

InterPride

2023 Year in Review



OUR CO-PRESIDENTS



NATALIE THOMPSON
(she/her)

Affiliated with Capital Pride Alliance



HADI DAMIEN
(he/him)

Affiliated with Beirut Pride

WELCOME TO INTERPRIDE

FROM THE INTERPRIDE BOARD CO-PRESIDENTS

Dear InterPride Members:

This year, InterPride celebrated our 40th Anniversary. As this was a major milestone we held an Anniversary Gala to celebrate our success and increase the visibility of InterPride. During this year, we were also awarded ECOSOC consultative status. Now, InterPride has a voice at the UN to elevate realities, challenges, experiences, and successes of Pride organizers around the world.

We met in Sydney for an epic WorldPride, and gathered in San Diego for the 41st General Meeting & World Conference. There, we shared knowledge, honored our foundering members, welcomed new delegates, opened elections for new Board representation, and celebrated the commitment our members put into InterPride, that keeps us going.

With all of the moments there were to celebrate, we also witnessed our community experience trepidation about

their future. In 2023, many countries developed legislation restricting and criminalizing LGBTQ+ identities. Freedom to assemble has been undermined for many of our members. This impacts Pride and the visibility of LGBTQ+ lives and realities. The number of requests for assistance grew, as resources became more limited. This signifies the need to grow as an organization to better support LGBTQ+ communities.

In 2024, InterPride will continue to advocate for the rights of LGBTQ+ people around the world. As we continue to grow and diversify our membership, InterPride is positioned to provide support to Prides globally and continue to fulfill our mission. We are committed to continuing dialogue on ways to advance our work, finding common ground, and focusing on our impactful work. We have made great progress, and there is always more we can accomplish.

COVER: Sydney Opera House lit up in rainbows for WorldPride 2023. Photograph by Matt Akerson.

AND OUR CONTRACTORS

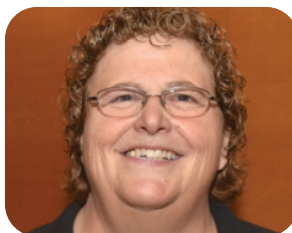
BOARD OF DIRECTORS



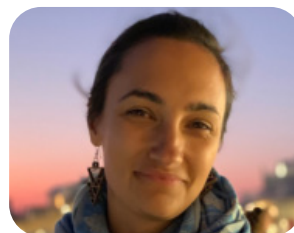
DEBBIE BRIXY (she/her)
VICE PRESIDENT, MEMBER SERVICES



RICHARD BRETLOUR-BELL (he/him)
VICE PRESIDENT, DIA



LINDA DEMARCO (she/her)
BOARD MEMBER



JEN LABARBERA (they/them)
VICE PRESIDENT, GLOBAL OUTREACH



MARSHA H. LEVINE (she/they/ey)
VICE PRESIDENT, GLOBAL OUTREACH



ALAN REIFF (he/him)
SECRETARY



NICHOLAS RODRIGUEZ (he/him)
VICE PRESIDENT, GLOBAL OUTREACH



RAHUL UPADHYAY (they/them)
VICE PRESIDENT, GLOBAL OUTREACH



DAVE WAIT (he/him)
TREASURER



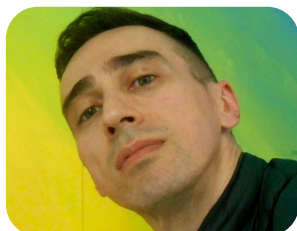
JORDAN BRAXTON (she/her)
GLOBAL ADVISORY COUNCIL BOARD



DARIEN CHEN (he/him)
GLOBAL ADVISORY COUNCIL BOARD



UWE HÖRNER (he/him)
GLOBAL ADVISORY COUNCIL BOARD



WELTON TRINDADE (he/him)
GLOBAL ADVISORY COUNCIL BOARD



MADONNA CACCIATORE (she/her)
PROJECT MANAGER, FUND DEVELOPMENT



DR. RYAN STARZYK (he/him)
PROJECT MANAGER, COMMUNICATIONS



TRISHA CLYMORE (she/her)
BOOKKEEPER



MICHELLE MEOW (she/her)
HOST & EXECUTIVE PRODUCER – INTERPOD



J. ANDREW BAKER (he/him)
PRIDE RADAR, UN ADVISORY, & TECHNOLOGY

OUR STORY

It was April 1981 and a new congress of queer political activists had come together, to form the National Organization of Lesbians and Gays. Attending were Marsha H. Levine of Boston's Lesbian/Gay Pride Committee and Rick Turner (now deceased) from San Francisco's Freedom Day Committee. After a couple of days of meetings, the two decided to take a break and exchanged stories about each of their events they produced, the conversation so much more relatable than what was currently being discussed in caucus. Marsha mused it would be nice if there was a conference just for Pride coordinators. Rick agreed.

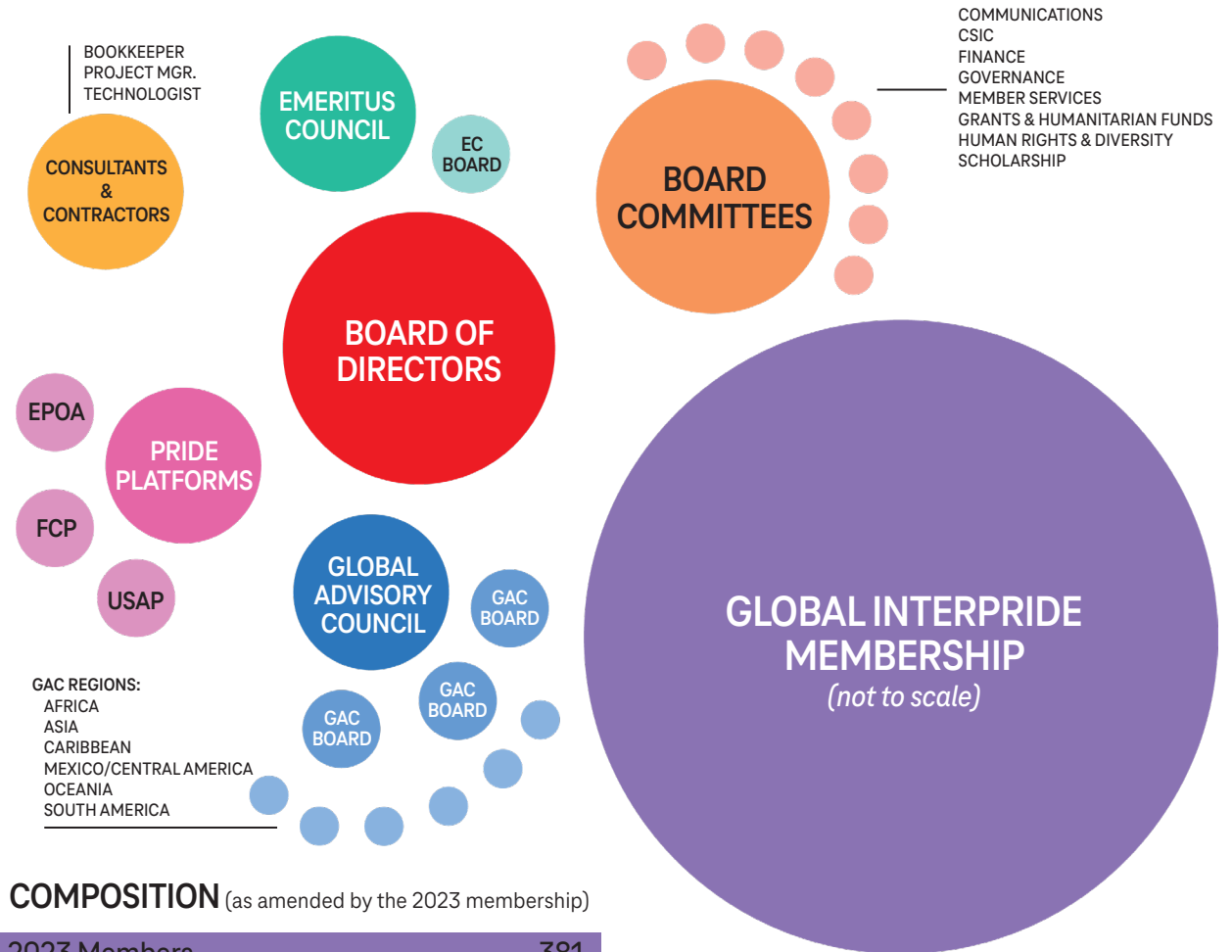
Almost a year later, Marsha called Rick and said she was ready to move on this idea — and asked him to partner on this journey. Being extremely ill at the time, he declined, but wished her well.

And so, it began...

Connecting first with Christopher Street Liberation Day Committee's Tony Gambino (New York) for an endorsement to include in an invitation, they pointed her to CSW/ LA Board President, George Piazzi, who sent \$500 to help defray organizing costs. George mentioned Doug Moore, founder of the San Diego Gay & Lesbian Lambda Pride event, who was amassing Pride ephemera from around the country. They sponsored Levine's call to unite, by supplying the Pride Collection mailing list. *(continued)*

ALL THE PEOPLE

HOW THE ORGANIZATION SET-UP IS CHANGING



COMPOSITION (as amended by the 2023 membership)

2023 Members	381
Board of Directors Officers	12
Global Advisory Council (GAC) Board	3
Global Advisory Council (possible total)	12
Emeritus Council (non-voting)	1

Pride Platform Representatives	3
Board Committees*	8
Consultants and Contractors (per Board & CPs)	3

*not including workgroups, subcommittees, or task forces

WORLDPRIDE 2023 – SYDNEY

OUR STORY

FIRST TIME IN THE SOUTHERN HEMISPHERE

In 2023, Sydney Gay & Lesbian Mardi Gras and Sydney WorldPride united to present a truly global LGBTQIA+SB Pride festival. The very first WorldPride in the Southern Hemisphere, it was 17 days of celebration, visibility, and sunshine – over a million attendees congregated in our beautiful city to experience the best in LGBTQIA+SB creativity, and to stand together in a powerful call

for equality. The theme, *Gather, Dream, Amplify*, was developed in partnership with our extraordinary First Nations and LGBTQIA+SB communities. It acknowledged and celebrated the traditional custodians of Australia, representing our commitment to equality and inclusion.

You can find the post event-report [HERE](#).
Photographs sourced from Sydney WorldPride.



Designing an 8-page self-mailer and a two-sided invitation letter, Levine distributed them this list, detailing the workshops being offered, an itinerary, registration forms, other general conference information, with a brief Pride history and a mission statement.

In October of 1982, 15 representatives from six Pride organizations gathered to network in Boston, at the first meeting of what Levine initially named the National Association of Lesbian and Gay Pride Coordinators.

At the end of the weekend, all agreed to meet every year, and since then the number of Pride organizations has steadily grown.

As the Pride movement for LGBTQI+ grew, their events became more prominent. Pride was soon taking place on many continents, so the Organization was renamed the International Association of Lesbian & Gay Pride Coordinators (IAL/GPC).

Networks have formed all over the world and now partner with InterPride to leverage their voices globally, and to benefit all Pride organizers with their knowledge, thus multiplying the impact for all.

For 41 years now, InterPride has operated with volunteers who serve on the Board of Directors and as committee co-chairs. They keep InterPride relevant to the membership through continuous sharing the knowledge and experience accumulated over decades.

—Marsha H. Levine

A GLOBAL MEMBERSHIP

381

members

104

*European
members*

102

*USA
members*

83

*Canadian
members*

OFFICER REPORTS

VICE PRESIDENTS, GLOBAL OUTREACH & PARTNERSHIP

JEN LABARBERA (they/them)

Regions 1–7

Maintained close contact with Board and staff leadership of Fierté Canada Pride and the United States Association of Prides. Attended regular monthly meetings with the staff and Board leadership of FCP.

Coordinated with volunteer leadership of FCP and USAP to respond to threatened Pride events around the U.S. (particularly in the Southeast).

Attended the 2023 USAP conference in Minneapolis, MN; 2023 FCP conference in Kelowna, BC; Planning to attend the 2024 conferences for USAP and FCP in Las Vegas and Charlottetown, respectively.

Created strong connections with Pride organizers at these conferences, including many folks who do not often attend InterPride conferences.

MARSHA H. LEVINE (she/they/ey)

Regions 8, 10, 11, 20

Many of my regions are self-sufficient, having grown with InterPride over the last decade or so, and are strong. Our communications were mainly sharing of information from InterPride to the regional directors and members, plus checking in to see if they needed any support.

Region 8 has thrived, going from being without representation to more robust engagement. Though, with the upcoming proposed bylaw amendments vote on Board composition, they will need to decide if they want representation by EPOA, or remain autonomous as the voice and leadership of Eastern Europe.

Regions 10 and 11 will also compile along with Regions 12, 13, 14, and 15 into representation by EPOA, and Region 20 will remain as is until such time as they form an Oceania Pride Platform.

I attended regional meetings when scheduled and invited; the USAP conference in Minneapolis, Minnesota; the IP Conference in Guadalajara, Mexico; and I am planning to attend the 2024 USAP conference in Las Vegas, Nevada.

It's been a pleasure serving InterPride in the VP Global Outreach role for the last 8 years, though I am continuing on as the Governance Co-chair... and of course, InterPride's founder.

MANAGEMENT

NICHOLAS ROGER RODRIGUEZ (he/him)
Regions 9, 12, 13, 14, 17

MEXICO: The experience of attending the General Meeting & World Conference (GM&WC) in Guadalajara in 2022 was very empowering for many of the Mexican Pride organizations there. So much so, that they have formed a new Pride platform of Mexican Prides. They are hopeful to have the same relationship OLA (Orgullo Latin America) has with InterPride.

CENTRAL AMERICA & CARIBBEAN: This region has received the most attention this year. Work focused on renewing relationships, as well as developing them with first-time Prides. I was able to attend, in Guatemala specifically, events in Tegucigalpa and Tamarindo.

SOUTH AMERICA: The support of the Global Advisory representatives Welton Trinidad and Diane Rodriguez were instrumental with work in this region. OLA's networks help maintain a high membership. Visits to Buenos Aires Pride and Colonia Pride in Uruguay, are scheduled just after the 2023 GM&WC.

WESTERN EUROPE: My plan is to connect with the IAS Society at AIDS2024 and support Latinx American immigrant populations in our members regions 12, 13, and 14.

RAHUL UPADHYAY (they/them)
Regions 15, 16, 18, 19

Several significant changes have transpired with proactive steps taken to coordinate monthly regional meetings, establish regular engagement schedules, and effectively manage communication channels within designated regions. Notably, the role has been uniquely challenging as these regions had relatively few member organisations and minimal regional representatives, if any, necessitating a more hands-on approach to organising and information-sharing.

Outreach efforts to South Asian organisations outside of InterPride yielded remarkable results, significantly expanding the network and reach. Furthermore, I have played a pivotal role in facilitating regional representative elections and engaging in strategic discussions with regional representatives, resulting in increased engagement across the regions. Representing InterPride at the prestigious Bangkok Pride event, I held discussions with key officials, including the Prime Minister-elect of Thailand, which has further solidified the organisation's global presence and forged vital partnerships. These collective efforts under my leadership have made substantial contributions to InterPride's mission of providing support to LGBTQ+ communities worldwide.



PRIDE PLATFORM PARTNER – EPOA



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

Our Association and our members have had another busy year, sadly marked by war in our continent and an increasing instrumentalization of LGBTI+ rights by far right and nationalist groups in countries across Europe. There is little about which we can be positive.

Fundraising for our members in Ukraine has surpassed €100,000, the most EPOA has ever raised for any cause. We have raised awareness by supplying Ukraine flags and carrying our banner at Prides across Europe and at Sydney WorldPride. We are in regular contact with both Kharkiv Pride and Kyiv Pride and continue to provide reactive support wherever we can.

It is not just Ukraine where our community is facing unimaginable challenges. In Georgia, Tbilisi Pride was attacked by neo-Nazi groups with links to the Russian regime while the police stood back and failed to act. Threats against our community in neighbouring Azerbaijan have been ignored by authorities. In Poland, Hungary, Italy, Slovakia, and the United Kingdom, politicians are weaponizing our lives and our identities for short-term political gain. With European elections approaching, there is every risk that such weaponization will only increase.

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OFFICER REPORTS

VICE PRESIDENT, DIVERSITY, INCLUSION, & ACCESSIBILITY

RICHARD BRETHOUR-BELL (he/him)

The VP of DIA role has expanded to include oversight of the Racism Oppression Awareness Program (ROAP), The Transgender Task Force, and works closely with the Human Rights and Diversity committee. In the past 12 months, we focused on providing education and awareness to the organization, membership, and the queer community.

Some goals being worked on:

- Create an official position for the ROAP coordinator, who will answer to the co-chairs of the Human Rights & Diversity (HR&D) Committee
- ROAP Coordinator will create, disseminate, and provide training that combats racism and promotes anti-racism.
- Expand the reach and presence of HR&D, ROAP, and the Transgender Task Force
- Creating and locating ways to education the Board, membership, and the community on the importance of Diversity, Inclusion, and Accessibility.

- Diversity will create space for those who haven't historically has a seat at the table. Inclusion is not just about having people feel those seats, but welcoming them and valuing their input.
- Accessibility is making sure that the tools needed to accomplish these goals are available. The expansion of HR&D, ROAP, and the Trans Task Force highlights the importance of the VP of DIA role.

The VP of DIA has a lot of responsibilities. The HR&D committee has now expanded to include collaboration with the organizers of the Human Rights Conference for all World Prides. This will insure that issues of bias and inclusion are addressed at every conference. Overseeing ROAP to make sure that there is programming that combats racism and promotes anti-racism. Overseeing the Trans Taskforce to help provide visibility and resources to the trans community.

PRIDE PLATFORM PARTNER – EPOA

VICE PRESIDENT, MEMBER SERVICES

DEBBIE BRIXEY (she/her)

The new database has been beneficial in many ways but has also raised questions about the information we need and to whom we send information. This year, we had to increase our database capacity following an increase in new members from around the globe. Obviously, this is great news and we welcome their voices.

Greater access for Board members to member information, allowing for many time differences and volunteer hours each Board member can give, Board members now can check member status and contact details should they wish to answer queries. Member services will monitor and ensure that we remain compliant to our data privacy policy. Continual updating of member records, developing a system to ensure records are up to date, and increasing the details we hold so we can reach out to specific role holders.

Member Services is keen for the next year to reflect the need for greater outreach and for face-to-face meetings with partners and representatives around the globe. The presence of representatives at the GM&WC and Board meetings helps create a better understanding of the issues faced by our members. For a list of our members, go to interpride.org/membership/ourmembers/

SECRETARY

ALAN REIFF (he/him)

In my capacity as Secretary, I feel I have fulfilled my role in a highly effective manner. Our electronic filing system is up to date, all board meeting and committee meeting minutes I am responsible for, are done in a timely fashion. I reply to all InterPride related emails I receive. I have participated in, and collaborated with, all projects set before me. I craft correspondences as required in English, Spanish, and French. I have acted as an official representative at events as requested. I believe I have also acted as a diplomat and tried to maintain open communications between member organizations and all of the Pride Platform Partners.

Meeting minutes are done in a timely fashion. electronic files are up to date. Zoom meetings created. Calendar notifications are up to date.

From the day I was appointed and then elected, I have tried to create a Secretary mentor program. It has not gone as well as I would have hoped. I will continue to advocate for this program to maintain a successful succession.

But we are not deterred. Our movement continues to grow and there were many new Prides in Europe in 2023, including in rural areas in eastern and south-eastern Europe, which is encouraging. Our members' resilience is legendary and after the political chaos we witnessed at EuroPride 2022 in Belgrade, this year's hugely successful EuroPride in Malta was a breath of fresh air — and a great opportunity for many members to relax.

EPOA continues to provide the strong network, advocacy and representation that our movement needs in Europe. As we approach EuroPride 2024 in Thessaloniki, Greece, we do so with a determination that however difficult the political and social situation for our members, we will stand firm and deliver for all LGBTI+ people in Europe, and around the world.

Save the date for **EuroPride 2024 in Thessaloniki, Greece**, 21–29 June 2024!



Lead banner at EuroPride 2023 in Valletta, Malta.

PRIDE PLATFORM PARTNER – FCP



Under the current Executive Director, the Board of Directors, Council Ambassadors, and various staff, Fierté Canada Pride (FCP), has been able to shift its mindset to be more strategic.

In 2023, the current structure was reviewed. We are transitioning FCP's Board of Directors to one of governance, and away from operations. We are also streamlining the current Board: in leadership roles, composition, and size. We were able to update our mission, vision, and values. We are also gathering feedback around a possible streamlined Board Executive, and term limits for Directors.

In 2022, with the new two-year Board Director terms, this provided an overlap on the Board that allows for mentorship and continuity with operational leadership in place for 18 months. This work has been advanced with quarterly strategic meetings and at FCP events.

In 2023, we continued our efforts in supporting equity-deserving groups and weaving these groups within the structure of FCP. We will continue these efforts in the upcoming year. In 2024, FCP will mark 20 years as an organisation. Starting in 2004 as a grassroots organisation, and then in 2005 when FCP was officially registered with the government.

(continued)

FINANCIAL OVERVIEW

TREASURER'S REPORT

DAVE WAIT (he/him)

In 2023, we saw one of the busiest years for InterPride as we processed and recorded financial transactions for the organization. In addition to the ongoing InterPride operating obligations, we awarded more Scholarships to attend the annual General Meeting & World Conference, an increase in Solidarity grants, and the addition of the Humanitarian Fund.

The year also included processing the income and expenses associated with our 40th Anniversary Gala. With the Gala not meeting its financial goals, the finance team worked to reduce expenses in other areas to mitigate the losses for the year.

In addition to managing the financial records, the finance team worked with Mauldin & Jenkins and Subsidiaries, LLC, an accounting firm, to complete the organization's first outside financial review and process the annual tax filing for the IRS. They reviewed our accounts to ensure transactions were correctly posted and documented. This review was also done to prepare the IP as it transitioned between treasurers. While the final report has not been received from the accountants, they have provided recommendations on how to post transactions to aid with recording and reporting our restricted funds: scholarship, solidarity humanitarian, and Pride Radar.

FY2023 FINANCIALS

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 BOA Checking	10,489.74
25 First Commonwealth Checking	917.53
30 Infinex Money Market	7,285.48
40 Infinex Mutual Funds	250,568.79
60 PayPal	699.79
Total Bank Accounts	\$269,961.33
Accounts Receivable	
11000 Accounts Receivable	78,208.00
Total Accounts Receivable	\$78,208.00
Other Current Assets	
12000 Undeposited Funds	687.50
Total Other Current Assets	\$687.50
Total Current Assets	\$348,856.83
TOTAL ASSETS	\$348,856.83
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	29,046.43
Total Accounts Payable	\$29,046.43
Total Current Liabilities	\$29,046.43
Total Liabilities	\$29,046.43
Equity	
30000 Opening Balance Equity	219,111.83
31500 Net Assets With Restrictions	83,559.97
32000 Net Assets Without Restrictions	27,638.60
33000 Net Income Allocation	124,953.74
Net Revenue	-135,453.74
Total Equity	\$319,810.40
TOTAL LIABILITIES AND EQUITY	\$348,856.83

PRIDE PLATFORM PARTNER – FCP

OVERALL REPORT SUMMARY

Within the last 12 months, FCP has:

- Engaged a new bookkeeper and auditor increasing efficiency.
- Reimagined FCP's online presence with a new website, a better monthly newsletter, and extensive social media activity.
- Leadership in a coalition focused on the rise of anti-hate against our community, which advocated for emergency Government funding for safety at Pride events. An award of over \$1.35 million CAD will be administered and disbursed by FCP.
- Increased membership feedback on an improved membership fee structure, membership growth, support new and emerging grassroots communities, engage with Pride organisers in small/ rural communities, and redefine what a "Pride event" is.
- Increased ways for accessibility and equity within FCP.

In 2024, FCP will hopefully conclude restructuring and the results of what a re-envisioned Fierté Canada Pride will look like. Lastly and best of all – we have our largest number of members to date: more than 88 members all over Canada! We continue to extensively outreach to many organisations and groups, hoping they will join us in amplifying our national Pride movement. www.fiertecanadapride.org

On a personal note, I have enjoyed serving the organization as treasurer for the past seven years. It has been my pleasure to work with InterPride as it expanded its outreach and services. Over this time, InterPride also revised its governing documents, and the finance team developed InterPride's first set of financial producers for expenses and travel reimbursements. Over this time, the organization also hired our first consultants to assist with InterPride operations and development.

I conclude this report by sharing my appreciation for Trisha Clymore, for entering the role of bookkeeper. She has been extremely valuable in ensuring accurate processing and maintaining our financial records.

(FY2023 Financial Statement updated March 2024.)

	TOTAL
Revenue	
100 Membership	32,563.83
200 Fund Development	337,962.66
300 Finance	3.85
700 WorldPride License	60,324.65
Total Revenue	\$430,855.01
GROSS PROFIT	\$430,855.01
Expenditures	
1000 Operations	486,800.22
1820 Bad Debts	5,327.12
2000 Member Services	3,296.42
4000 CSIC/Conferences	15,273.01
5000 Communications	25,951.66
6000 Human Rights/Solidarity	21,901.37
7000 WorldPride	5,466.97
8000 Scholarship	33,493.83
Total Expenditures	\$597,510.60
NET OPERATING REVENUE	\$ -166,655.59
Other Revenue	
320 Investment Income	31,201.85
Total Other Revenue	\$31,201.85
NET OTHER REVENUE	\$31,201.85
NET REVENUE	\$ -135,453.74

INTERPRIDE SUPPORTED

Vikalp Women's Group, Vadodara, Gujarat, India



Shinners C.B.O., Kenya



FUNDING & PROGRAMS

GRANTS & SCHOLARSHIPS (www.interpride.org/grants/)

Solidarity Fund

InterPride is committed to supporting the evolving needs of our LGBTQIA+ community. The Solidarity Fund provides grants to LGBTQIA+ Pride or Pride-like organizations worldwide for community-based Pride events, focusing on the Global South and East, where public LGBTQIA+ activities often face opposition or hostility. These grants are given to assist with programming and events, not operational requirements.

[Donate To Our Solidarity Fund](#)

Humanitarian Aid Fund

The Humanitarian Aid Fund provides grants primarily for essential needs and facility development to LGBTQIA+ Pride or Pride-like organizations around the world. Grants are not awarded to individuals and are not for programming and operations.

[Donate To Our Humanitarian Aid Fund](#)

Scholarship Fund

The Pam O'Brien Memorial Scholarship Fund provides grants to representatives of InterPride Full Member organizations to enable them to attend the InterPride Annual General Meeting & World Conference (GM&WC). Under the Scholarship Fund, the total number and value of grants approved are subject to funding availability. Funds for the Scholarship Fund are donated by our member organizations, partners, and sponsors.

[Donate To Our Scholarship Fund](#)

SCHOLARSHIPS AWARDED IN 2023

Asexual Pride Asia	Bangladesh
PRIDE Costa Rica	Costa Rica
Dhaka Pride	Bangladesh
Visual Echoes for Human Rights Advocacy	Uganda
Happy Family Youth Uganda Limited	Uganda
ShanghaiPRIDE	China
Federacion Argentina LGBT+	Argentina
ElSalvador / PrideSV	El Salvador
Corporación Stonewall / Alianza Social LGBTIQ de Antioquia	Colombia
Movimiento SOMOS	Venezuela
Guadalajara Pride	Jalisco, Mexico
Asociación Silueta X	Ecuador

CAPTIVATING CONVERSATIONS

EDUCATION AND NETWORKING

United Nations Advocacy Program

InterPride was granted Consultative Status at the United Nations in June 2023. InterPride uplifts the voices of Pride Organizers and member organizations through attending UN meetings and gatherings, consulting UN mechanisms, and delivering written statements and oral presentations.

[Learn more](#)



Pride Radar

All pride events around the world in one report. In depth analysis about the trends within the global pride movement.

[Learn more](#)



Racism & Oppression Awareness Program (ROAP)

Racial justice issues are fundamental to InterPride, and we have been working very hard to ensure we are communicating this as a priority.

[Learn more](#)



InterPod

InterPod, The Global Voices of Pride Podcast, powered by InterPride. The 2nd year was a major increase in presence and outreach for interpride. Nominated for a “Webby” award on public service and activism, major funders are curious to hear more about how they can support the work and increase the number of voices we share. Interpod helps educate the public about the work the Organization does, but more importantly, the impact of members in their respective organizations and the work they do to support all LGBTQIA+ people around the world. People are starting to listen and pay attention!

Producer and Host, Michelle Meow, pausing between interviews in Guadalajara, Mexico, during the General Meeting & World Conference.



Richard Brethour-Bell interviews Orlando, Florida Pulse nightclub shooting survivors.



PRIDE PARTNER – USA PRIDES



2023 SUMMARY

With quarterly membership meetings (via Zoom), monthly Executive Committee meetings, and bi-monthly Board meetings, as well as committee meetings, USA Prides has connected with its members and engaged with them frequently throughout the year. The pandemic hindered our ability to hold an in-person conference, so we switched our initial plans and went virtual. Our first in-person conference met in Minneapolis, Minnesota, from January 26–29, 2023.

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

2023 MEMBERSHIP REPORT

As of September 2023, USA Prides comprises 111 member organizations, with many more nonmember organizations served by district representatives and in monthly district meetings. USA Prides membership has been relatively stable despite the pandemic:

2019	115 members
2020	121 members
2021	92 members
2022	102 members
2023	111 members as of Sept 2023 (cont.)

PROJECT REPORTS

FUND DEVELOPMENT

MADONNA CACCIATORE (she/her)

Aim for the stars was the theme for fundraising & sponsorships in 2023. The anniversary gala celebrated 40 years of InterPride. It increased press and media coverage, with over 100,000 hits over 25 media partners and outlets. We honored Pride365, Fran Drescher, and Joel Kim Booster, with London-based DJ Nica Ricci. With over 350 guests in attendance, InterPride cultivated a large list of potential new donors and partnerships.

2023 FUNDING REVIEW (in USD):

Gilead (<i>grant still in the finalization stages</i>)	\$100,000
Happy Socks	\$79,886
Fossil/Skagen	\$63,995
PRIDE 365	\$35,000
Hilton Australia	\$25,000
Sweat Coin	\$2,000
Musoko	\$1,200
Notch	\$500
Individual Donations	\$12,000
Ticket Sales	\$13,000
Merchandise (40th commem t-shirts)	\$1,795
Gala Silent Auction	\$8,565
Gala Live Auction	\$6,000
Other	\$25
TOTAL YEAR END REVENUE:	\$234,401

IN-KIND VALUE TOTAL (in USD): \$44,000

Included hotel rooms, PR Lucky Break, iHeart Radio, FOTIO photo booth, live/silent auction donations.

You can find the 40th Anniversary Gala report [HERE](#).

COMMUNICATIONS & TECH

DR. RYAN STARZYK (he/him)

The fact that we can get so many dedicated Pride organizers working together is the most powerful statement we can make against those who seek to silence and oppress us.

2023 was filled with many achievements, and below are just a few of the highlights:

- InterPride's Webby-nominated podcast (InterPod) – 44+ published episodes, distributed on 20+ outlets
- Frequent website updates
- Launching of numerous social media platforms
- New membership website increased membership increased by 55%.
- Successful internship program
- Reformed the grant programs
- New newsletter platform, over 6,500 subscribers
- Fostered vital relationship with the White House and World Health Organization: invitation to historic presidential Pride celebration June 2023
- Liason with Sydney WorldPride 2023, resulting in the event being one of the most successful
- Google Ad Grant, accruing over \$150,000
- Worked with American Future's Institute from Duke University on two robust research reports
- Participated in the securing of a \$100,000 grant from Gilead.
- 24/7 access and ability to action all requests for technical assistance

SPONSORS & PARTNERS



NATALIE THOMPSON
INTERPRIDE CO-PRESIDENT



PRIDE PARTNER – USA PRIDES

2023 IMPACT

USA Prides has supported its various members who face unique situations, challenges, and opportunities. District representatives helped them navigate unique, challenging opportunities through monthly meetings where member and nonmember organizations can collaborate on common solutions. USA Prides led in efforts to positively shape the media coverage of Pride season, pushing back anti-free speech and anti-drag regulations. USA Prides leaders were featured in a variety of national, regional, and local news media as they covered proposed legislation and imposed restrictions.

2024 OUTLOOK

In 2023, the Board reviewed its composition and geographical distribution of its members. The result was a reallocation of our various districts, reducing the number from six to four. The new allocation goes into effect January 1, 2024. Membership and Communications Committees have taken a leading role in shaping future benefits and national communications efforts to strengthen the Pride movement. Considering the mounting political, legal, and social challenges in various parts of the country, USA Prides's Membership and Communications Committees are working to develop resources designed to support local members in their event and program development efforts. In 2024, USA Prides will increase collaboration and resource sharing.

GETTING INVOLVED

ALUMNI & RECOGNITION

Chairperson: Perin Hurewitz

Members are tasked with review, development, and recommendation of policies to the Board of Directors regarding recognition of long-term commitment to InterPride, the execution of any plans or programs relating to acknowledging service to/within the organization, and all aspects of our Alumni & Recognition process.

COMMUNICATIONS

Tasked with the following areas of specific responsibility and/or oversight: creation and maintenance of the InterPride Website; review, development, and recommendation of policies to the Board regarding the Organization's website and related databases; review, development, and recommendation of policies to the Board regarding other means of internal communication (between and among members, the Board and its officers) for the Organization; execution of any plans or programs relating to the operations of the website and related databases and internal communications.

Committee on hold during 2022 and 2023.

CONFERENCE STRUCTURE & INTEGRITY

Chairpersons: Barry Karlenzig, Jen LaBarbera, Dave Wait

The main focus is to ensure the bidding process and execution of the annual General Meeting & World Conference adheres to the Standing Rules of InterPride.

WORKSPACE REPORTS

BOARD COMMITTEES, WORKGROUPS, & TASKFORCES

ALUMNI & RECOGNITION

To join this committee, please email alumni.chairs@interpride.org.

CONFERENCE STRUCTURE & INTEGRITY

2023 Conference San Diego, California: The committee has been working closely with San Diego Pride to plan and execute the 2023 conference. The conference has been designed to offer educational workshops and caucuses, plenaries and business meetings. Because there are no WorldPride proposals, only two plenaries will be held. In addition to the onsite conference activities, offsite receptions and the Saturday gala are being planned so attendees have the opportunity to experience San Diego.

Highlights for the conference included: 340 registered attendees (as of 10/7/23) representing 119 Pride organizations from 31 countries, and 17 IP Regions; 58 educational workshops; and 7 caucuses.

2024 Conference: Transitioning to InterPride planning the annual conference from a local organization has not been as easy as we expected. Three offers were received from local Pride organizations to assist us. The contracting process with the hotel has been delayed due to the language barrier. We have recently enlisted with the national sales office of the hotel chain to assist in the process. The committee actively worked to complete the contract, to be able to announce the location and date at the 2023 GM&WC.

2025 Conference: CSIC still feel that InterPride should continue to be the one hosting the conference, but the committee will reevaluate this as we proceed with future conferences. The main reasons for this is so that we

can bring the conference to an area while not over burdening the local Pride organization and so that InterPride has greater control of the conference structure and offerings.

Once the 2024 conference has been contracted, CSIC will review the lessons learned in the process to issue a request for local organizations to collaborate with to secure a hotel to host the 2025 conference.

To join this committee, please email csic.cochairs@interpride.org

GOVERNANCE

The Governance Committee is in the midst of performing a bi-annual review of all Standing Rules. They confirmed the candidates for the 2023 Board elections, as well as reviewed Bylaw amendments and proposed resolutions.

They investigated and worked to resolve complaints about bullying, racism, and oppression; kept track of attendance at Board meetings; sent out confidentiality and conduct agreements for signature, conducted electronic elections, and performed several other tasks as defined in its mandate and duties.

Governance also looks forward to reactivating the **Leadership Development** and **Hiring** subcommittees in 2024, as well as overseeing the transition plan to implement Pride Platforms onto the InterPride Board.

To join this committee, please email gov.chairs@interpride.org

HUMAN RIGHTS & DIVERSITY

The HR&D Committee was determined to make sure that there was adequate representation and visibility of the Indigenous Community at SydneyWP23. This occurred by first listening to the concerns and demands of the Australian Indigenous community. We heard the invaluable lived experiences of the historically voiceless, and we communicated this to the SydneyWP23 organizers and they listened. Our concerns only added to their mission for more diversity in programming.

We made it a requirement for future WP hosts to collaborate with the HR&D for programming for the Human Rights Conference. This has the goal of creating a safe space and inclusion for those who often are not provided a seat at the table. Through ROAP, we have created and disseminated programming and webinars that included a collaboration with Mizel for a series of trainings that featured first hand accounts of Holocaust survivors, who drew parallels of the racism and bias that led to 6 million Jews, gays, objectors, ethnic minorities, and Jehovah's Witnesses murdered in concentration camps, and the oppression and extremism that we are seeing today. We launched the Elephant in the Room Series that prodded interviews that focused on combating racism that takes place within queer spaces. We launched the Transgender Task Force. This working group provides awareness, visibility, resources, and lived experiences to the trans community and its allies. TTF provides a voice to those who have been traditionally voiceless.

HR&D and ROAP expanded on InterPride's pledge to combat racism, and promote antiracism programming.

HR&D and ROAP have taken on the responsibility of making sure that this organization, membership, and the queer community live up to the pledge that InterPride made to combat racism and promote anti-racism programming.

The feedback from those who attended the training shows that we're moving in the right direction. Reminding all that we all have biases, so it's imperative that we recognize the biases in ourselves as individuals and as members of InterPride. That seems to resonate with those who have attended the trainings.

The mark of true intellectuals is their thirst for knowledge. Smart people never say that they know all there is to know. They never say that they don't need more education. InterPride is smart. We don't have it all figured out, but we enjoy the journey and the knowledge and awareness that we acquire along the way.

To join this committee, please email human.rights.chairs@interpride.org

MEMBER SERVICES

There have been many conversations at conferences and events that have led to significant changes in our database. We hope to be able to better structure outgoing information and get it to the correct people within organisations.

To have more content of value and use to the members in the the members only portal and increase content. We encouraged members to send content and use from existing sources. This has been a slow process but Member Services are committed to this happening.

GETTING INVOLVED

GOVERNANCE

Chairpersons: Marsha H. Levine, Mark Liberson

This committee is responsible for the health and functioning of the Board. It recruits new members, conducts orientation, produces Board materials, and evaluates the performance of the Board itself. It is responsible for ensuring the effectiveness of the current Board and for recruiting future leaders. Under Governance are the Leadership Development and Hiring groups.

HUMAN RIGHTS & DIVERSITY

Chairpersons: Richard Brethour-Bell, Natalie Thompson

The Human Rights & Diversity Committee provides advice and recommendations to the Board on issues affecting LGBTQI+ communities around the world. There are many countries where an individual's sexual orientation or gender identity can lead to discrimination, violence, torture, imprisonment, or even execution.

MEMBER SERVICES

Chairpersons: Rick André, Debbie Brixey

The Member Services Committee is the direct link to the organization for all our members and those wishing to join. We assist with updating their data for renewal, and work with Pride Platforms to grow our membership and reach throughout the world.

GETTING INVOLVED

SCHOLARSHIP

Chairpersons: Sarah Elizabeth Ivens,
Natalie Thompson, Nicholas Rodriguez

Tasked with the following areas of specific responsibility and/or oversight: the review, development, and recommendation of policies to the Board regarding the standards by which scholarships are awarded to attendees of the annual General Meeting & World Conference; developing and providing scholarship application forms and related materials for distribution to the membership via the Member Services Committee; developing, coordinating, and executing plans and programs related to the publicizing of the scholarship program with the Presidents of the Organization, Media and Public Relations Assistant(s), and the Member Services Committee, as appropriate; developing and executing plans and programs related to soliciting contributions from members to the scholarship fund; coordinating with the Officers and Fund Development Committees in developing new sources of scholarship funding through fund development and marketing efforts; coordinating with the Treasurer regarding the status of the scholarship fund and arranging expenditures on its behalf; reviewing all applicants for scholarships and selecting recipients according to previously approved standards for scholarship awards; coordinating the disbursement of scholarship funds to selected recipients; securing post-World Conference reporting from scholarship recipients.

To learn more about our grants and funding, check out page 12.

WORKSPACE REPORTS

BOARD COMMITTEES, WORKGROUPS, & TASKFORCES

We have included questions on membership applications about mentoring and becoming a mentee and have been receiving responses. Whilst we have the general response we still need to work out how to put this into action.

As always, there are new things to learn from around the Globe as we hear how we individually and collectively work towards our goal of achieving equity For SOGIESC Communities. I was pleased to co-host another workshop on accessibility and to help with several of the caucuses throughout the conference.

Attending WorldPride in Sydney, including the weeks leading up to Mardi Gras, and WorldPride itself, conversations were held with members at the Human Rights Conference, and of course the conference itself was vital to a better understanding of what our community is working towards.

To join this committee, please email members.services.chairs@interpride.org

SCHOLARSHIP

This year we met in San Diego, USA for the GM&WC. Our role is to support awardees attending in person. We focus our resources on supporting those participants who tend to be underrepresented in InterPride. 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.

This year we received applications from around the world and were able to offer support to 19 individuals from 14 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 meeting needs before and after the conference, navigating needs of applicants in more hostile environments, and addressing increasing travel costs.

To join this committee, please email email scholarship.cochairs@interpride.org

SOLIDARITY GRANTS & HUMANITARIAN AID

The Solidarity and Humanitarian Aid funds are focused on distribution to the global south and east where tradition funding is not readily available. Grants are in the form of microgrants.

The two funds are not the same. Solidarity Grants are awarded to pride or pride like organizations for programming. Humanitarian Aid is for basic survival needs. Humanitarian Aid has been expanded to include 'Combating Racism' as well. Both grant programs are not for operational needs.

Each committee member is tasked with assisting in the vetting and verification process of each grant assigned to them. This is a committee where every member is required to work. It is a small but devoted committee.

The committee meets on a regular basis using email strings, google docs and zoom meetings as needed. Final decisions are agreed to by the committee and final approval goes to the full board.

This fiscal year, Solidarity started with approximately \$32,000 available, and Humanitarian Aid started with approximately \$11,000. These funds were obtained

GLOBAL ADVISORY COUNCIL

The Global Advisory Council consists of two representatives appointed or elected by the InterPride members in their region, for a possible maximum of 20 regions.

Those regions with more than 50 member organizations may appoint or elect a third representative to serve on the Global Advisory Council.

In 2024, as per a vote approved by the membership in November 2023, the Global Advisory Council will shift from 6 seats down to 3 on the InterPride Board, as represented by the GAC Board.

Regions 1 through 6 (USA-based) will become a Pride Platform represented by United States Association of Prides. Similarly, Regions 7 and 10 through 15 will compile under Fierté Canada Pride and the European Pride Organisers Association, respectively.

Regional representatives can be reached via email by writing to regionXXdirectors@interpride.org, where XX is the number of the region.

2023 REGIONAL REPORTS

INTERPRIDE REGIONS – GROWING PRIDE MOVEMENT

REGION 01 – Mexico, United States
Arizona, California, Hawaii, Nevada, Utah

Over the last 12 months, I have attended almost all of the board meetings that happened via Zoom, including being present at the Interpride Gala and Board Mid-Year Meeting and the InterPride General Meeting & World Conference in San Diego, having a voice and input in the InterPride meetings. We can help increase the awareness of Pride all over the world. — *Chris Davin*

REGION 02 – United States
Alaska, Idaho, Montana, Oregon, Washington, Wyoming
See report from USAP on page 14.

REGION 03 – United States
Colorado, Kansas, New Mexico, Oklahoma, Texas
No representatives.

REGION 04 – United States
Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Region 4 has worked to support its members in our monthly meeting by offering a range of topics that we focus on, that were selected based upon the feedback we received from our members. During the past year we have hosted meetings with special guests who have led discussions on many topics including: Raising Sponsorship Money, Creating Safe Festivals with special guests from the FBI

and Homeland Security speaking with members; Creating Effective Programming for Youth and Seniors; Securing Volunteers; Making our Festivals Safe and Supportive for Our Trans, Non-Binary and Drag Community Members; as well as our annual roundup of this year's events and upcoming meetings to provide resources for festival operation. We were excited to welcome other members from U.S. regions to join us for our meeting and look forward to keeping our topics relevant, remaining open to welcoming all who find our topics of interest and supportive of their work. — *Mark Liberson*

REGION 05 – United States
Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
See report from USAP on page 14.

REGION 06 – United States
Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington DC (District of Columbia)

USA Region 6 extends from Vermont in the north, south to Washington, D.C., west to the Pennsylvania with Massachusetts being the farthest extending east. We are known as the North East Regional Prides or NERP as we lovingly call ourselves, and are also part of the Eastern Region of USAP. We are 28 Pride organizations that communicate and

GLOBAL ADVISORY COUNCIL

network and regularly via an email group. Our members are: AC Pride (Atlantic City, NJ), Boston Pride, Bradbury-Sullivan LGBT Community Center, Bronx Borough President's Task Force, Brooklyn Pride, Cape Cod Pride, Capital Pride Alliance, Caribbean Equity Project, FAIRNY, Center for Black Equity, Gay & Sober, Delaware Pride, Grafton Pride, Harlem Pride, Heritage of Pride/ NYC Pride, ICON Astoria, In Our Own Words, Inc, International Disappear Fear Day, Jersey City LGBTQ Pride Festival, Jersey Pride, Inc., New Hope Celebrates, NOWOCO Pride Inc., NW PA Pride Alliance, OUTAstoria, Pride Center of Staten Island/Staten Island Pridefest, Pride Center of Vermont, Reading Pride Celebration, and the Washington County Gay Straight Alliance/ Washington PA Pride.

In the past, our region had annual regional meetings in person, and we hope to restart that practice as NERP or as the Eastern Region of USAP. The best way to know us is to see who we are and what we do. Check out our Facebook page NERP/InterPride Region 6. Greetings from NERP! —*Alan Reiff*

REGION 07 – Canada

Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, and Saskatchewan, St. Pierre et Miquelon, Northwest Territories, Nunavut, Yukon

See report for Fierté Canada Pride on page 10.

REGION 08 – Belarus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Russian Federation, Slovakia, Ukraine

See report by Marsha H. Levine on page 6.

REGION 09 – Caribbean

Anguilla, Antigua & Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Costa Rica, Cuba, Dominica, Dominican Republic, El Salvador, Grenada, Guadeloupe, Guatemala, Haiti, Honduras, Jamaica, Martinique, Montserrat, Navassa Island, Netherlands Antilles, Nicaragua, Panama, Puerto Rico, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad & Tobago, Turks & Caicos Islands, Virgin Islands (U.K.), Virgin Islands (U.S.)

See report by Nicholas Roger Rodriguez, page 7.

REGION 10 – United Kingdom of Great Britain and Northern Ireland, Guernsey, Jersey, Ireland, Isle of Man, England, Northern Ireland, Scotland, Wales

Networking and sharing of ideas and resources remains a goal for those of us who attend conferences and see the bigger picture. As a movement we should strive to help one another. There are plenty of challenges at the moment from within and outside of the pride family. Right wing elements are often going unchallenged and promises made by political parties unfulfilled. There is much to do in fighting for equality for our trans communities. Pride should always include the “T.” Trans Rights = Human Rights. —*Andy Train*

GLOBAL ADVISORY COUNCIL

REGION 01

CHRIS DAVIN – *North Henderson Pride*

ANNA BARVIR-BOONE –
Orange County Pride (termed out in January 2024)

REGION 02

MICHAEL GOODNOW – *Kitsap Pride*

REGION 03

NO REPRESENTATIVES

REGION 04

JORDAN BRAXTON* – *Pride St. Louis*

MARK LIBERSON – *Chicago Pride Festival*

REGION 05

MATT COMER – *Charlotte Pride*

MIIK MARTORELL – *Pride Ft. Lauderdale*

REGION 06

MARCY CARR** – *Pride Center Staten Island*

TIFFANY LYN ROYSTER** –
Capital Pride Alliance

***(stepped down in March,
Alan Reiff stepped up to fill the void)*

*Also serves on the GAC Board

(continued on next page)

GLOBAL ADVISORY COUNCIL

REGION 07

JULIE NOBERT-DEMARCHI –
Fierté Canada Pride

REGION 08

JULIA MACIOCHA – *Warsaw Pride*
TOM BILY – *Prague Pride*
(both stepped down in October 2023)

REGION 09

JAVIER UMAÑA RIVERA –
Pride Costa Rica
RUDOLPH HANAMJI –
Pride Trinidad & Tobago

REGION 10

ANDY TRAIN – *Pride in Hull*

REGION 11

RICHARD BRODD – *West Pride*

REGION 12

DAVID REICHLIN – *Zurich Pride Festival*
UWE HÖRNER – *CSD Deutschland*

REGION 13

PATRICK VAN DER PAS –
Pride Netwerk Nederland

(continued on next page)

2023 REGIONAL REPORTS

INTERPRIDE REGIONS – GROWING PRIDE MOVEMENT

REGION 11 – Nordic

Aland, Denmark, Faroe Islands, Finland, Greenland, Iceland, Jan Mayen, Norway, Svalbard, Sweden

This year marked a significant milestone as we ventured into a new era, unburdened by the restrictions imposed by the global pandemic. Undoubtedly, this past year has posed extraordinary challenges for Pride organizers worldwide. The ongoing economic challenges have made fundraising and securing partnership deals a formidable task.

For many Pride events, this year was nothing short of a rejuvenating restart. It offered a fresh beginning, allowing us to reconnect with our communities and celebrate the spirit of diversity and inclusion. However, amidst our celebrations, the devastating war in Ukraine loomed large, impacting countless lives. This tragic catastrophe hit close to home, affecting our region profoundly. In response, many of our members extended their support to Ukrainian Pride organizers in various meaningful ways.

In February, our regional conference took place in Norway, graciously hosted by Oslo Pride. The event witnessed a remarkable turnout, with numerous Pride organizers from all walks of life participating. It was heartening to see smaller Pride organizations, which were not yet affiliated with Interpride, coming together for the conference.

Looking ahead to 2024, we have exciting plans in store. The next conference is slated to be held in Sweden, and we are thrilled to announce that Stockholm Pride will be hosting this prestigious event. This year, we celebrated a remarkable milestone as Stockholm Pride marked its 25th year as a Pride organizer. It's been an incredible journey of progress and unity, and we look forward to many more years of celebrating love, acceptance, and diversity. —Richard Brodd

REGION 12 – Central Europe

Austria, Germany, Liechtenstein, Switzerland

In Germany, the outdated transsexual law has finally been abolished and replaced by a new, very liberal law on free choice of gender. Unfortunately, this success is countered by a growing number of queer, trans or anti-drag attacks. In the first year without any restrictions after the pandemic, we experienced record participation in Prides across the country in Germany. Four million participants and spectators were counted at over 150 Prides. We are seeing more Prides organized in Switzerland, and on August 12, 2023 the very first Pride in St. Gallen took place. In Bern, the capital city, a Pride took place after some years, as a closing event for the Eurogames 202, attracting about 2,500 persons from 26 different disciplines in sports from all over Europe. Together with the existing prides in Geneva, Zurich, Basel, Kreuzlingen, Zug, and Lucerne; a new record of 8 Prides took place in Switzerland.

GLOBAL ADVISORY COUNCIL

On the political level in Switzerland was celebrated that homosexual pairs are able to marry since July 1, 2022 after the public vote in autumn 2021. Moreover, the criteria for blood donation in Switzerland between homosexual men and heterosexuals have finally been aligned as of November 1, 2023. In Switzerland, as also in part of Germany, we have elections of the parliament in October 2023.

Currently there are approximately 200 Prides in region 12. We're glad that the number of Prides is still increasing in our region. We are able to gain Li Pride from principality Liechtenstein as new member for EPOA and InterPride. They organized this year for the second time. —*David Reichlin*

REGION 13 – Western Europe

Belgium, France, Luxemburg, Monaco, The Netherlands

See the EPOA report on page 8.

REGION 14 – Southern Europe

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

See the EPOA report on page 8.

REGION 15 – Southeast Europe

Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Greece, Kosovo, North Macedonia, Montenegro, Serbia, Slovenia, Turkey

See the EPOA report on page 8.

REGION 16 – North Africa

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

The passing of the Anti-Homosexuality Act in Uganda in May 2023 has been a huge obstacle. The fact that I work at the frontline and sitting on a number of committees in Uganda that are handling cases related to the AHA 2023, I have had to directly intervene, most of which are overwhelming. The discussions and plans to introduce similar laws in other African countries have sparked, making Region 16 a center for homophobic traits. Kenya, Tanzania, Ghana, Nigeria, and other countries are planning to copy what Uganda recently passed. As a result, this is a worrying situation for the so many Pride organizations, with limited solutions on how to respond. However, several countries have moved towards more inclusive policies, especially in the southern region. Such countries as South Africa, Angola, Botswana, and Mozambique have all decriminalized homosexuality in the last decade. *(continued)*

REGION 14

JUAN CARLOS ALONSO REGUERO –
Madrid Pride

REGION 15

NO REPRESENTATIVES

REGION 16

STEVEN MULEME – *Visual Echoes for Human Rights Advocacy (VEHRA)*

REGION 17

DIANE RODRIGUEZ – *Siluenta X Association*
WELTON TRINDADE* – *Brasília Orgulho*

REGION 18

JANNAT ALI – *Trans Pride Pakistan*
(resigned in August 2023)

REGION 19

DARIEN CHEN* – *(resigned in November 2023)*

REGION 20

RUSSELL WESTON* – *First Nations Rainbow*
(resigned in March 2023)

DIANE MINNIS – *First Mardi Gras Sydney*

*Also serves on the GAC Board

PRIDE WORLDWIDE



TOP TO BOTTOM: Colorful celebrations around the world – Cape Town Pride, South Africa; Sao Paulo Pride, Brazil, and Hanoi Pride, Vietnam.

2023 REGIONAL REPORTS

INTERPRIDE REGIONS – GROWING PRIDE MOVEMENT

In May 2023, the Supreme Court of Namibia ruled to recognize same-sex couples who marry abroad amidst hateful discussions towards LGBTQI+ people in Uganda.

Also to note, Cape Town has since expressed their interest to host a forthcoming GM&WC. This is a huge step, to have an African country among those wanting to host the 2024 GM&WC.

Region 16 was underrepresented in the past and now there's hope to share important ideas and increase visibility with different Pride groups. InterPride is doing tremendous work to reach various countries globally, and this is important in connecting Pride organisations around the world.

They are shaping the world by nurturing new generations, and I believe this will move forward the goal for InterPride. My work has greatly been affected by the AHA 2023 in Uganda, but it has also been a learning process for me during such hard times. —Steven Muleme

REGION 17 – South America

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

See report from Nicholas Roger Rodriguez on page 7.

REGION 18 – Southwest and Central Asia

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

Pakistan held community consultations with different Trans community leaders after anti-trans campaigns globally, met with stakeholders regarding appealing Shariah court ruling against laws, conducted a press conference in Lahore with community leaders, police, lawyers, and religious leaders to protest against anti-trans policies, and raised voices against the national identity card process of transgenders. Conducted trainings with police to provide support to trans, including them as victim support officers to stop homophobia and transphobia, and provided voluntarily safe spaces.

In Beirut, the Lebanese capital, the same group who attacked the Beirut Pride billboard in 2022 cracked down on a bar hosting a drag show. While carnage was avoided, many patrons were hit while leaving the place. Several made a reference to Stonewall and called for a march, but the momentum was diluted with lawyers and groups expressing strong concerns of violent retaliation that could not be addressed or contained amidst the country's socio-economic collapse. Beirut Pride became the prime LGBT outlet to engage with this attack, leveraging its visibility, and elevating the voices of community members on its social media outlets and in the press, which led to many thoughtful debates. This attack led to the

PRIDE WORLDWIDE

cancellation of many community events, including Beirut Pride 2023. —*Jannat Ali & Hadi Damien*

REGION 19 – Southeast Asia

Bangladesh, Bhutan, British Indian Territory, Brunei, Cambodia, Democratic People's Republic of (N.) Korea, Hong Kong, India, Indonesia, Japan, Laos, Macau, Malaysia, Maldives, Mongolia, Myanmar, Nepal, People's Republic of China, Philippines, South Korea, Singapore, Sri Lanka, Taiwan, Thailand, Timor-Leste, Vietnam

Region 19 has a diverse situation on the LGBT rights front. We reached out to Pride organizations across Asia to make sure their voices are heard. Participating in Bangkok Pride and many others, we were able to sign up new members. Attending WorldPride 2023 and the Human Rights Conference in Sydney, we connected and built networks for collaboration. There has been active engagement during our monthly online meetings, celebrating wins together and lifting each other up during tough times. —*Darien Chen*

REGION 20 – Oceania

American Samoa, Australia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Micronesia, Nauru, New Caledonia, New Zealand, Niue, Northern Mariana Island, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu, Wallis & Fortuna Islands

This year has seen significant achievements in the pursuit of LGBTQ+ rights and equality in Region 20. The standout event of the year was Sydney WorldPride in February and March 2023. The Human Rights

Conference, in particular, provided a platform for Pacific Island and Indigenous Australian activists to highlight their struggles – including in the Pacific, where seven countries still criminalise homosexuality.

In June 2022, recognising the need for unity in the fight for LGBTQ+ rights, Region 20 members came together and agreed to incorporate an association. In September 2022, Oceania Pride Organisers Inc. (OPO Inc.) was registered. OPO Inc. membership encompasses spectrum of identities and backgrounds, reflecting the diverse mosaic of LGBTQ+ people in Oceania and includes 4 Pacific Island Prides; a Trans Pride; an Australian Indigenous Pride, and an Indigenous-led Pride; a New Zealand Pride; a range of regional and city-based Prides across Australia.

At our inaugural AGM, we elected a diverse 7-person management committee, including 3 BIPOC members, 4 female-identified members, a Transwoman, and 3 male-identified members. We voted to campaign for the Indigenous Voice to Parliament in the upcoming Australian referendum — to support Indigenous communities in pursuit of justice and reconciliation. OPO Inc. aims to encourage our Pacific Island members to join InterPride, or if the members decide, apply to become an InterPride Pride Platform partner. Together, we will continue to challenge discrimination and foster an inclusive future for all LGBTQ+ people in Oceania. —*Diane Minnis*

To inquire about serving as a Global Advisory Council representative, reach out to vpgop@interpride.org — each region can have 2 representatives.



FROM TOP TO BOTTOM: Kyoka Shodladd of Bangkok Pride getting signatures on her flag, Beirut Pride, and Pride in El Salvador.

SCENE IN SAN DIEGO



TOP TO BOTTOM: Mayor Todd Gloria at the Welcome reception in St. Paul's Episcopal Church. Latinx drag at the Nightmare Night Market, and SD Pride Founder Doug Moore (seated).

GENERAL MEETING & WORLD

SAN DIEGO, CALIFORNIA, USA

MARSHA H. LEVINE (she/they/ey)
Vice President, Global Outreach & Founder

October 25-29, 2023, we gathered for our 41st annual General Meeting & World Conference (GM&WC), with our largest attendance so far (*see the CSIC report on page 16*). This was also the 40th anniversary of the San Diego IP conference held in 1983, as hosted then by San Diego Lambda Pride, helmed by Doug Moore. Doug was presented a special recognition award by the San Diego Pride organization, at the Wednesday night Welcome reception, held in the beautiful St Pauls Episcopal Cathedral where we heard speeches, and enjoyed food, music, singing, and inspiration.

Thursday featured the first of many workshops and caucuses. At Rich's San Diego, members of the local community had an opportunity to mix with visitors from around the world. Down the way was a Halloween-based street fair (*Nightmare on Normal Street*) with a devilish entrance.

Friday was another day of conference structure, and the first of two Plenary sessions shared the yearly projects and goals of InterPride with its membership. That night was pretty much an on-your-own choice of activities, giving us the chance to relax, see the city, and socialize after a long and intense day of work.

Saturday was a full day packed for our Pride organizers, culminating with a “Nightmare Night Market,” hosted at the San Diego LGBTQ Community Center. This was a unique departure from our usual, formal affair: a costume event with food trucks, DJs, and much mingling.

Finally, on Sunday, the conference concluded with its second and last plenary; a long and protracted session fraught with tension and emotions. This resulted in a commitment from the IP Board to hold semi-annual (or more frequent) virtual Membership meetings, augmenting the newsletters, social media, we produce, with the role the Vice Presidents of Global Outreach and Global Advisory Council also perform. Post-conference, we received many complaints about bullying, and violations of our Values and Code of Ethics & Conduct. Results of the Ombudspersons reports will allow us to make recommendations for the future.

InterPride offers our thanks to Fern (Fernando) Lopez, San Diego Pride, the CSIC Committee (co-chaired by Jen LaBarbera and Barry Karlenzig), and others who worked so hard to put this together. Watch media posts or check out interpride.org for more details about 2024.

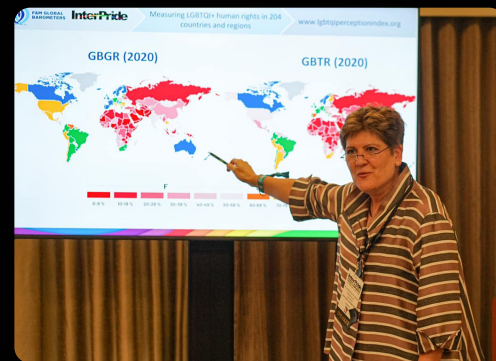
CONFERENCE 2023

A visual voyage of some highlights from the 2023 General Meeting & World Conference in San Diego.



TOP LEFT: Darcie Baumann and company at the Nightmare Night Market. **TOP RIGHT:** Natalie with Nicholas and Alan at Richs's San Diego. **BOTTOM LEFT:** Nguyen Pham and Suzanne Ford, San Francisco Pride, hanging out with Fern. **MIDDLE:** Perin Hurewitz (center) and Mickey Heller (far right) roundtabling. **BOTTOM LEFT:** Yinka Freeman (center) with volunteers. **BOTTOM RIGHT:** Rahul (far right) enjoying mingling.

SCENE IN SAN DIEGO



Conference attendees getting to know each other, San Diego Pride gets ready to open registration, and let the workshops begin!

UPCOMING EVENTS

1–3 March 2024

Nordic Pride Conference (Region 11)
Stockholm, Sweden

7–10 March 2024

FCP AGM
Charlottetown, Prince Edward Island, Canada

13 April

InterPride Board Mid-Year Meeting (*virtual*)

19–21 April

InterPride/European Pride Organisers Association
Board Summit
Madrid, Spain

21–29 June 2024

EuroPride
Thessaloniki, Greece

23–27 October 2024

InterPride General Meeting & World Conference
Medellin, Colombia

1–3 November 2024

European Pride Organisers Association
Annual General Meeting
Porto, Portugal

23 May – 8 June 2025

WorldPride 2025 Capital Pride Alliance
Washington, DC, USA

14–22 June 2025

EuroPride
Lisbon, Portugal

TBD October 2025

InterPride General Meeting & World Conference
TBD

25 July – 8 August 2026

WorldPride 2026 & EuroPride
Amsterdam, Netherlands

InterPride

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