

InterPride Strategic Plan 2025-2027

Background

The strategic planning committee conducted a survey in 2024, which identified four key focus areas for InterPride's operations: networking, financial sustainability, capacity building and advocacy. Based on the survey results, the strategic planning committee has, through several workshops in 2025, identified strategic actions for each of the four focus areas. The actions are prioritised as primary actions (expected to be completed within the two year strategic plan cycle) and secondary actions that may be executed if sufficient human and financial resources are secured.

Purpose

The plan is focusing particularly on the following areas in InterPride's purpose statement:

1. Facilitating **networking** and the sharing of information related to producing and promoting Pride Events and related educational events;
2. **Empowering** and supporting **Pride Organizations** in their efforts of producing Pride Events;
3. Advancing **rights for Pride organisers and platforms** and supporting members' efforts in doing so;
4. and **Holding World Conferences and WorldPride in cooperation with Pride Organisers** to assist with the above purposes.

Vision

To create a world where every LGBTQI and SOGIESC communities can thrive with dignity, equity, and freedom, supported by a globally connected, culturally inclusive, and resilient Pride movement.

Mission

InterPride exists to uplift the global Pride movement through:

1. Amplifying visibility and inclusion for underrepresented voices, especially in the Global South.
2. Strengthening networks among Pride organisers through intercultural collaboration and shared learning.

3. Equipping members with tools and knowledge for advocacy, fundraising, and event delivery.
4. Driving global advocacy by supporting member-led campaigns and leveraging InterPride's status in international spaces.
5. Promoting financial resilience across the Pride movement through resource sharing and funding support.

Strategic Focus Areas 2025-2027

The four focus areas are:

- Networking
- Financial Sustainability
- Capacity Building
- Advocacy

Primary actions described below are to be implemented based on the current available resources, while secondary actions require additional funding and resources.

1. Networking

Objectives

- Foster meaningful, respectful, and strategic connections across cultures, regions, and roles.
- Strengthen the Annual General Meeting (AGM) as a collaborative, inclusive space.

Primary Actions

- 1.1 Create role-based member networks (e.g., Presidents, Treasurers, Secretaries) both online and in person (e.g. at the AGM).
- 1.2 Facilitate themed virtual mixers and collaborative spaces focused on shared interests and regional priorities, both online and in person (e.g. at the AGM).
- 1.3 Implement structured listening sessions and dialogue formats at AGMs.
- 1.4 Activate and regularly engage the Global Advisory Council.

Secondary Actions

- 1.5 Strive towards maintaining the Annual General Meeting and World Conference as an in person event from 2026 and onwards.

1.6 Establish regional hubs or liaison roles to strengthen global engagement.

1.7 Redesign the member portal with multilingual capabilities and improved accessibility.

2. Financial Sustainability

Objectives:

- Secure InterPride's financial sustainability through diverse, ethical, and globally accessible mechanisms.
- Empower member organisations and Pride Platforms, particularly in the Global South, with financial support and tools to build long-term resilience.

Primary Actions:

2.1 Diversify InterPride's funding sources: grants, individual donations, merchandise, and ethical sponsors.

2.2 Develop and implement an Ethical Fundraising Framework to safeguard against pinkwashing and ensure alignment with human rights values.

2.3 Explore the use of more efficient fund distribution to grants and scholarships.

Secondary Actions:

2.4 Establish a Sponsor Exchange Program to share leads and success stories.

2.5 Create 'Funding Starter Kits' for small/medium Prides.

2.6 Launch the InterPride Global Fund to support under-resourced Prides and rapid response needs.

2.7 Hire a fundraising consultant or designate a fundraising staff role.

2.8 Build partnerships with international donors to create Emergency Fund pathways.

3. Capacity Building

Objectives:

- Provide practical, accessible, and culturally relevant resources for Pride organisers.
- Strengthen member capacity in governance, safety, advocacy, and fundraising.

Primary Actions

- 3.1 Organise regular webinars with activists and subject-matter experts.
- 3.2 Deliver mandatory training for Board, staff, and members in areas such as governance, anti-racism, and anti-transphobia.
- 3.3 Provide onboarding and continuous support for new Pride organisers and volunteers.

Secondary Actions

- 3.4 Expand existing platforms for sharing resources between members (such as practical guides, toolkits, templates, and allyship materials).
- 3.5 Share member journeys through podcasts and digital storytelling.
- 3.6 Conduct cross-regional learning exchanges.
- 3.7 Implement a mentorship network pairing experienced organisers with those in high-risk or emerging regions.

4. Advocacy

Objectives

- Position InterPride as a leading global voice for Pride organisers and platforms in collaboration with partners.
- Amplify member voices and elevate awareness of urgent rights actualisation issues or violations of rights impacting event participants, Pride organisers and platforms, especially when related to the right to the freedoms of assembly, association and expression.

Primary Actions

- 4.1 Mobilise targeted responses to human rights emergencies in collaboration with partners.
- 4.2 Formalise an international advocacy function (e.g., "Global Pride Advocacy Desk").

Secondary Actions

- 4.3 Collect data and member stories to support evidence-based advocacy.

4.4 Use InterPride's UN ECOSOC special consultative status to advocate for the rights of event participants, Pride organisers and platforms.