael A. Shepperd



Lea Robinson



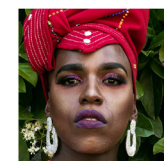
Mortasay



Saro



Ty Collier



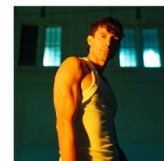
Belinda Qawamba Ka-fassle



Jennifer Leigh Warren



Leopold



Nieri



Lyle Anthony



Calpernia Addams

▶ Programs & Initiatives

PrideRadar Working Group

Working Group Lead: J. Andrew Baker

Active Committee Members: Jannat Ali, Linda DeMarco, Madonna Cacciatore, Matthew Van As, Mazz Image, Miik Martorell, Nicolás Roger Rodríguez, Richard Brethour-Bell, Robyn Kennedy, Ryan A. Starzyk

Impact Statement

InterPride has relaunched the PrideRadar initiative and has established a 2 year strategy to conduct a new study of the Pride movement and release an updated PrideRadar report by the end of 2023.



- Goal 1** Establish PrideRadar Renewal Strategy
- Responsible: PrideRadar Working Group
- Measure: Strategy Established and Approved by the Board
 - **Status:** Completed
 - Comments: The PrideRadar working group completed an assessment of past reports, current studies done by other groups and opportunities to expand the PrideRadar initiative. The working group finalized a research concept, multi-year budget plan, and timeline.

- Goal 2** Establish a PrideRadar Research Consultancy at InterPride
- Responsible: PrideRadar Working Group
- Measure: Hiring of Research Consultant
 - **Status:** In Process
 - Comments: The Working Group has established a terms of reference for a consultancy role, obtained the necessary funding allocations for the first year of the role, and has begun working with InterPride's external HR consultancy firm to open a call for applications to the new research consultancy

- Goal 3** Establish an NGO advisory committee to PrideRadar
- Responsible: PrideRadar Working Group
- Measure: Advisory Group formed and providing inputs to the PrideRadar research, reports and developments.
 - Status: Ongoing

- Comments: The Working Group has established a base framework for what the advisory group can be formed, which organizations could be invited and what are the minimum inputs and participation expected. In 2023, the PrideRadar Working Group and Research Consultant will form the PrideRadar Advisory Group.

- Goal 4** Comparative Analysis and Literature Review of Available Research and Data
- Responsible: PrideRadar Consultant & Working Group Lead
- Measure: Analysis & Review Completed with summary report
 - **Status:** In Process
 - Comments: The Working Group has identified multiple data sources for the literature review. This work will be continued after the selection of the research consultant is completed.

Summary

InterPride through the PrideRadar working group has established a new framework for PrideRadar. The working group finalized a 2022-2024 strategy to produce new PrideRadar reports in two formats with biennial data collection. The working group has finalized a research abstract, research concept and terms of reference for upcoming PrideRadar projects. InterPride anticipates to release the third edition of the PrideRadar report in a new format in 2023.



▶ Programs & Initiatives

Internships

Officially launched in 2021, the Marketing & Communications (MARCOM) Intern program seeks individuals who have a genuine interest in using various digital and traditional marketing and media communication strategies to advance InterPride's mission.

InterPride is proud to showcase our MARCOMM Intern's who help drive our mission and support the global LGBTQIA+ community.

Robyn Klawitter

Social Media Intern
Fall 2022

Sarah Werth

Marketing & Communications Intern
Summer 2022

Since launching the internship program in FY21, approximately 245 applications were reviewed, over 100 interviews conducted, and four offers made to those who completed the entire process.

Sid Ravi

Marketing & Communications Intern
Summer 2022

Raul Chaidez

Marketing & Communications Intern
Fall 2022

Future Technology

Expanding our digital presence and technological capabilities will require additional tools and resources. As we continue our rapid growth, various platforms will be needed to assist with social media, marketing, fund development, grant management, payment processing, data protection, and research tools.

Our approach to the identification and purchase of new technology will require adherence to three guiding principles:

▶ Work for and with our members.

More and more people are becoming interested in InterPride's activities. They are concerned with our organization's stances, positions, ethics, and goals. And today, because of technological advancements, we can give our members a far larger hand in designing, creating, delivering, and promoting our initiatives and programs.

▶ Decision-making process.

A choice to update any technology resources might be prompted by several circumstances, but value delivery should always be the top priority. Every dollar put into technology should provide greater returns for members and the global Pride movement through enhanced services, expanded offerings, or streamlined procedures that save money without sacrificing quality.

▶ Cybersecurity and data protection.

Protecting the data we acquire daily remains one of our top priorities. Moreover, protecting the ever-expanding data and intellectual property will be at the forefront of future technology procurement.

▶ Cryptocurrency as a form of donation.

Increasing our financial capabilities will also require additional investigations into cryptocurrencies. Therefore, accepting cryptocurrency donations presents a significant opportunity for our organization. The first stages of planning and research have been carried out in collaboration with David McCarville, Esq. from Fennemore Law. He offered his services as a legal consultant without charge to InterPride to educate the board and lay the groundwork for accepting cryptocurrency donations starting in FY 2023.



InterPride Annual Awards

In 2021, InterPride launched its annual InterPride Awards granted to individuals and organizations who have significantly impacted our community over the previous twelve (12) to twenty-four (24) months.

Submissions

Members of the general public and members can submit nominations for each award category. Nominees must be members of InterPride, except for the partnership award, which must be a current partner.

LIST OF AWARDS

Outstanding Member Pride Organizer – Africa:

This award will honor the best InterPride member organization in Africa.

Outstanding Member Pride Organizer – Asia:

This award will honor the best InterPride member organization in Asia.

Outstanding Member Pride Organizer – Europe:

This award will honor the best InterPride member organization in Europe.

Outstanding Member Pride Organizer – North America:

This award will honor the best InterPride member organization in North America.

Outstanding Member Pride Organizer – Oceania:

This award will honor the best InterPride member organization in Oceania.

Outstanding Member Pride Organizer – South America:

This award will honor the best InterPride member organization in South America.

Outstanding InterPride Volunteer:

To honor and celebrate InterPride's Volunteer of the Year. This award honors and celebrates an individual volunteer that has significantly contributed to InterPride.

Outstanding InterPride Partner Organization:

To honor and celebrate InterPride's Partner Organization of the Year. This award honors and celebrates a partner organization that has significantly contributed to InterPride.

2022 Annual Award Recipients

Outstanding Member Pride Organizer – Africa

The Rainbow Advocacy Project
Harare, Zimbabwe

Outstanding Member Pride Organizer – Asia

Gandhinagar Queer Pride
Gandhinagar, India

Outstanding Member Pride Organizer – Europe

KyivPride
Kyiv, Ukraine

Outstanding Member Pride Organizer – North America

Gay & Sober
New York, New York, USA

Outstanding Member Pride Organizer – Oceania

Equality Australia
Sydney, Australia

Outstanding Member Pride Organizer – South America

Brasília Orgulho
Brasília, Brazil

Outstanding InterPride Volunteer

Robyn Kennedy
Sydney, Australia

Outstanding InterPride Partner Organization

Human Rights Campaign
Washington, D.C., USA

▶ Annual General Meeting & World Conference



From October 27-30, the InterPride 2022 General Meeting and World Conference was held in our city, a congress that brought together more than 250 Pride organizers from around the world, bringing together the 5 continents in an assembly held at the Hilton Hotel. The hosts, the Guadalajara Pride committee, left a historic legacy in the city and in the trajectory of InterPride by hosting for the first time a Spanish-speaking and Latin American country of this event that has been held for 40 years in many countries of the northern hemisphere. With great pride, they organized recreational and recreational activities for the guests attending the conference, from a warm welcome at the home of the U.S. Consul Eliza F. Al-Laham, a cocktail party for the mostly Latin American scholarship holders who were visiting for the first



time an InterPride in Latin America at the wonderful Cabañas Museum and a Closing Gala at the beautiful venue of the Cineteca of the Guadalajara Film Festival. Undoubtedly a milestone for the organization and management of diversity events in the city.



▶ 2022 in Numbers

Data & Analytics

InterPride continues to experience growth across all digital platforms. Our marketing and communications strategy is rooted in three primary objectives:

- ▶ Membership Updates
- ▶ Brand Awareness
- ▶ Advocacy

As we continue to grow our digital presence, we will add more objectives focused on supporting our members and advancing the global Pride movement.

Website Traffic ¹		Newsletter Stats ²	
Views	1.7m	Emails Sent	19,751
Users	665k	Open Rate	29.8%
Event Count	2m	Click Rate	29.8%
Google Ads Grant ³		Social Media ⁴	
Clicks	22.8k	Audience	35,632 (+30)
Impressions	263k	Impressions	2.76m (+818%)
Grant Funds Used	\$37.4k	Engagement	73,140 (+171%)

- 1 01 Aug 2021 - 05 Oct 2022
- 2 06 Oct 2021 - 05 Oct 2022
- 3 04 May 2022 - 05 Oct 2022
- 4 01 Aug 2021 - 30 Sep 2022

Sponsorship/Donors

About Donor Circle

We recognize the contributions of Pride members worldwide.

We support global Pride communities with resources to create brave spaces.

We nurture the power of our Pride communities to create a more equitable world.

InterPride has five (5) Donor Circle levels with different benefits for each level.

- Vanguard Circle Donor Benefits (\$10,000+)**
- ▶ All the benefits offered from our Rainbow, Community, Activist, and Leadership Circle +
 - Donor highlight at one (1) event per year (events may include InterPride Annual General Meeting & World Conference) +
 - Member Awards Ceremony, Galas, and Conferences) +
 - One (1) article submission to our official InterPride virtual publication platform (Medium.com)
- Leadership Circle Donor Benefits (\$5,000-\$9,999)**
- ▶ All the benefits offered from our Rainbow, Community, and Activist Circle +
 - One (1) additional social media post announcing your generous support +
 - One (1) additional newsletter shoutout mentioning your generous contribution +
 - A very special shoutout on our next episode of InterPod, the official podcast of InterPride
- Activist Circle Donor Benefits (\$2,500-\$4,999)**
- ▶ All the benefits offered from our Rainbow and Community Circle +
 - One (1) social media post announcing your generous support
- Community Circle Donor Benefits (\$600-\$2,499)**
- ▶ Benefit offered from our Rainbow Circle +
 - One (1) newsletter shoutout mentioning your generous contribution +
 - Mention in our annual report
 - One (1) end-of-year acknowledgement email to all of our supporters
- Rainbow Circle Donor Benefits (\$100-\$599)**
- ▶ Listed as a donor on our website

2022 Donor Circle

- Rainbow Circle Donor**
- Alan Reiff, dedication in honor of his beloved mom, Estelle Reiff
- Darien Chen
- Davace Chin
- David Murphy
- Eve Keller
- Fennemore Law
- Fierté Simcoe Pride
- Glen Paul Freedman
- Glenne McElhinney
- Larry Holzberg
- Las Vegas PRIDE
- Linda DeMarco
- Liz Castleman
- Marsha H. Levine
- New Hope Celebrates
- Oslo Pride
- Peter Van Roden
- Pride Winnipeg
- Robin McWilliams & Madonna Cacciatore, dedication in memory of Jonny
- Robyn Kennedy
- Stephanie Tawa
- Utah Pride Center



- Community Circle Donor**
- Atlanta Pride
- Boston Pride
- Calgary Pride
- Activist Circle Donor**
- Mark Liberson and Rodney Becker
- #GivingTuesday Champions
- Athens Pride
- Ronna del Valle
- Shelley Buck

Sponsors

InterPride influences the LGBTQIA+ community on a global stage, and our community helps shape the future of our world. InterPride is grateful to all of our valued Partners for the continued support and passion to help us advance the global Pride movement!



InterPride

InterPride is incorporated in the U.S.A. and is a 501(c)(3) tax-exempt organization under U.S. law. It is funded by membership dues, sponsorship, merchandise sales, and donations from individuals and organizations.

InterPride assists member organizations at their discretion, with respect to the regulations of the organization. InterPride promotes networking, makes introductions, shares good practices, suggests ideas, mentors, offers advice, provides education/information, and assists when needed.

InterPride doesn't interfere in Member organizations' local matters, and calls for de-escalation and dialogue to build on the global impact of visibility through Pride. Member organizations and Prides worldwide design and organize their events without the direct involvement of InterPride.

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.

Information in this Annual Report is known to be correct at the time of production on December 19, 2022.

Concept and Design: culturalsponge.com

Production: Marsha H. Levine, Alan Reiff, Ryan A. Starzyk

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DISCLAIMER: The original data collection for this report occurred in the summer of 2022. Due to unexpected delays, the report is being published in the summer of 2023. The information is being provided through the lens of 2022 and up to January 2023. For questions, comments, or concerns regarding this report, contact info@interpride.org.