



EURO  
PRIDE  
2022

▪ PORTUGAL ▪

BID BOOK

BEYOND PROUD

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## EXECUTIVE SUMMARY

### 1. LGBTI PORTUGAL: A MIXED PICTURE

Since the end of Portugal's dictatorship in 1974, particularly in the last two decades, the country made accelerating progress on LGBTI rights, particularly for a long-closed country and conservative culture. As a result, in 2019, **Portugal ranked #7 on ILGA Europe's Rainbow Map**. However, Portugal remains with Eastern Europe **near the bottom of OECD countries for LGBTI social acceptance**. Stigma, discrimination, isolation, and victimisation remain the reality of many.

### 2. BIDDERS: A TRIO OF SYNERGIES

Portugal's EuroPride 2022 bid represents a joint effort by three national organisations who, together, offer LGBTI people a path to self-determination, autonomy, and community in all aspects of life. **ILGA Portugal** is the country's largest and oldest NGO working for the social integration of and an end to discrimination against LGBTI people and their families. **rede ex aequo** promotes social integration and recognition of the needs specific to LGBTI youth through a network of local support, social, and activism groups. **Variações** promotes LGBTI economic empowerment by helping LGBTI-owned/-focused small businesses in Portugal, and employees and associations at larger firms.

### 3. CONCEPT: BEYOND PROUD

The vision of a pan-European Pride movement will mark 30 years in 2022 since the first EuroPride march took place in London. In 2022, we will celebrate not just Pride, but pride in our accomplishments as a movement that has changed the landscape for LGBTI lives in Europe. At the same time, such a landmark anniversary invites us to look forward, to see how we can **expand the vision of EuroPride beyond today and beyond boundaries, in order to transform LGBTI lives beyond recognition**.

### 4. PROGRAMME: 6 DAYS, 2 CITIES, 1 DESTINY

EuroPride 2022 Portugal takes place Monday-Saturday, 19-24 September. The **Human Rights Conference** opens the evening of Monday, 19 September in Porto. The **EuroPride Village** in Lisbon opens to visitors the afternoon of Thursday, 22 September, with a party that night. Special rail offers facilitate the 2.5-hour trip between Porto and Lisbon during the week, with capacity added Lisbon-bound the last day of the conference. **EuroPride culminates with the march on Saturday, 24 September**, which delivers festival goers to the EuroPride Village for the closing and handover ceremonies, and the main concert.

Both cities will host an **Espaço EuroPride** mixed-use event space near the official event venues. Open all week, these will house an educational exhibition, be available for receptions, and performances, and to groups wishing to organise meetings and workshops in relation to EuroPride. In addition, businesses and arts institutions across both cities will be engaged to develop a EuroPride-related social and cultural agenda to accompany the political events.

### 5. BUSINESS PLAN: SUSTAINABLE SUCCESS

EuroPride 2022 Portugal public events, including the Human Rights Conference will be **free to attend**. In addition, our planning includes helping students in particular with accommodations in order to **make youth participation a priority**.

EuroPride 2022 Portugal will be **marketed as a single, contiguous, 6-day festival** that begins in Porto and ends in Lisbon. Communications will take a digital-first, substance-first approach, timed with the calendar of European and worldwide LGBTI events from 2019 to 2022. Social platforms (Facebook, Instagram, etc.) will serve for audience-capture and as extensions of the EuroPride 2022 website and app. By going beyond promotion and information to deliver added-value knowledge, we will position EuroPride 2022 as a must-attend event.

Faithful to our Beyond Proud concept for EuroPride to be a positive force for communities, we will design a social and environmental programme to guide our efforts. We will aim to meet **B Lab standards for sustainability and inclusivity** the full length of our supply and value chains, and encourage our vendors and partners to do the same.

### 6. PORTUGAL: #1 IN LGBTI TRAVEL

Renowned for its warm weather and warm welcome, Portugal is **among the 20 most visited countries in the world**, receiving an average of 13 million foreign tourists annually. Ranked among the five most peaceful countries in the world, Portugal also tied for **#1 on the 2019 Spartacus Gay Travel Index**. Since five years, Portugal consistently features among Top-10 destinations, on both professional (Monocle, Lonely Planet, Conde Nast Traveller, etc.) and user-generated (TripAdvisor, Airbnb, etc.) lists.

While the need for greater LGBTI social acceptance and legal equality is acute, openness to foreigners and a culture of respectfulness mean that Portugal remains among the safest, most **welcoming places** for LGBTI travelers. Lisbon and Porto have dynamic, visible LGBTI presence, and initiatives in smaller cities are multiplying rapidly as evidenced by the local Prides and EPOA members emerging in the last two years.





## WELCOME

### CO-PRESIDENCY

On behalf of the Steering Committee it is our great pride to bid to host EuroPride 2022 in Portugal, especially now, when we as a movement are celebrating the 50th anniversary of the Stonewall riots.

This candidacy is a collaborative effort across civil society in Portugal, with outstanding support from very diverse Human Rights and LGBTI organisations and relevant Government officials. If approved, EuroPride 2022 Portugal will have a profound impact on the proximity between CSOs and local and national Government, and how LGBTI issues are perceived by society as a whole.

We live in perilous times, in Europe and elsewhere, when Human Rights are challenged on a daily basis and used as populist weapons, targeting our communities politically and decrying identities as threats. The LGBTI movement has historically upheld inclusion and diversity, to leave no one behind. We want to reaffirm this in 2022: to address Europe as a whole, including the migrant communities that are an integral part of our societies. We also want to engage in interregional dialogue, so that we can support each other in our mutual concerns, where “us versus them” becomes only “us” proudly embracing our differing views and diversity.

Portugal currently ranks 7th on ILGA Europe’s Rainbow Map, but there is still so much to do where there are no rankings: on social perception and acceptance. Thus we present a national application, as we recognize the enormous national gaps that persist: where North and South are moving at different speeds; where urban and rural don’t speak the same language; where countryside and coast don’t see the same human dignity. But at the same time, Portugal is a country where Prides are flourishing and where informal groups are stepping up to intervene, and we want to share our excitement about this with all of Europe.

Portugal is known for its hospitality, great food, even better nightlife and gorgeous views. We are eager to open this reality to LGBTI communities and to share this with thousands of LGBTI activists during EuroPride 2022.

**We are Beyond Proud to welcome you!**

*Marta Ramos*  
Executive Director, ILGA Portugal

*Carlos Sanches Ruivo*  
President, Variações

*Marta Miranda de Carvalho Ramos*

*Carlos Sanches Ruivo*



EUROPRIDE 2022 PORTUGAL CANDIDACY COMMITTEE MEMBERS  
MEETING WITH THE PRESIDENT OF PORTUGAL, HE MARCELO REBELO DE SOUSA

GOVERNMENT OF PORTUGAL



Dear Marta Ramos

Dear Nuno Pinto

It is my great pleasure to express the official support of the Ministry for Culture to the intentions of organizing the EuroPride 2022 event in Portugal.

It is my firm believe that culture plays a major role on the defence of LGBTQI+ rights as human rights and cultural values hence our public policy of non-discrimination and support for forwarding projects on different artistic fields.

Portugal has a long tradition of inclusiveness, shared knowledge and cooperation that clearly justifies the organization of such event, and our institutions are long standers for equality of opportunities for all citizens.

As a project that intends to spread lessons of tolerance, respect and freedom through the country, putting in action several cultural players thus enhancing the transversal aspects of culture, I am sure that Portugal will be the perfect host for EuroPride 2022 and the lessons learned until then will pave the way for a new generation of true defenders of human rights.

With my warmest regards, sejam bem-vindxs a Portugal

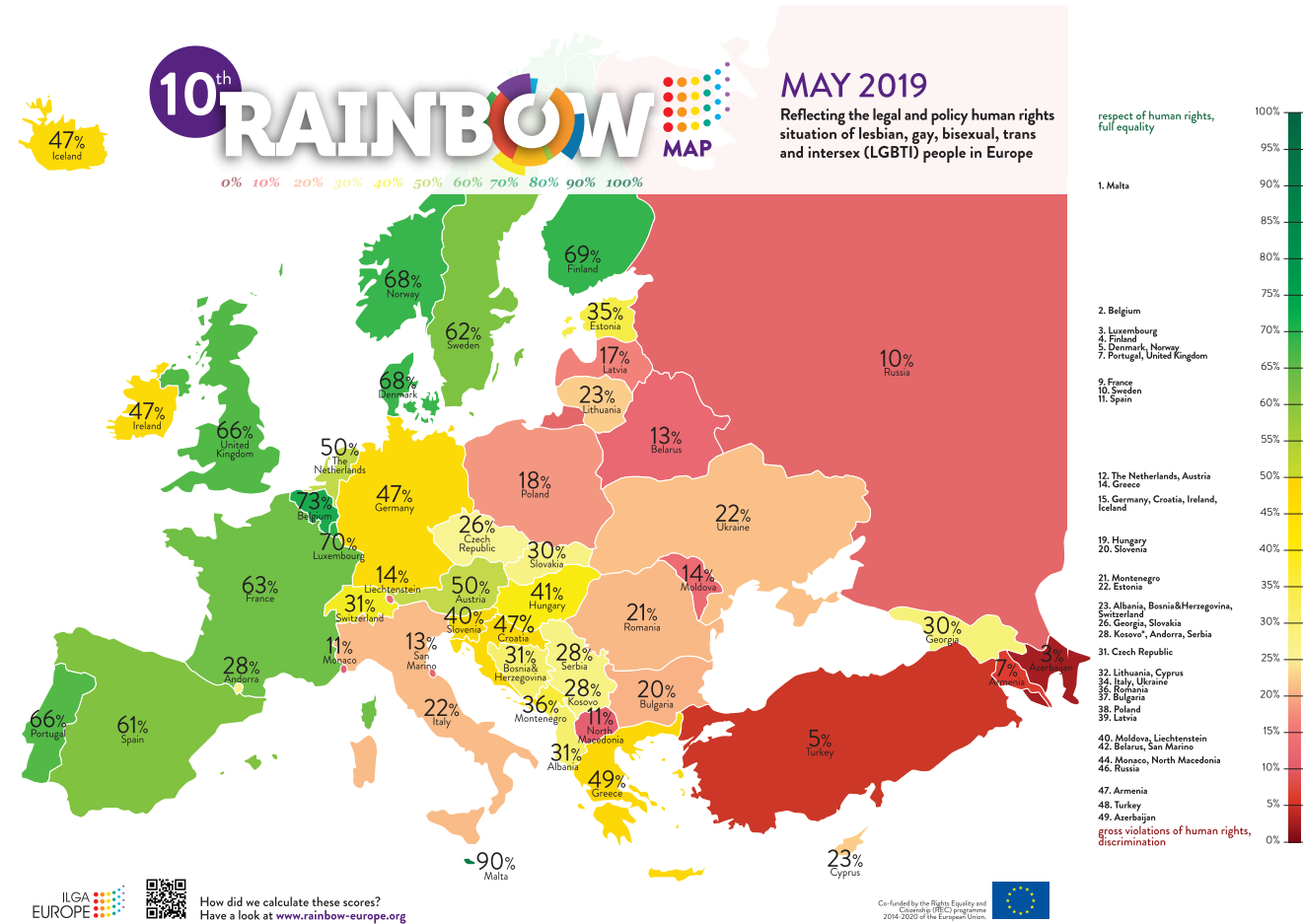
Graça Fonseca

*Graça Fonseca*

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# 1. LGBTI PORTUGAL: A MIXED PICTURE

Since the end of Portugal's dictatorship in 1974, particularly in the last two decades, the country made accelerating progress on LGBTI rights, particularly for a long-closed country and conservative culture. By 2019, Portugal ranked #7 on ILGA Europe's Rainbow Map and tied for first on Spartacus Guides ranking of LGBTI travel destinations.<sup>1</sup> However, Portugal also joins Eastern Europe near the bottom of OECD countries for LGBTI social acceptance.<sup>2</sup> Stigma, discrimination, isolation, and victimisation remain a daily reality for many.



<sup>1</sup> Spartacus Gay Travel Index 2019, <https://spartacus.gayguide.travel/blog/gay-travel-index-2019/>.

<sup>2</sup> Society at a Glance 2019: OECD Social Indicators, <https://doi.org/10.1787/c64c3d3f-en>.

## SUCCESSES AND OBSTACLES

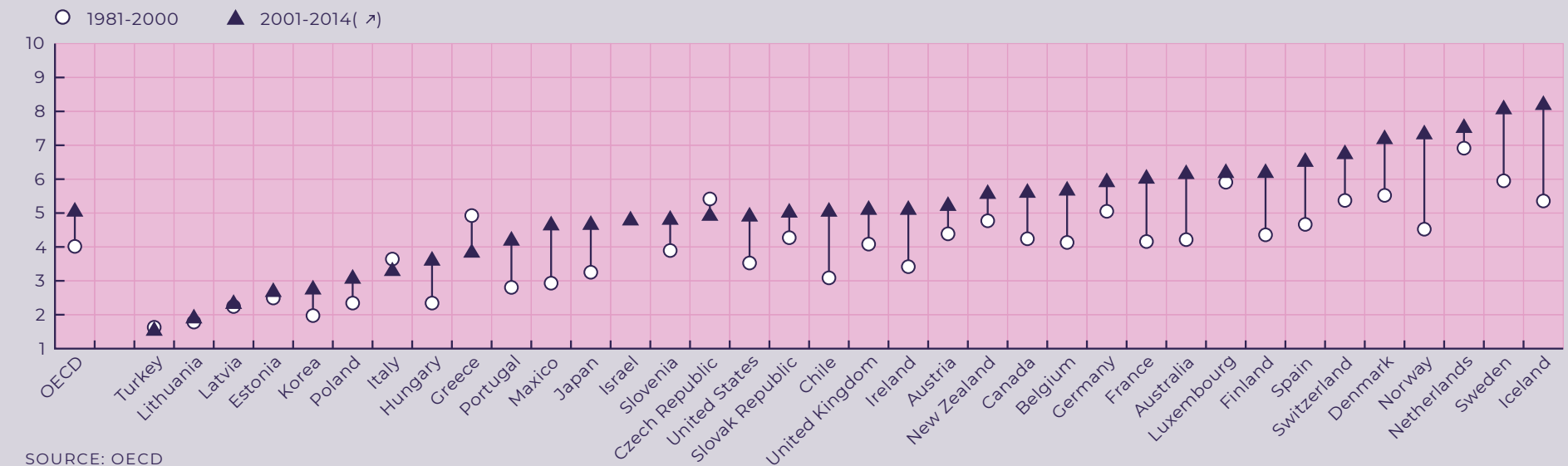
While Portugal's LGBTI civil society fosters best practices and achieves legal and political advances, the law still does not protect equal access to goods and services, healthcare and employment. Legal protection against hate crimes and for asylum seekers is incomplete. Bullying in schools and lack of LGBTI education persist. Especially outside the major cities of Lisbon and Porto, much work remains in order to overcome cultural inertia and prejudice, which continue to hamper LGBTI security, equality, access, and inclusion.

Portugal thus forms a bridge between more and less advanced European countries in terms of LGBTI equality. Portugal's

successes can serve to inform and empower political activism in other conservative societies, where progress is most urgent. Portugal's lapses, meanwhile, remind even its more advanced peers to translate policy progress into everyday experience.

EuroPride would show Portugal the value, beauty and power of diversity. EuroPride would federate the slowly emerging crop of local Prides and LGBTI initiatives across Portugal, giving sustenance and permanence to a national movement that will inspire others. EuroPride would help ensure that headline progress does not remain confined to paper.

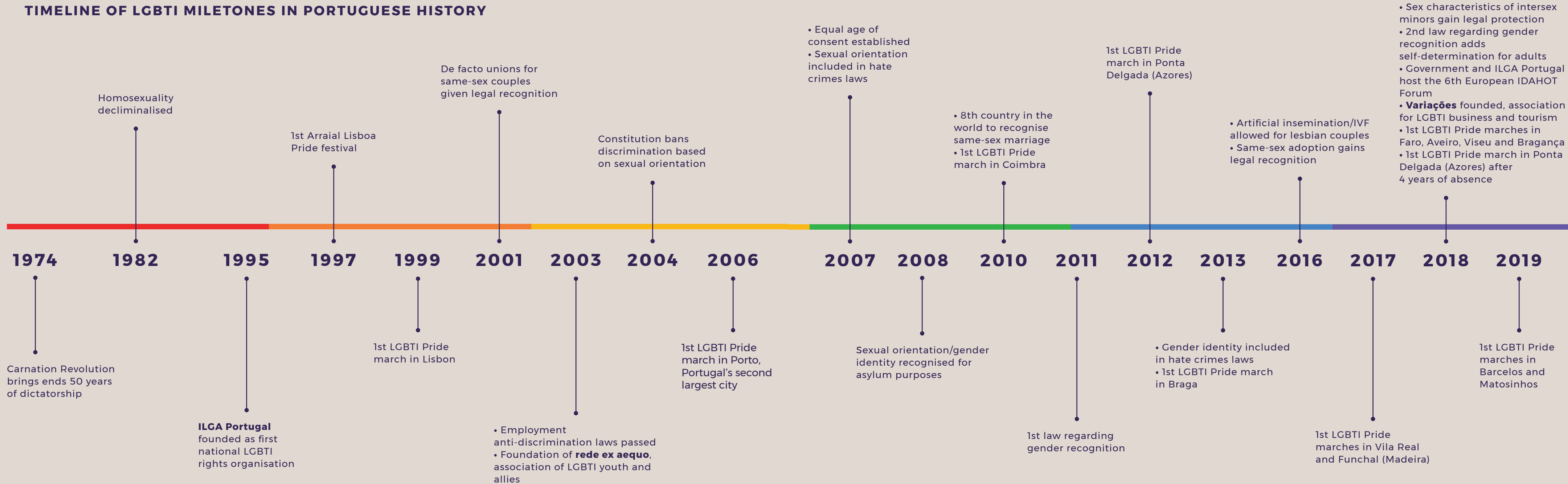
## SOCIAL ACCEPTANCE OF HOMOSEXUALITY



SOURCE: OECD



## TIMELINE OF LGBTI MILETONES IN PORTUGUESE HISTORY



## 2. BIDDERS: A TRIO OF SYNERGIES

Portugal's EuroPride 2022 bid represents a joint effort by three national organisations who, together, offer LGBTI people a path to self-determination, autonomy, and community in all aspects of life:

- **ILGA Portugal** is the country's largest and oldest NGO working for the social integration of and an end to discrimination against LGBTI people and their families.
- **rede ex aequo** promotes social integration and recognition of the needs specific to LGBTI youth through a network of local support, social, and activism groups.
- **Variações** promotes LGBTI economic empowerment. It helps LGBTI-owned/focused small businesses in Portugal, and employees and associations at larger firms.

The heads of these compose a Steering Committee that consults a Civil Society Advisory Council including local Pride organisers and recognised non-profit groups working on LGBTI issues, thus ensuring support from a wide range of stakeholders.



STRATEGY

CIVIL SOCIETY  
ADVISORY  
COUNCIL

CO-PRESIDENCY  
(Policy Directors)

ILGA  
INTERVENÇÃO LÉSBICA,  
GAY, BISSSEXUAL, TRANS  
E INTERSEXO  
ILGA-PORTUGAL.PT



VARIAÇÕES  
ASSOCIAÇÃO DE COMÉRCIO E TURISMO  
LGBTI DE PORTUGAL

PLANNING

GOVERNMENT

rede ex aequo  
ASSOCIAÇÃO DE SUJEITOS LÉSBICAS, GAYS,  
BISSEXUAIS, TRANS, INTERSEXO E APOIANTES

STEERING COMMITTEE  
(Heads of Bidding Organisations)

ILGA  
INTERVENÇÃO LÉSBICA,  
GAY, BISSSEXUAL, TRANS  
E INTERSEXO  
ILGA-PORTUGAL.PT

INDEPENDENT  
PARTICIPANTS

Business  
& Culture

VARIAÇÕES  
ASSOCIAÇÃO DE COMÉRCIO E TURISMO  
LGBTI DE PORTUGAL

IMPLEMENTATION

SECRETARIAT STAFF & VOLUNTEERS

VENDORS

EXHIBITORS

MEDIA

PUBLIC





Founded in 1995, ILGA Portugal belongs to the ILGA Europe Advocacy Network, is a founding member of NELFA, an IDAHO correspondent, and a member of FRA's Fundamental Rights Platform and of the Advisory Council of the Portuguese Commission for Citizenship and Gender Equality. Based in Lisbon, ILGA Portugal coordinates groups devoted to specific topics, such as Lesbian or Trans issues and Rainbow Families, and key initiatives including:

- **Political intervention:** Lobbying Portuguese political parties and the Government, building alliances with private and public institutions, organizing conferences and promoting petitions, among other activities.
- **Arraial Lisboa Pride:** The largest annual LGBTI Pride event in Portugal. Integrated in the Festas de Lisboa municipal festival, the party takes place on Lisbon's main square. Live performances, DJ's and a Pride village including stands for NGOs and LGBTI businesses draw around 70,000 attendees each year.
- **LGBT Centre:** A helpline, psychological and legal counseling, HIV and STI prevention, social integration assistance for asylum seekers and refugees, a documentation centre on LGBTI issues and victim support, many cultural and political events, and opportunities for supervised training and volunteer work.
- **Prémio Arco-Íris:** Annual Rainbow Awards ceremony honours people or institutions whose work throughout the year promotes the fight against discrimination based on sexual orientation, gender expression and identity, and sex characteristics.

- **Information:** Publications on LGBTI rights and access to resources, multimedia campaigns against LGBTI discrimination, education and training of professionals to ensure LGBTI access to public services.



**President - Nuno Pinto**

Nuno Pinto is an LGBTI activist and volunteer with ILGA Portugal since 2005, and a member of the Board of which he is now President since 2011. Nuno holds a degree in political psychology and does research in the field of social sciences. He has a PhD from ISCTE Lisbon University Institute, with a thesis on the situation of Trans people in Portugal, and works on national and international projects involving both research and intervention in LGBTI domains.



**Executive Director - Marta Ramos (Co-President of EuroPride 2022 Portugal)**

With a background in Law and a major in Human Rights, Marta Ramos is the Executive Director of ILGA Portugal. She previously worked at the Office of the Council of Europe Commissioner for Human Rights, in the European Parliament and at the Portuguese Commission for the Citizenship and Gender Equality. Marta is a member of ILGA Portugal since 2011, where she developed specific work and expertise on combating and raising awareness of anti-LGBTI hate crimes, particularly via projects with the Observatory on Discrimination and UNI-FORM.

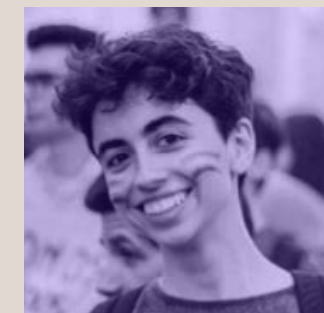


rede ex aequo began informal activities in 2002 through the Descentrar Project of ILGA Portugal, funded by the Portuguese Institute for Youth. It was formally organised in 2003 and attained legal status in 2004. rede ex aequo's mission is to:

- Fight discrimination, and promote social integration and recognition of the needs and specificities of LGBTI youth
- Implement strategic scientific, social, cultural, and political interventions on behalf of LGBTI youth and education
- Create and foster the development of local support, social and working groups for LGBTI youth and supporters

The association runs support centres, activism and social programmes throughout the country. rede ex aequo also organises discussions and clarification sessions in schools about sexual orientation, gender identity and expression. Victims can report instances of homophobic or transphobic bullying to the association's Observatory. rede ex aequo also offer support and information for family and friends of LGBTI young people.

rede ex aequo is inscribed in the National Register of Youth Associations and is part of the National Youth Council, the Forum for the Rights of Children and Youth, and the International Lesbian, Gay, Bisexual, Transgender, Queer Youth and Student Organisation (IGLYO).



**President - Tavares**

Tavares is an activist and volunteer with rede ex aequo since 2016. Tavares is currently Chair of the Board. Tavares studies leisure management and tourism and works actively in projects related to the protection of LGBTI youth and sex education in schools.



**Vice President - Isaac Rodrigues**

Isaac Rodrigues began activism with rede ex aequo in 2014. Isaac has been an active volunteer ever since, having been appointed as Treasurer of the Board and currently serving as Vice President. Isaac is dedicated to projects involving Trans youth.





**VARIÇÕES**  
ASSOCIAÇÃO DE COMÉRCIO E TURISMO  
LGBTI DE PORTUGAL

Founded in 2018, Variações: LGBTI Business & Tourism Association of Portugal unites more than 60 firms in a non-profit association that supports LGBTI economic empowerment in Portugal. The core membership consists of LGBTI-owned, -managed, and -focused small businesses working to establish Portugal both at home and abroad as a top destination for LGBTI residence, travel and investment. Promoting Portugal as a hub for the worldwide LGBTI community also promotes a culture of inclusivity within Portugal by using economic incentives to advance social goals. To do so, Variações engages with LGBTI groups at large firms and with public authorities to support diverse and inclusive workplaces, labour and business practices, and legislation.

Variações' first year operating budget was approximately EUR 20,000 from membership fees and voluntary contributions to specific initiatives. Government grants for Variações' second year increased this amount more than ten-fold, reflecting the Government's commitment to a strong LGBTI economy in Portugal.



**President - Carlos Sanches Ruivo  
(Co-President of EuroPride 2022 Portugal)**

Carlos Sanches Ruivo, 51, is a co-founder and current President of Variações, and founder of The Late Birds Lisbon, Portugal's largest LGBTI hotel company. Carlos graduated in Telecom Engineering in Paris, where he worked for 20 years before pursuing his MBA and starting The Late Birds. Having spent 38 years abroad and as an activist, mostly in French LGBTI political and sports organisations, Carlos is now an active leader of Portugal's LGBTI community, and The Late Birds both serves as a hub for the LGBTI community in Lisbon and sponsors many cultural, social, athletic, and charity events throughout the year, such as the Queer Film Festival, Fado Bicha and Portugal's participation in the 2018 Paris Gay Games.



**Executive Director - Diogo Vieira da Silva**

Originally from Porto, Diogo Vieira da Silva, 29, is a co-founder and current Executive Director of Variações. Diogo became an LGBTI activist at a young age, having joined several projects, including leading Portugal in the European coordination of the It Gets Better Project, which ran from 2017 to 2018. Diogo is Assistant General Manager at The Late Birds Lisbon. He holds degrees in Hospitality Management, International Trade and Digital Marketing.

## CIVIL SOCIETY ADVISORY COUNCIL

The Civil Society Advisory Council has a three-fold role:

- (1) to include perspectives** from the full spectrum groups based on identity, issue and geography across Portugal;
  - (2) to engage the community** beyond the major cities and beyond the most established LGBTI civil society issues and actors in a collective effort behind EuroPride;
  - (3) to facilitate EPOA membership** among new local Pride organisers in cities across the country.
- In so doing, we want to empower activism at local level nationwide, and connect individual efforts into a national visible and consolidated LGBTI movement. As of July 2019, the council comprises:

### Community activism

- AMPLOS: Parents of LGBTI children and youth\*
- It Gets Better Portugal: LGBTI youth empowerment
- Somos Blergh: Grass-roots mobilisation
- Alluma: LGBTI student organisation (University of Madeira)
- Mais: LGBTI health students organisation
- Academia Cidadã / Citizenship Academy: Civic participation\*
- Colectivo LGBTI Viseu: Local activism

### Identity and inclusivity

- Rumos Novos – Católicas e Católicos LGBT: LGBTI faithful
- Coletivo Zanele Muholi de Lésbicas e Bissexuais Negras: LB women of colour
- OPUS Diversidades (formerly Opus Gay): LGBTI and age anti-discrimination\*
- Ação Pela Identidade: Trans and intersex identities

### Health and well-being

- Grupo de Ativistas em Tratamentos/CheckpointLx: STI prevention and treatment\*
- Associação para o Planeamento da Família: Family planning services\*
- Associação Portuguesa de Apoio à Vítima: Victim support services
- Associação Plano i/ Centro GIS: Social inclusion and integration\*
- Casa Qui: Psychological, social and legal support to LGBTI children and youth

### Social activities

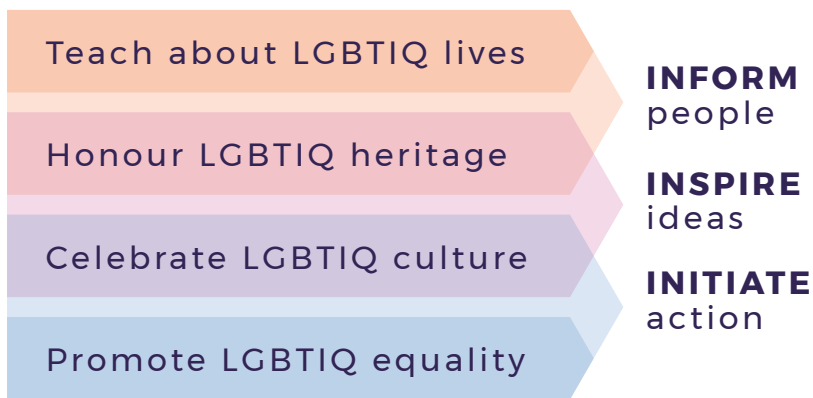
- Lisbon Bear Pride: Leisure
- Associação Cultural Janela Indiscreta (Queer Lisboa Film Festival): Culture
- Associação Desportiva BJWHF/One Club Fits All

\* = local pride organizers

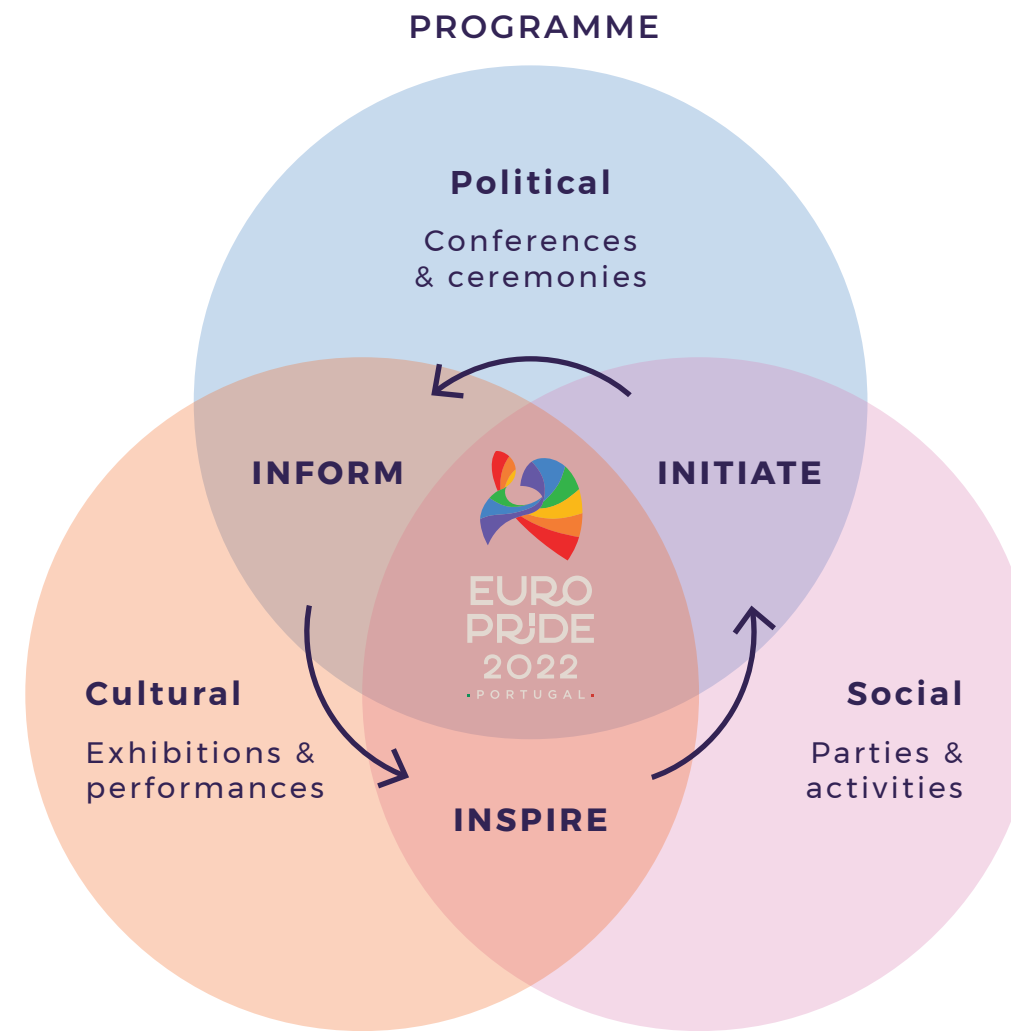
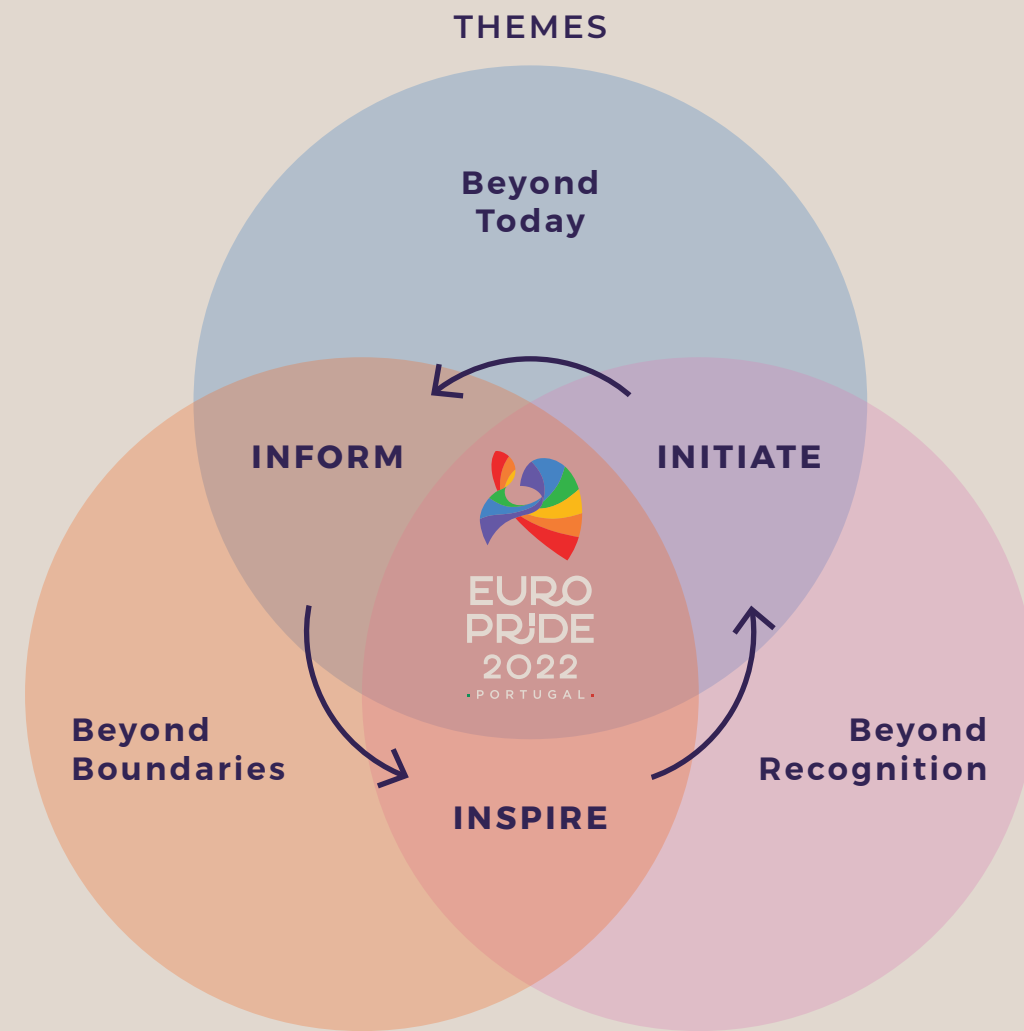


### 3. CONCEPT: BEYOND PROUD

In a survey of Pride mission statements from around the world, amid approaches ranging from the philosophical to the mechanical, two cities stand out. The Prides of New York and San Francisco, the cities with the longest experience in LGBTI activism converge on four specific objectives, which we distill into three concrete goals for EuroPride 2022:



The vision of a pan-European Pride movement will mark 30 years in 2022 since the first EuroPride march took place in London. In 2022, we will celebrate Pride, including pride in our accomplishments as a movement that has changed the landscape for LGBTI individuals in Europe. At the same time, such a landmark anniversary invites us to look forward, to see how we can expand the vision of EuroPride beyond today and beyond boundaries, in order to transform LGBTI lives beyond recognition.



EuroPride creates opportunities for and mobilizes activism by allowing as many stakeholders as possible to join with their own initiatives. The themes and programme above provide a framework to guide and encourage other stakeholders, in particular from the Civil Society Advisory Council, who would like to organise political, cultural and social events that complement the official calendar.







## HUMAN RIGHTS CONFERENCE

EuroPride will open in Porto with the Human Rights Conference following a weekend-long youth encounter organized by rede ex aequo (see box). The three-day conference will be free to attend, and present keynote speakers, panel discussions, roundtables, informational presentations, and practical workshops. The conference will be conducted by a renowned Portuguese TV host and will be followed by two LGBTI-specialised rapporteurs who will attend workshops and collect notes on key messages. Below, we identify a spectrum of connected topics that span the varied needs of multi-speed progress on LGBTI rights evident across Europe.

**Faith Matters** looks at debunking cultural and social stereotypes about LGBTI persons and their opportunity to live truly and publicly express their faith. It acknowledges both sides of the taboo when it comes to religion, gender identity and sexuality, and proposes to have an open, straight-forward interfaith debate informed also by discussions during the Vatican's World Youth Day, which Portugal will host earlier in the summer of 2022.

• *Proposed speakers: European Forum of LGBT Christian Groups; Confederation of Associations of LGBTQI European Muslims (CALEM) and Rainbow Jews.*

**Them Us** looks at Europe's potential for enabling Human Rights progress in former occupied countries and how, conversely, these countries can equip European LGBTI organisations with a truly integrationist discourse. It recognises the need for Europeans to redress LGBTI communities in former occupied countries and assist other organisations in their work to promote equality and Human Rights. It also recognises that advocacy for LGBTI equality may come at the expense of respecting local cultures and examines the consequences for LGBTI people caught in the middle, for whom asylum abroad is the only option.

• *Proposed speakers: Arquivo Identidade Angolano; Commonwealth Equality Network; ABGLT; LGBT Arabic; Organisation for Refuge, Asylum and Migration (ORAM); LGBT Asylum Support; European Asylum Support Office (EASO); UNHCR.*

**Kids These Days** looks at the specific needs of LGBTI youth and how they are too often neglected by misconceptions about age. It recognises that today's young people are tomorrow's leaders and family heads, and those who will shape the society of the future. It looks beyond education to acknowledge the full experience of being young and LGBTI.

• *Proposed speakers: IGLYO; SALTO-YOUTH Inclusion Resource Centre; International Partnership for Queer Youth Resilience (INQYR).*

**Not OK is OK** looks at mental health issues for LGBTI persons. It considers the impact that homophobia, transphobia, biphobia and interphobia have on the well-being of LGBTI persons, on top of the daily negation of living in a heteronormative media environment. It analyses existing services and options for more adequate and appropriate healthcare.

• *Proposed speakers: Mental Health Europe; Pink Therapy; EPATH.*

**Let's Get Physical** looks at how sports do and do not accommodate LGBTI athletes. It recognises the gendered nature of sports to date and how this poses particular problems for Trans, Intersex and gender diverse athletes. It reflects on which opportunities athletes are given to come out as LGBTI.

• *Proposed speakers: GaySurfers; FARE network; Outsport Project; BJWHF/One Club Fits All.*

**Purpleconomy** looks at LGBTI economic empowerment and at its socioeconomic impact around us. It recognises that LGBTI-owned, -run, and -friendly businesses offer opportunities and influence for people who may not have access to them elsewhere. It examines how business can continue to improve LGBTI autonomy, self-determination, and community, in particular by addressing acute problems in the LGBTI community like youth unemployment, mentoring, and retirement and eldercare. It also addresses negative effects like gentrification, hyper-tourism and persistent economic exclusion within the LGBTI world.

• *Proposed speakers: Nova School of Business; IES Social Business School; B Lab; L'Autre Cercle; OECD; Schwulen Beratung; Rainbold; MisterB&B; OPUS Diversidades.*

We encourage diverse voices, including those on narrow and even controversial topics in an open environment that can structure and channel the passionate, sometimes chaotic but always fundamental process of activism. In addition to the official conference, we will list and promote sessions organised by others and connect them with the resources they require, in both Porto and Lisbon, where dedicated Espaço EuroPride venues will include space for events.

## INTERNATIONAL YOUTH ENCOUNTER

The International Youth Encounter, part of rede ex aequo's regular programme, will happen in Porto 16-20 September, contiguous with the Human Rights Conference. During the first days, young people from across Europe will get to know each other and explain the work they do in their organisations. Beginning the 20 September, they will attend the conference sessions in Porto, after which they will attend the march and other activities held in Lisbon.

Young people have less budget to travel and participate in events like EuroPride, and their professional and activist networks tend to be limited. As today's young activists will become tomorrow's leaders, it is vital to provide them with tools, knowledge, experiences and networking to empower them from the earliest. The International Youth Encounter thus aims to integrate more young people into EuroPride. We will work with donors and hostels to provide scholarships and accommodation. Young people from all over Europe will find a safe environment to share their experiences, deconstruct prejudices surrounding gender and sexuality, and build their skills and broaden their networks as activists.



## MARCH, VILLAGE AND FESTIVALS

The weekend immediately preceding the Human Rights Conference in Porto, and on weeknights of the conference, Porto Pride and a programme of outdoor film screenings will give added incentive for visitors to the city. Further, Porto's student, nightlife and LGBTI neighbourhood offer an array of popular restaurants, bars, clubs and boutiques for many different crowds, tastes and budgets all in close proximity to the EuroPride venues.

In Lisbon, the EuroPride Village will open the last three days of EuroPride on Praça de Comercio, the biggest public square in Portugal: 3.5 waterfront hectares surrounded by colonnades and a triumphal arch. Several dozen stands will offer products, catering, information and meeting places. As a political, cultural, and social agora, the EuroPride Village will dedicate areas for caucuses on youth, families, elders, women, and/or cultural background, who will be the object of proactive outreach. The mainstage will feature nightly live performances to animate open-air parties. Concurrently Lisbon will host the Pitch Beach Athletic Tournament (see box).

On the last day of EuroPride 2022, the March will follow Lisbon's central avenues, it's final leg 2.5 km down Avenida da Liberdade to an enfilade of plazas that lead to the EuroPride Village for the closing speeches, handover ceremony and concert.

## PITCH BEACH ATHLETIC TOURNAMENT

Pitch Beach is an international competition that takes place in Lisbon every summer since 2010. It brings together athletes and supporters from over a dozen countries for two sports days during a 4-5 day programme with other social activities. Competition is organised into two categories: **(1)** Pitch - rugby, volleyball, football and swimming competitions in indoor facilities or grass courts in the city, and **(2)** Beach - rugby, volleyball and football on a beach near Lisbon. Pitch Beach is hosted and organised by BJWHF/One Club Fits All, a non-profit organisation promoting the practice of sports without any form of discrimination. To date, the group has also established the Dark Horses rugby and Lisbon Crows volleyball teams.



## ARTS AND CULTURAL AGENDA

The arts have a particular benefit beyond their thought-provoking and political role. Artwork installations, exhibitions and performances manifest underrepresented identities and issues with a visual impact that conference sessions do not have. Further, they last longer by nature, expanding education and communication opportunities for weeks to months before and after the EuroPride festival. As a result, the arts offer an abundance of visual material for media to use, and can expand media coverage beyond the reductive stereotyping that Pride is about only certain kinds of people or events.

Further, a 2019 meeting of Portuguese curators made clear the widespread desire to include LGBTI narratives in programming. These include both new shows and presentations of existing collections that explore gender, identity, self-expression, love, family, faith, freedom, politics, prejudice, etc., both in artwork explicitly and implicitly, and in the lives of artists. However, while curators from fine to folk art understand that LGBTI narratives can shine new light and help reach new audiences, their directors and trustees doubt the relevance in terms of content and/or growth potential. EuroPride's ability to attract audiences and media coverage would offer proof to the contrary.

At the time of writing, discussion is ongoing with visual, performance, literary and applied arts institutions in cities around the country. The aim is for exhibitions, shows, residencies and workshops to offer a critical mass of LGBTI programming throughout (at least) Portugal's summer high season. As a first step, the Queer Lisboa International Film Festival (see box), which would run during EuroPride, have committed to arrange special, public screenings in conjunction with EuroPride in both cities. Additional interest has come from leading museums and the Disquiet International Literary Programme. We will develop these and other options further.

## QUEER LISBOA INTERNATIONAL FILM FESTIVAL

Queer Lisboa is Lisbon's oldest film festival and the first Portuguese festival dedicated to LGBTI-themed cinema. Created in 1997, Queer Lisboa has become one of the most internationally recognised of its genre for the quality of programming and activities as well as the guests it attracts. Queer Lisboa gives awards for Best Feature Film, Documentary, Short Film, School Film (short format), and Queer Art experimental formats. In parallel, non-competition sections offer themed programmes dedicated to a particular filmmaker or culture, retrospectives on the historical representation of Queer identity in film, sections dedicated to Queer Cinema subgenres, as well as panel discussions, lectures, workshops, exhibitions, and art installations.





## 4. PROGRAMME: 6 DAYS, 2 CITIES, 1 DESTINY

EuroPride 2022 Portugal takes place Monday-Saturday, 19-24 September. The Human Rights conference opens the evening of Monday, 19 September in Porto. The EuroPride Village in Lisbon opens to visitors the afternoon of Thursday, 22 September, with a party that night. All week, special rail offers facilitate the 2.5-hour trip between Porto and Lisbon, with capacity added to bring conference goers to Lisbon for the Village opening. EuroPride culminates with the March on Saturday, 24 September, which delivers all to the Village for closing speeches, the handover ceremony, and the main concert.

All week, Porto and Lisbon will each host an Espaço EuroPride mixed-use event space (see box) near the official event venues. This space will house an educational exhibition open to the public and be available to groups wishing to organise meetings and workshops and other events related to EuroPride. Finally, businesses and arts institutions will be engaged to develop a EuroPride-related social and cultural agenda to accompany the political events.



### EuroPride 2022 offers

via Comboios de Portugal will facilitate high-speed rail travel between Lisbon and Porto the entire week, with additional capacity planned for 22 September

### PORTO

19-22 SEPTEMBER

Opening Ceremony  
Human Rights Conference

### LISBOA

22-24 SEPTEMBER

EuroPride Village,  
March and Festivals



### VENUES

Porto and Lisbon, as the country's two largest cities, and its political, social, cultural and economic hubs, are experienced in and well equipped for hosting large, public events. They are only 300 kilometres apart with frequent, direct road/rail (2.5 hrs) and air (30 min) links.

### MOBILITY AND ACCESSIBILITY

EuroPride venues were specifically selected for their proven ease of access for people with reduced mobility: ramp entrances, toilet equipped for people with reduced mobility, wheelchair-suitable elevators, priority services and other features.

In Porto and Lisbon, hilly areas with steep and narrow alleys give character to certain older neighborhoods. But the hearts of both cities comprise large, flat, easily navigable zones well served by wheelchair-accessible mass transit and free public lifts to higher elevations. Where these are not available, taxis and ride-share services offer an abundant, reliable and inexpensive alternative.

A silver lining to Portugal's last economic crisis is that new investment redeveloped long-antiquated buildings. Accommodation and facilities that were once inaccessible by dint of age now conform to all modern standards of accessibility, safety and egress. For an example of more specific descriptions, consult this travel guide to accessible Lisbon: <https://www.momondo.co.uk/discover/article/travel-guide-accessible-lisbon>.

Furthermore, all Human Rights conference events and public speeches will offer Portuguese and International Sign Language interpretation, and audio components of multimedia materials will be created with the visually impaired in mind.

### ESPAÇO EUROPRIDE

With events in two cities and activity migrating from one to the other, a sense of presence and continuity in both is essential to the cohesion of a single, national festival. To achieve this, each city will have a mixed-use Espaço EuroPride indoor facility, to be integrated with the official events venues, and serving as a EuroPride anchor or "embassy" in Lisbon during the Porto Human Rights Conference, and in Porto when the centre of activity moves to Lisbon for the EuroPride Village and March.

All week, the Espaço EuroPride, open to the public, will inform people about LGBTI history with a retrospective exhibition about the European Pride movement's work and accomplishments. EPOA member organisations will be invited to provide multimedia content about the LGBTI history and current situation of their country. Local media, schools, associations, and the public will be invited to events at the Espaço EuroPride or to visit them on their own.

As local hubs of the larger EuroPride 2022 festival, the Espaço EuroPride will also hold official receptions and other events, and live-stream video links to conferences and events happening in the other city. Furthermore, the spaces will be available for recognised, independent groups to reserve as a venue for their own presentations, meetings, and workshops organised to complement the EuroPride official schedule.

# EUROPRIDE 2022 PORTUGAL CALENDAR OF EVENTS

	Friday 16 September	Saturday 17 September	Sunday 18 September	Monday 19 September	Tuesday 20 September	Wednesday 21 September	Thursday 22 September	Friday 23 September	Saturday 24 September	Sunday 25 September
FOCUS	Youth Encounter	Youth Encounter & Porto Pride	Youth Encounter	Youth Encounter & EuroPride Opening	Youth Encounter & Human Rights Conference	Human Rights Conference	Human Rights Conference & EuroPride Festivities	EuroPride Festivities	EuroPride Festivities	
PORTO	<ul style="list-style-type: none"> <li>• rede ex aequo International Youth Encounter</li> <li>• Independent social and cultural events TBC</li> </ul>	<ul style="list-style-type: none"> <li>• rede ex aequo encounter</li> <li>• Porto Pride</li> <li>• Independent social and cultural events TBC</li> </ul>	<ul style="list-style-type: none"> <li>• rede ex aequo encounter</li> <li>• Independent social and cultural events TBC</li> </ul>	<ul style="list-style-type: none"> <li>• NGO partner workshops</li> <li>• Informal activities for EPOA early arrivals</li> <li>• Media event TBC</li> <li>• Espaço EuroPride Welcome Reception for EPOA members and conference participants</li> <li>• Queer Lisboa screening</li> <li>• Independent social and cultural events TBC</li> </ul>	<ul style="list-style-type: none"> <li>• Keynote speeches</li> <li>• Panels and workshops</li> <li>• Evening event</li> <li>• Espaço EuroPride</li> <li>• QueerLisboa screening</li> <li>• Independent social and cultural events TBC</li> </ul>	<ul style="list-style-type: none"> <li>• Keynote speeches</li> <li>• Panels and workshops</li> <li>• Evening event</li> <li>• Queer Lisboa screening</li> <li>• Independent social and cultural events TBC</li> </ul>	<ul style="list-style-type: none"> <li>• Panel and workshop reports to plenary</li> <li>• Closing addresses</li> <li>• Media event TBC</li> <li>• Travel to Lisbon (2.5h) facilitated by rail offers</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit</li> </ul>
LISBON	<ul style="list-style-type: none"> <li>• Espaço EuroPride and Queer Lisboa Film Festival joint opening</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit</li> <li>• Queer Lisboa</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit</li> <li>• Queer Lisboa</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit</li> <li>• Queer Lisboa</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit and Porto live-stream</li> <li>• Queer Lisboa</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit and Porto live-stream</li> <li>• Queer Lisboa</li> </ul>	<ul style="list-style-type: none"> <li>• Espaço EuroPride exhibit and Porto live-stream</li> <li>• Queer Lisboa opens</li> <li>• Pitch Beach sports festival opening party</li> </ul>	<ul style="list-style-type: none"> <li>• EuroPride Village</li> <li>• Espaço EuroPride exhibit</li> <li>• Pitch Beach sports day</li> <li>• Queer Lisboa closing</li> <li>• Open-air night concert</li> </ul>	<ul style="list-style-type: none"> <li>• EuroPride Village</li> <li>• Espaço EuroPride exhibit</li> <li>• (Pitch Beach social day)</li> <li>• EuroPride Parade</li> <li>• Handover and Concert</li> </ul>	<ul style="list-style-type: none"> <li>• Informal activities for EPOA late stayers</li> <li>• Pitch Beach sports day and closing after-party</li> </ul>

## HIGHLIGHTS

1. Crescendo of events culminating in the EuroPride March, handover and concert
2. Extends LGBTI annual youth camping retreat and activism workshops by rede ex aequo with accommodation support in Porto and Lisbon for student participants
3. QueerLisboa Film Festival, showing 100+ LGBTI-themed feature, short and documentary films from around the world
4. Espaço EuroPride venues in both cities to host public exhibitions, events, and livestream between the cities to allow remote event attendance
5. Three days of Human Rights Conference in Porto
6. Promoted agenda of independent cultural and social events in Porto to attract LGBTI tourists during conference period
7. Pre-arranged offers with Comboios de Portugal (CP) national railways to facilitate travel between Porto and Lisbon in both directions
8. Three days of EuroPride Village in Lisbon
9. EuroPride Festivities concurrent with Pitch Beach sports festival, with teams of LGBTI athletes from over a dozen countries





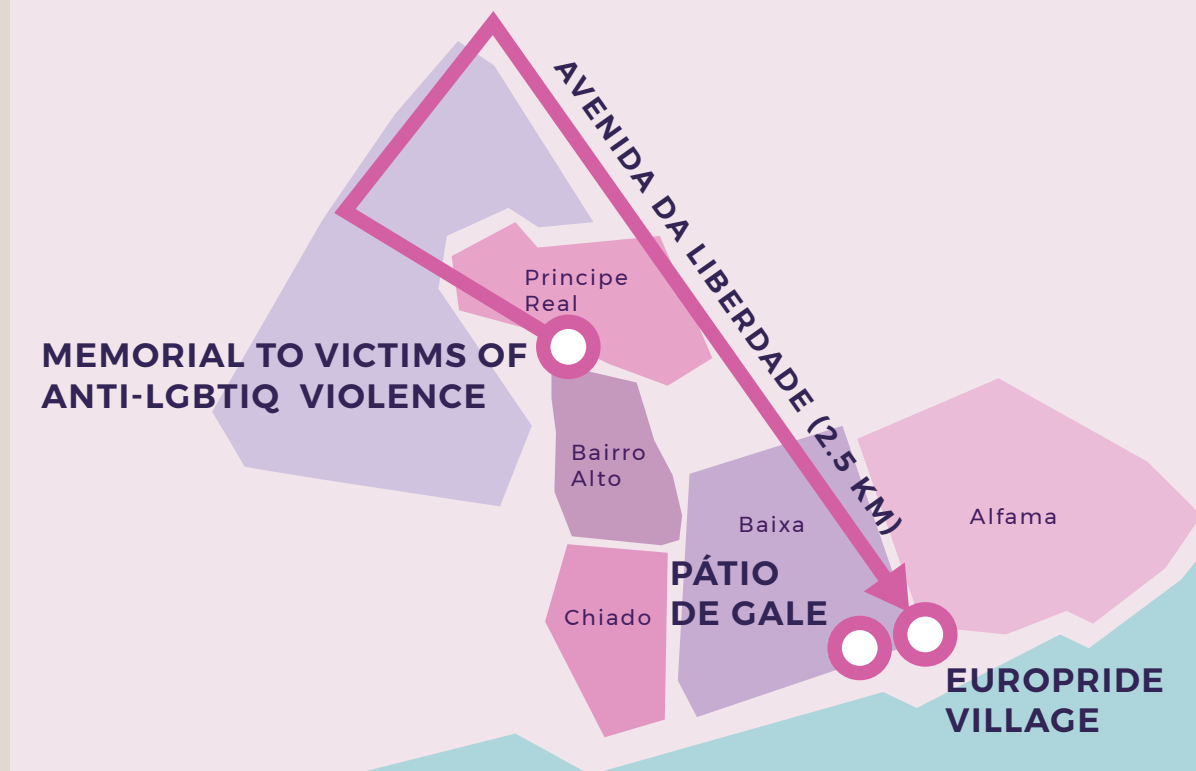




## LISBON

Lisbon welcomes a constant stream of conventions, festivals and other events. The city hosts the annual Web Summit attracting as many as 70,000 people to the city each year since its move from Dublin in 2016. Lisbon also hosted the EuroVision Song Contest in 2018, receiving more than 50,000 attendees from abroad. Annual music festivals like NOS Alive, Superbock Super Rock, MEO Outjazz attract international headliners and their thousands of fans every summer.

Praça do Comercio is the main city square of 3.5 hectares on the shores of the Tagus river where it widens to form Lisbon's harbour. Here, the annual Arraial Lisboa Pride village and concert hosted 60,000 people in 2019. In 2018, it simultaneously hosted Arraial Lisboa Pride and World Cup football viewings. Immediately adjacent to Praça do Comercio, Patio de Gale is a large, versatile indoor-outdoor space, home to Lisbon Fashion Week and, in 2018, the Condé Nast International Luxury Summit. The ornate City Hall is across the street. Tree- and commerce-lined Avenida da Liberdade runs north 2.5 km to Marques de Pombal plaza--the gateway to the old city centre and site of football victory celebrations--where it branches into broad avenues towards newer parts of the city.





## 5. BUSINESS PLAN: SUSTAINABLE SUCCESS

EuroPride 2022 Portugal public events, including the Human Rights Conference will be free to attend. In addition, our planning includes helping students in particular with accommodations in order to make youth participation a priority.

EuroPride 2022 Portugal will be marketed as a single, contiguous, 6-day festival that begins in Porto and ends in Lisbon. Communications will take a digital-first, substance-first approach, timed with the calendar of European and worldwide LGBTI events from 2019 to 2022. Social platforms (Facebook, Instagram, etc.) will serve for audience-capture and as extensions of the EuroPride 2022 website and app. By going beyond promotion and information to deliver added-value knowledge, we will position EuroPride 2022 as a must-attend event.

Faithful to our Beyond Proud concept for EuroPride to be a positive force for communities, we will design a social and environmental programme to guide our efforts. We will aim to meet B Lab standards for sustainability and inclusivity the full length of our supply and value chains, and encourage our vendors and partners to do the same.

Project Revenues (EUR)		Projected Expenditures (EUR)	
Sponsors	250,000	EPOA license	10,000
Portugal Tourism Agency	150,000	Administration 2019-2022	100,000
National Government	125,000	Staff costs	16,000
Local Governments	50,000	Volunteer costs	14,000
Participation fees (floats/stages)	50,000	Marketing/communications	30,000
Stand/booth rentals	45,000	Venue rentals	30,000
Merchandise sales	25,000	Stages, sound and light	245,000
Catering sales	25,000	Equipment rental	85,000
Donations	28,000	Production	55,000
Variações	110,250	Performers	76,500
		Insurance	3,000
		Travel	24,500
		Accommodation	60,500
		Utilities	6,750
		Security	51,000
		Catering	11,000
		Cleaning and sanitation	40,000
<b>Total</b>	<b>858,250</b>	<b>Total</b>	<b>858,250</b>

### SUSTAINABILITY

Being Beyond Proud also means being exemplary in our impact on the world. That is why EuroPride 2022 Portugal will make controlling its environmental and socioeconomic impact a priority.

The operational specifics will be elaborated with technical experts such as B Lab (see box) to reduce the event's environmental footprint and create positive social externalities where possible. This includes, but is not limited to: reducing/eliminating event swag; prioritizing recycled/recyclable materials; prioritizing mass transit, rail travel, and ride-sharing; prioritizing clean and renewable energy; rules and raising awareness about pollution and waste disposal; prioritizing local sourcing, contracting and human resources to anchor economic benefits in the community; raising awareness about local issues and coordination with housing and social welfare advocates.

Furthermore, the Code of Conduct we establish will apply to our relations with suppliers, partners, and practitioners in order to broaden its impact through network effects.

### B LAB CERTIFICATION

B Lab is a non-profit organisation that serves a global movement of people using business as a force for good. B Lab's vision is of an inclusive and sustainable economy that creates a shared prosperity for all. Criteria go beyond product- or service-level certification to measure social and environmental performance. The B Impact Assessment evaluates how operations and business model impact workers, community, environment, and customers. From supply chain and input materials to charitable giving and benefits, B Lab certification protects the highest standards of verified performance, supported by transparency and accountability requirements.



## MARKETING AND COMMUNICATIONS

EuroPride 2022 Portugal will be marketed as a single, contiguous, 6-day festival that begins in Porto and ends in Lisbon. ILGA Portugal will lead in communicating with LGBTI social and political action and Human Rights networks across Europe. rede ex aequo will engage with youth organisations involved in LGBTI issues. Variações will be responsible for broader LGBTI consumer marketing and promotion, with the aid of Proudly Portugal (see box).

Consistent with the objectives of EuroPride 2022 Portugal, marketing and communications aim to:

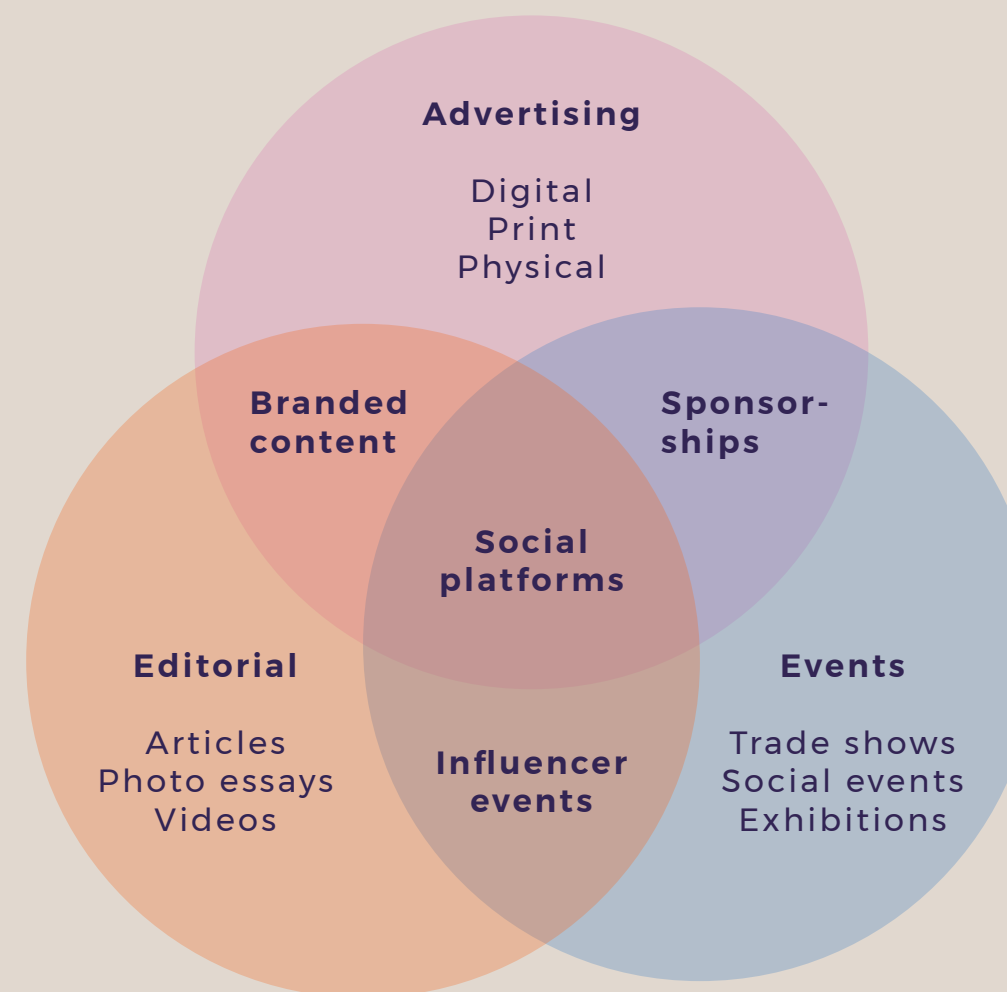
- **Inform** people about EuroPride 2022 Portugal with regard to the dates, events, travel and accommodation options, and key news about the preparations (e.g. high-profile speaker/performer appearances, etc.)
- **Inspire** people to attend EuroPride 2022 Portugal with information about EuroPride's spirit of community, contribution, and celebration, as well as about the opportunities visitors will have to express Pride and experience Portugal
- **Initiate** people's engagement in support of EuroPride (viral effects) with ways to participate in and contribute to the build-up through interactivity (polls, games, contests) and user-generated content

Communications will follow a digital-first, substance-first approach, timed with the calendar of European and worldwide LGBTI events from 2019 to 2022. Social platforms (Facebook, Instagram, etc.) will serve for audience-capture and as interfaces to disseminate news, information, entertainment and other content

from the EuroPride 2022 website and app. Content will lead with stories and issues to introduce and highlight the importance of the people, topics, and other elements of the EuroPride 2022 programme. By going beyond promotion and information to deliver added-value knowledge, we will position EuroPride 2022 as a must-attend event.

While online multimedia content and interactivity drive audience engagement, print formats, influencer outreach, and events will add durable, personal, and tangible reach where digital is less effective. In particular, we will focus on advertising and press coverage in key European and international LGBTI media, and by leading bloggers/vloggers, with particular emphasis on reaching minorities within the larger LGBTI community. We will represent EuroPride 2022 with delegations to EuroPride 2020 Thessaloniki, WorldPride+EuroGames 2021 Copenhagen, EPOA AGMs, and major local Prides in each of the intervening years. Finally, EuroPride 2022 Portugal will feature prominently in the Proudly Portugal presence at LGBTI travel expos ITB Berlin, FITUR, BTL Lisboa, IGLTA and others, and at events in Portugal, such as the Queer Film Festival in Lisbon and Porto, all local prides, Web Summit and others.

## COMMUNICATIONS FRAMEWORK



## #PROUDLYPORTUGAL

Marketing and communications for EuroPride 2022 Portugal will have access to the resources of Proudly Portugal. Proudly Portugal seeks to establish Portugal as a place where LGBTI tourists, residents, and investors are welcome. EuroPride is naturally an opportunity for Portugal to demonstrate these values in action.

Proudly Portugal asserts, on the one hand, that economic empowerment is a Human Right and an essential part of LGBTI equality. On the other hand, it maintains that diversity and inclusivity bring opportunities for all. It thus uses economic incentives to achieve social goals.

Proudly Portugal launched in 2019, financed by a grant from Portugal's Ministry of Economy Secretary of State for Tourism, and implemented by Variações. This aligns the needs of EuroPride organisers and Portuguese LGBTI organizations with those of the Government to ensure buy-in across stakeholders and at all levels.



## 6. PORTUGAL: #1 IN LGBTI TRAVEL

The ultimate measure of Pride is its long-term impacts. The short-term measure of Pride is size: how mass a statement it makes and how many individual lives it lifts. Size is the product of substance and style.

Renowned for its warm weather and warm welcome, Portugal is among the 20 most visited countries in the world, receiving an average of 13 million foreign tourists annually. Ranked among the five most peaceful countries in the world, Portugal also tied for #1 on the 2019 Spartacus Gay Travel Index. Since five years, Portugal consistently features among Top-10 destinations, on both professional (Monocle, Lonely Planet, Conde Nast Traveller, etc.) and user-generated (TripAdvisor, Airbnb, etc.) lists.

While the need for greater LGBTI social acceptance and legal equality is acute, openness to foreigners and a culture of respectfulness mean that Portugal remains among the safest, most welcoming places for LGBTI travelers. Lisbon and Porto have dynamic, visible LGBTI presence, and initiatives in smaller cities are multiplying rapidly as evidenced by the local Prides and EPOA members emerging in the last two years.

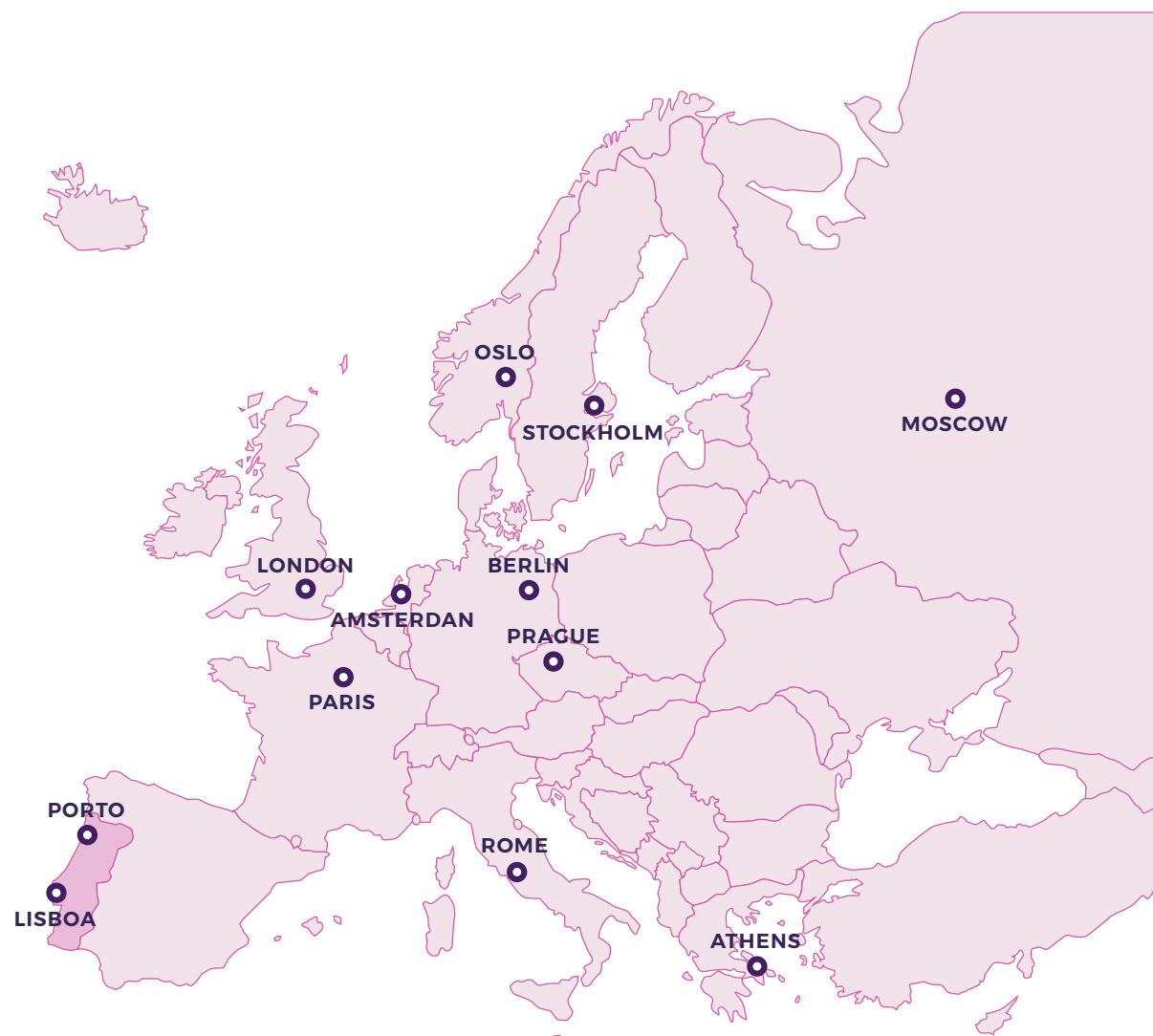




## GETTING THERE

Located in the southwest corner of Europe, Portugal is no more than a medium-haul direct flight from any European country. At the same time, its location makes Portugal the closest European destination to much of the Americas and Africa. Once arrived, Portugal's small size and well-developed transportation systems make travel within the country easy, quick and inexpensive.

DIRECT FLIGHTS			
<b>APROX. 1H</b> Madrid	<b>APROX. 3H</b> Amsterdan Rome Valletta	<b>APROX. 4H</b> Athens Bucharest Oslo	<b>APROX. 5H</b> Moscow Tel Aviv Belgrade
<b>APROX. 2H</b> Paris Brussels Dublin London Luxemburg Zurich Barcelona	Budapest Prague Vienna Zagreb Berlin Copenhagen Maspalomas	Sofia Warsaw Chisinau Riga Stockholm Helsinki Istanbul Kiev Cabo Verde	
<b>APROX. 7H</b> New York Toronto Luanda Recife	<b>APROX. 8H</b> Miami Doha/Dubai	<b>APROX. 9H</b> Sao Paulo	<b>APROX. 11H</b> Maputo San Francisco



## AIR

Lisbon and Porto are Portugal's main airports and international points of entry. They offer short- and medium-haul non-stop service to most European cities on a wide array of traditional and low-cost airlines, as well as direct long-haul service to cities in Africa, the Americas and the Middle East. Located mere minutes from their city centres, they both feature easy and safe rapid-transit to downtown or to rail, road and sea hubs for onward travel.

## ROAD & RAIL

Portugal boasts one of the world's most modern and comprehensive transport networks. Congestion is rare and distances short, allowing travelers either to move easily along an itinerary or remain in one location with day-trips nearby. Portugal's main rail line runs north-south connecting the major cities. High-speed tilt-technology trains make the run almost hourly, with First and Second Classes, and on-board dining. Less expensive conventional trains run only slightly slower.





## HIGHLIGHTS

Porto is a charming, atmospheric city bathed by the waters of the Douro River in the northwest of Portugal. Known as the Invicta, “The Undefeated”, Porto is a UNESCO World Heritage Site recognized for its historic character. It is also the departure point for trips through the Douro River Valley wine region on day-sails, longer deluxe cruises, a luxury train, and many more accessible options. The surrounding region, filled with beautiful villages and thriving cities, is a dynamic centre of commerce and industry, which also makes Porto a hub for Portugal’s design and fashion excellence.

Lisbon, the colourful capital of Portugal, known for its diverse atmospheres, dramatic landscapes and year-round sun. In 2018, Lisbon won the World Travel Awards for Best Destination City and Best Destination City Break. The city is a contrast study between ancient tiled palaces and modern museum buildings, labyrinthine alleyways and grand avenues, traditional shops and high-concept boutiques, street food and Michelin-star dining, all bound together by centuries of literary tradition and the haunted tones of Fado. Outside the city, from the mountaintop castles of Sintra, to the uninterrupted 30 km curving beach of Caparica, including many LGBTI-friendly and nudist areas, from glittering nightlife to forest yoga classes there is fun for every taste and budget.

## EAT, DRINK, SLEEP

As any European city, Lisbon and Porto offer a vast array of accommodations. Dozens of lodgings, from award-winning youth hostels to international-brand luxury hotels, fill the city centers. In addition to these, both serviced and self-catering holiday flats are available throughout the city at a range of prices. With evolving regulations these are becoming less disruptive to local housing and neighborhood dynamics.

Portugal’s economic recovery and tourism boom have brought a cornucopia of dining options, from street food to artisanal organic to Michelin-starred gourmet, blending local classics with contemporary reinterpretations and fusions of international influences. And of course wine traditions are ever-present, particularly in Porto’s 50+ historic cellars to visit along the city-centre quays.

At night, Lisbon’s action is up the hill, around Bairro Alto, whose sleepy daytime alleyways explode in an extended street party that goes long into the night. The hardiest among us can go on from there to the clubs of Principe Real or down along the water-perfect to watch the sunrise. Porto competes with Lisbon as Portugal’s LGBTI nightlife capital. Several streets of the historic centre comprise the “gayborhood” with cafés, restaurants and bars where every identity can find their niche.

## COSTS

While Portugal’s economic recovery and popularity with tourists caused certain prices to rise, it also brought an expansion of options to suit all budgets. It remains one of the EU’s lowest-cost travel destinations. At the same time, the country is known to offer good value for money, with high-end restaurant meals rarely exceeding EUR 50/person and mid-price lodging in the EUR 100 range even in high season. Taxis and ride-sharing, and mass transit, including long-distance rail and bus are similarly economical.





## LETTERS OF SUPPORT

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### 43 • CIVIL SOCIETY

AMPLOS: Parents of LGBTI children and youth  
Rumos Novos – Católicas e Católicos LGBT: LGBTI faithful  
Coletivo Zanele Muholi de Lésbicas e Bissexuais Negras: LB women of colour  
Grupo de Ativistas em Tratamentos/CheckpointLx: STI prevention and treatment  
Associação para o Planeamento da Família: Family planning services  
Associação Portuguesa de Apoio à Vítima: Victim support services  
Associação Plano i/Centro GIS: Social inclusion and integration  
Casa Qui: Psychological, social and legal support to LGBTI children and youth  
Associação Cultural Janela Indiscreta (Queer Lisboa Film Festival): Culture  
BJWHF/One Club Fits All  
It Gets Better Portugal: LGBTI youth empowerment  
Somos Blergh: Grass-roots mobilisation  
Alluma: LGBTI students organisation (University of Madeira)  
Academia Cidadã / Citizenship Academy: Civic participation  
Lisbon Bear Pride: Leisure  
LGBTI Viseu: Grass-roots mobilisation  
FNAJ: National Federation of Youth Organisations

### 52 • GOVERNMENT AND PUBLIC OFFICES

Rosa Monteiro, Secretary of State for Citizenship and Equality  
Ana Mendes Godinho, Secretary of State for Tourism  
Teresa Fragoso, President of the Commission for Citizenship and Gender Equality  
Luís Araújo, President of Turismo de Portugal  
Vitor Costa, General Manager in Turismo de Lisboa

### 55 • PUBLIC FIGURES

Catarina Marcelino, Member of Parliament and Former Secretary of State for Citizenship and Equality  
Alexandre Quintanilha & Richard Zimler, Member of Parliament & Novelist  
Francisco Guerreiro, Recently elected MEP of the Portuguese political party PAN

### 57 • BUSINESS

João Soares - Bain& Co

### 58 • CULTURE AND EDUCATION

AcessoCultura / Cultura Access  
Centro Nacional de Cultura  
Universidade Nova de Lisboa

### • CIVIL SOCIETY

AMPLOS: Parents of LGBTI children and youth

Rumos Novos – Católicas e Católicos  
LGBT: LGBTI faithful

Coletivo Zanele Muholi de Lésbicas e Bissexuais  
Negras: LB women of colour

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Associação para o Planeamento da Família: Family  
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Associação Cultural Janela Indiscreta (Queer Lisboa  
Film Festival): Culture

BJWHF/One Club Fits All

It Gets Better Portugal: LGBTI youth empowerment

Somos Blergh: Grass-roots mobilisation

Alluma: LGBTI students organisation (University of  
Madeira)

Academia Cidadã / Citizenship Academy: Civic  
participation

Lisbon Bear Pride: Leisure

LGBTI Viseu: Grass-roots mobilisation

FNAJ: National Federation of Youth Organisations



### **Letter of Support** **Portugal's Candidacy to EuroPride 2022**

Lisboa, July 13, 2019

Dear members of EPOA – European Pride Organisers Association,

AMPLOS, founded in 2010, is the only Portuguese association of parents of LGBTI people. We are one of the most visible and active LGBTI organisations in Portugal, doing both community reach and advocacy work. From local groups of mothers and fathers based all across the country, to awareness sessions with professionals, students or other key stakeholders, to meetings with the government and political parties, our range of work is very broad.

We are close partners of ILGA Portugal and rede ex aequo, and we strongly support the candidacy of Portugal to EuroPride 2022. An event with such dimension and impact would be an extraordinary opportunity to narrow the still high levels of discrimination against our LGBTI+ children, youth and families in Portugal.

Sincerely,

Manuela Ferreira  
President of the board





**Letter of Support to Portugal's Candidacy to EuroPride 2022**

Lisboa, July 13, 2019

1

Dear Kristine Garina,  
President of EPOA – European Pride Organisers Association,

Rumos Novos – Católicas e Católicos LGBT (PORTUGAL) is a Portuguese Association of Catholic LGBT People, whose principles are strongly connected with human dignity and respect for all people as human beings and God's Children, no matter their sexual orientation or gender. It's very important to us, LGBT Catholics, to promote the construction of bridges of mutual acceptance with respect, compassion, and sensitivity, with and within the Catholic Church in order to live and share our faith with all, without exceptions, and create possibilities to those who come to us feel respected, wanted and understood. We believe it's possible the unity within the diversity, because exclusion it's not an option. So, we support Portugal's candidacy to organize EuroPride 2022.

Portugal is a warm and welcoming country for everybody and one of the most welcoming countries for LGBT people. We also support this candidacy because it's an unique opportunity to put European LGBT people in touch with Portuguese LGBT Catholics and letting us show that faith and sexual orientation or gender differences are not incompatible.

Sincerely,  
RUMOS NOVOS - CATÓLICAS E CATÓLICOS  
LGBT  
A Coordenação Nacional

(Prof. José Leote – National Coordinator)

Contactos: RUMOS NOVOS – Católicas e Católicos LGBT (Portugal) | Coordenação Nacional  
[coordenacao.nacional@rumosnovos.org](mailto:coordenacao.nacional@rumosnovos.org) | <http://rumosnovos.org> | Telem.: +351 963701741



Coletivo Zanele Muholi de Lésbicas e Bissexuais Negras  
<https://www.facebook.com/coletivozanelemuholi/>

**Letter of Support to Portugal's Candidacy to EuroPride 2022**

Lisboa, July 12, 2019

Dear Kristine Garina,  
President of EPOA – European Pride Organisers Association,

The Zanele Muholi Collective of Black Lesbians and Bisexual Women supports Portugal's candidacy for EuroPride 2022.

The Zanele Muholi Collective aims to: - Combat all forms of discrimination, sexism, racism, xenophobia, lesbophobia and biphobia; - Fight for the visibility of black lesbians and black bisexuals through the dissemination of reports, denunciations, poems, images, photographs, audiovisual projects with an artistic-political purpose; - Share and exchange information on activism, Human Rights, with a focus on combating the verbal and physical violence experienced by black and lesbian women; - Promote the debate on the theme of intersectional discrimination in Portugal: with specific concern for the issues of gender, race, class, sexuality and territory; - Assist in the development of public and cultural policies that mainly target black lesbians and immigrants in Portugal; - Act as a driving force for the creation of other collectives / groups of black lesbians and black bisexuals in Portugal, Brazil and in Portuguese-speaking African countries.

Sincerely,

Geanine Vargas Escobar  
Member and co-founder of the Zanele Muholi Collective of Black Lesbians and Bisexual



**Letter of Support  
Portugal's Candidacy to EuroPride 2022**

Lisboa, July 15, 2019

Dear members of EPOA – European Pride Organisers Association,

GAT - Group of Activists in Treatment, founded in 2001, is a Portuguese non-governmental not-for-profit membership-driven organization of cooperation among people from different communities affected by HIV and AIDS. GAT is managed by people infected and affected by HIV/AIDS and advocates for legal and policy changes that will positively affect the health, rights, and quality of life of people living with or at increased risk of HIV, viral hepatitis and other sexually transmitted infections (STI). GAT has services in Portugal targeting different key populations more vulnerable to HIV, viral hepatitis and STI's, including Lisbon Checkpoint focusing Gay men and other men who have sex with men and Espaço Intendente working mostly with sex workers and trans.

Although LGBT rights in Portugal have improved substantially in the past 10 years and holds a wide-ranging anti-discrimination laws, GAT considers there are still unmet needs in regard to discrimination based on gender expression that should be addressed. Therefore, GAT strongly supports Portugal's application to organize EuroPride 2022.

Sincerely,

  
Luís Mendão  
(President of GAT)

**Letter of Support to Portugal's Candidacy to EuroPride 2022**

Algarve, July 13, 2019

Dear Kristine Garina,  
President of EPOA – European Pride Organisers Association,

Associação para o Planeamento da Família (APF) was founded in 1967 and aims to help people make free and conscious choices in their sexual and reproductive lives and to promote positive parenting. APF is the Portuguese member of IPPF - International Planned Parenthood Federation, the federation that brings together family planning associations in almost every country in the world.

APF Algarve's delegation is responsible for the organization of a LGBTI+ parade in the region of Algarve, in the city of Faro – the first and only pride event in the South of Portugal. We organise this event because we recognize that in this region of Portugal there were still significant stigma and prejudice against the LGBTI+ community. With this event and other initiatives, the work of changing hearts and minds in Algarve has been a reality. We strongly support Portugal's candidacy for the organisation of EuroPride 2022.

Sincerely,

P'la Coordenadora Regional da Delegação do Algarve









Letter of Support  
Portugal's Candidacy to EuroPride 2022

Lisboa, July 10, 2019

Dear members of EPOA – European Pride Organisers Association,

BJWHF Sports Club is an association that aims to tackle LGBTIphobia in sports in Portugal. We strongly support the candidacy of Portugal to organise EuroPride 2022.

Although the LGBTI+ rights in Portugal are among the best in the world, there is still a considerable social prejudice towards the community, especially outside the capital city. This leads to people remaining closeted, to choose to have a life apart from their families or even hide their sexual identity or orientation for fear of being rejected or bullied. BJWHF Sports Club aims to tackle LGBTIphobia in sports. In Portugal, there isn't a single openly LGBTI+ professional athlete, who could serve as a role model for younger LGBTI people, and this alone proves how Portuguese society needs to evolve. We, as a society, need to talk about this, and the EuroPride is the perfect opportunity to have this issues in the spotlight. It's not just an opportunity to celebrate, it's an opportunity to discuss and raise awareness. We hope to organise "Pitch Beach 2022" in Lisbon during EuroPride 2022!

Sincerely,

Ricardo Veríssimo, General Secretary



Letter of Support to Portugal's Candidacy to EuroPride 2022

Porto, July 9, 2019

Dear Kristine Garina,  
President of EPOA – European Pride Organisers Association,

*It Gets Better Portugal is part of Associação Tudo Vai Melhorar and we are very proud to support EuroPride 2022. We are a non-governmental organization and our mission is to uplift, empower, and connect lesbian, gay, bisexual, transgender, and queer youth around the globe.*

Growing up isn't easy, especially when you are trying to affirm and assert your sexual orientation and/or gender identity. It can be a challenging and isolating process – but, the good news is, no one has to do it alone! We intend to remind teenagers in the LGBTI community that they are not alone — and it gets better. We have a very positive approach and an event like EuroPride makes total sense for us to participate. Together we can connect, uplift and empower even more people in our own country.

Best regards,

Tiago Rodrigues de Castro  
President of the Board



Letter of Support  
Portugal's Candidacy to EuroPride 2022

Porto, July 9, 2019

Dear EPOA – European Pride Organisers Association – members,

*Somos Blergh is one of the main groups in the North of Portugal that work and advocate for LGBTI rights. We actively take part in decisions related to LGBTI issues in area of Porto, being able to easily reach out to other LGBTI organisations. Somos Blergh has experience in organising an European wide event - an Youth exchange project on bullying, which took place on Estonia, and we support Portugal's candidacy to EuroPride 2022.*

Kind regards,

Mía de Seixas, Grand-Blergh



Letter of Support to Portugal's Candidacy to EuroPride 2022

Madeira, July 12, 2019

Dear Kristine Garina,  
President of EPOA – European Pride Organisers Association,

The LGBTIQ+ students association, Alluma, based in the isle of Madeira, supports Portugal's candidacy for EuroPride 2022.

Our LGBTIQ+ students' association, Alluma, was born from the need of a space where students of our university (that are part of the LGBTQ+ Community) could feel represented and safe. Our association has the goal of making a place for LGBTQ+ people to feel represented, and to speak freely about our identities. As an association, we make activities for students, so that the community members feel closer and more open to speak by themselves, sharing experiences and also helping others. We couldn't have done our work without the example of other associations inside of other universities, and that's why we agree that the presence of Alluma in Europride 2022 is of extreme importance. Unfortunately, in Portugal there aren't many LGBTIQ+ students' associations, and thinking of that, we think that with the opportunity of participating in the EuroPride, we can inspire other students, schools and universities with our example, showing them that they be themselves and be able to create spaces in their current school/university.

Sincerely,



ACADEMIA  
CIDADÃ  
CITIZENSHIP  
ACADEMY



European Pride Organisers Association

Oporto, 27 June 2019

Subject: Letter of support

It is with great pleasure that FNAJ – Federação Nacional das Associações Juvenis (Portuguese Federation of Youth Associations) strongly supports hosting EuroPride 2022 in Portugal.

The organizations of the application committee - Rede ex aequo, ILGA and Variações - are organizations of reference in the country and we believe that an event with these dimensions and characteristics would be well brought, while noting the importance of the advisory board.

Portugal has a democracy based on the principles of human rights and the values of freedom and equality and this major event is an excellent opportunity to show that. We consider that EuroPride has a key positive impact and it would be another step in the commitment that our country has in the defence of human rights and in particular of the LGBT people.

Best regards,

President of the Board

/ Tiago Manuel Rego/

Letter of Support  
Portugal's Candidacy to EuroPride 2022

July 12, 2019

Dear Kristine Garina,  
President of EPOA – European Pride Organisers Association,

Academia Cidadã (Citizenship Academy) association supports Portugal's candidature to organize EuroPride 2022. Since 2011, our association has been promoting human rights, namely LGBTI rights, being specially engaged in the campaign to legalize adoption for same sex couples, PrEP's public and free access and takes part in the organization of the annual Lisbon Pride Parade since 2016. Receiving EuroPride 2022 in Portugal is going to be very important for giving visibility to the portuguese LGBTI community and it's civil society organizations, as well as to send a message of hope to Europe and to the world, in a time where human rights are at risk by the rise of extreme-right populist leaders.

Sincerely,

João Labrincha, Secretary of the Board

Letter of Support tp the  
Candidacy of Portugal to organise EuroPride 2022

Lisboa, July 9, 2019

Dear members of EPOA – European Pride Organisers Association,

Lisbonbearpride has organised a small 'bear' pride event in Lisbon since 2012.

We would love to see Europride in Portugal to support the local organisations who fought for our rights so many years. We came a long way with LGBTI+ rights in Portugal but confirmation of these achievements would be a big motivator to go on with this work.

Portugal was never home of one of the LGBTI+ events, and that would be an eyeopener for the whole country and for all the Portuguese speaking countries on which what happens in Portugal has a major influence.

The homophobia, that combines all prejudices and negative attitudes against LGBTi+ people that often comes from within their families, friends and work environment is the next thing that needs more work. The awareness of the people that it is ok to live as you are, and that love is above any religion is what we have to fight for.

Lisbonbearpride give all our support and with all our heart to the candidacy of Portugal for the organisation of Europride 2022.

Kind Regards,

Antonio Reis Marcos

Eddy Van Wallendael

Founders and organisers of LBP

Letter of support of the  
Portugal's Candidacy to Europride

Viseu, 15<sup>th</sup> of July, 2019

Dear members of the EPOA - European Pride Organisers Association,

LGBTI Viseu is movement of citizen of the city of Viseu, that exists since January 2018 and has been fighting for the rights of the LGBTI+ Community, having participated in the organization of the 1<sup>st</sup> Pride March of the city above mentioned.

Portugal is country always on the vanguard of pro-LGBTI+ legislation, legalizing same-sex marriage, the adoption by same-sex couples, and, finally, approving gender auto determination. It is easy to change laws, but not so easy to change people, and even though, our country has been chosen by *Spartacus International Gay Guide* as the one of the most gay friendly countries to travel to, homophobia is still present.

Therefore, we would like to demonstrate our support to Portugal Candidacy to Europride, since this event may give visibility to all the groups that have been fighting for LGBTI+ rights , giving them a push to fight even harder, help us show to the rest of the world that we can be a very inclusive and welcoming country to all and also help us fight the rare remaining roots of homophobia.

Kind Regards,

Ana Maria dos Santos Ferreira

Founder and Representative Member



• GOVERNMENT AND PUBLIC OFFICES

Rosa Monteiro, Secretary of State for Citizenship and Equality  
Ana Mendes Godinho, Secretary of State for Tourism

Teresa Fragoso, President of the Commission for Citizenship and Gender Equality

Luís Araújo, President of Turismo de Portugal

Vítor Costa, General Manager in Turismo de Lisboa



Subject: Letter of support

It is with great pleasure that we welcome and support the possibility that your organization may choose Portugal for the EuroPride 2022.

Portugal is a country with vast experience in organizing major events, such as the Eurovision final or Websummit, which attests to our ability and professionalism in the realization, production and hosting of all kinds of events.

We believe that EuroPride has a major positive impact on fighting discrimination based on sexual orientation, gender identity and expression, and sex characteristics. Thus, the possibility of this event taking place in Portugal represents another step in the affirmation of Portugal as a country actively committed to the prevention of discrimination and to the promotion of human rights.

We also have excellent professionals, the best hotel and international recognized restaurants. We are the best world tourist destination, Lisbon was voted the best city in the world and Oporto has also been recognized as the best european tourist destination. We believe that we have all the conditions to be the ideal country to host an event as important and iconic as the EuroPride.

Welcome to Portugal.

Ana Mendes Godinho  
Secretary of State for Tourism

Rosa Lopes Monteiro  
Secretary of State for Citizenship and Equality

Gabinete da Secretária de Estado do Turismo  
Rua da Horta Seca, 15, 1200-221 Lisbon, Portugal  
TEL + 351 21 324 54 45/79 EMAIL: gabinete.set@mecon.gov.pt

Gabinete da Secretária de Estado para a Cidadania e a Igualdade  
Rua Prof. Gomes Teixeira, 2, 5º, 1399-022 Lisbon, Portugal  
TEL +351 21 392 79 66 / EMAIL: gabinete.seci@mpma.gov.pt

www.portugal.gov.pt



Dear President of the Variações  
Mr. Carlos Sanches Ruivo,

It is my pleasure to express the official support of the Commission for Citizenship and Gender Equality to Associação Variações in your intention to host the EuroPride 2022.

We consider that this major event is an excellent opportunity to show Portugal as a country that promotes the full enjoyment of human rights and fundamental freedoms by all persons regardless of sexual orientation, gender identity and expression, and sex characteristics.

This event would be not only a great honour and responsibility for Portugal, but also a sign of our political commitment to the agenda of human rights in general, and with the human rights of LGBTI people in particular.

Yours faithfully,

Lisbon, 16th January 2019

The President

Teresa Fragoso

RE: CIG  
Ave. República, 32 - 1.º andar, 1050-103 Lisboa | PORTUGAL  
Tel. (+351) 217 983 000 | e-mail: cig@sig.gov.pt  
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SECRETARIA DE ESTADO  
R. Ferreira Borges, 53-1.º Esq., 4050-253 Porto | PORTUGAL  
Tel. (+351) 222 974 370 | Fax (+351) 222 974 398 | e-mail: ciparte@sig.gov.pt



V/ Refª

N/ Refª SAI/2019/5259 [DCOM/MJC]  
May 27th

Subject: Letter of support | EuroPride 2022

Dear Sirs,

On behalf of Turismo de Portugal we welcome the next EuroPride2022 in Portugal.

Raising Portugal's profile and boosting the destination's visibility in the international markets has been a constant undertaking for Turismo de Portugal.

Promoting Portugal as a tourist destination worth visiting, as a place to invest, live or study in, and as a venue capable of hosting major national and international events, have been our main goals.

Our strong experience in organizing and hosting major national and international events, allows us to gain international visibility, and by hosting Europride 2022, the affirmation of Portugal as a tourist destination committed to the prevention of discrimination.

We are certain that this event will have a major impact not only in the tourism activity, but also in promoting human rights.

Luís Araújo  
President



EPOA – European Pride Organisers Association  
Rue du Marché au Charbon 42  
Brussels  
Belgium

Lisboa, 24<sup>th</sup> May 2019

Ref: EuroPride 2022

Dear EPOA Board Members,

It gives us a great pleasure to learn that ILGA Portugal, Variações and rede ex aequo, are bidding for the organization of the EuroPride in Lisboa in 2022.

We would like to emphasize our interest in hosting this prestigious Event in our city and therefore we will provide all possible support to its materialization and success.

The light and beauty of Lisboa, the advantage of the prevailing mild weather, the historical heritage of the Discoveries, the proximity from most European cities and the Americas, the existing quality hotels, modern meeting facilities and the professionalism of our Incoming Travel Agencies and Conference Organizers, certainly will contribute to make Lisboa the ideal venue for your event.

Hoping to hear from you in the near future,

Yours sincerely

Vitor Costa  
General Manager  
Turismo de Lisboa – Visitors & Convention Bureau

TURISMO  
DE LISBOA.  
VISITORS &  
CONVENTION  
BUREAU.

PESSOA COLECTIVA DE  
UTILIDADE PÚBLICA  
NOS TERMOS DO  
DECRETO-LEI 460/77,  
DE 7 DE NOVEMBRO  
NIF: 501 883 166

R. DO ARSENAL, N.º 23  
1100-038 LISBOA  
TEL: (+351) 218 312 700  
FAX: (+351) 218 312 899  
www.visitlisboa.com



#### • PUBLIC FIGURES

Catarina Marcelino, Member of Parliament and Former Secretary of State for Citizenship and Equality

Alexandre Quintanilha & Richard Zimler, Member of Parliament & Novelist

Francisco Guerreiro, Recently elected MEP of the Portuguese political party PAN



Dear President of the Variações

Mr. Carlos Sanches Ruivo

Subject: Letter of Support EuroPride 2022

It is my pleasure to express my support of the intention to choose Portugal to host the EuroPride.

I believe that EuroPride will be a important moment to show Portugal as a country committed with fundamental freedoms, preventions of discriminations and promotion of human rights of LGBTI people.

Portugal in the last 15 years has made an important way of affirming the rights of LGBTI people, through legislation and public policies. It is also relevant the importance of NGO in the promotion and affirmation of the LGBTI community in Portugal.

For all these reasons and because Portugal has all the logistical conditions for an event of this dimension, and it is one of the best world tourist destination, I support the intention to host EuroPride 2022 in our country.

Best regards,

Portuguese MP

Former Secretary of State for Citizenship and Equality

Catarina Marcelino



Letter of Support

We wholeheartedly support the candidacy of Portugal as the host of EuroPride 2022. As public figures who've been out of the closet for more than forty years, we have experienced the amazing transition that Portugal has made in terms of the acceptance of LGBT persons and its commitment to the promotion of human rights. When we first moved here in 1990, almost all gay people hid their sexuality from friends, family and colleagues. But over the past three decades, Portugal has changed from a country of taboo and shame to one of tolerance and solidarity.

Both of us often talk at Portuguese primary and secondary schools and we are welcomed with open arms by students and teachers alike. Our marriage in 2010 received major press coverage and we got no negative feedback. Yes, there are still pockets of homophobia in Portugal, as there are in even the most progressive countries. But the transition made by the country is one of the reasons why we believe that hosting EuroPride would be wonderful. You see, the Portuguese have given the world proof that going from taboo and shame to tolerance and solidarity can be done in a single generation! Isn't that worth finding out about and exploring?

We very much hope you choose Portugal for EuroPride 2022 and, should the occasion arise, we will be happy to meet with your organizers to discuss our experiences here.

All the best,

Alexandre Quintanilha  
Member of Parliament

Richard Zimler  
Novelist



**PAN – EUROPEAN PARLIAMENT**  
**Group of the Greens/European Free Alliance**

To all the members of the European Pride Organisers Association,

As a newly elected MEP of the Portuguese political party PAN – Pessoas-Animais-Natureza (People-Animals-Nature), it is with a great sense of responsibility that I present this support letter to the Portuguese application for hosting the EuroPride 2022.

Over the past 20 years, Human Rights NGOs have been working very hard near Governments, parties and public and private institutions, both at national and international level, to ensure to establish Portugal as model regarding Human Rights, non-discrimination and protection of Lesbian, Gay, Bisexual, Trans and Intersex people.

Of these NGOs, ILGA Portugal, ex aequo network and Variações have played an active and highly relevant role and I was very proud to know that they formed the application committee together.

Hosting an event such as the EuroPride will have a huge political and social impact in Portugal, particularly regarding the implementation of the great legal achievements of recent years. This is a country where LGBTI people suffer from a high invisibility and silence. Despite this fact, pride celebrations are growing considerably in our country, which shows that the population is really fighting and is ready to implement the change.

I believe that the EuroPride will be decisive in order to "definitively get Portugal out of the closet". Having you by our side will be simply wonderful.

Friendly regards,

  
**GUERREIRO, Francisco | MEP**  
**Pessoas-Animais-Natureza**

• **BUSINESS**

João Soares - Bain& Co

João Soares  
R. Sousa Pinto 1, Bloco B, 6 Dto  
1250-002 Lisboa  
Portugal

To whom it may concern

Pride is a celebration of our growing numbers, a beacon of hope for those that are looking for a sense of community and a remembrance of how far we have come in terms of vital human rights. I am honored and humbled to be an ambassador to the Portugal Pride candidacy to EuroPride 2022.

I am a senior partner at Bain & Company, one of the world's leading management consulting firms. We work with change-oriented executives to help them make better decisions, convert those decisions to actions and deliver the sustainable success they desire. I have been a partner in Madrid, Lisbon, Sydney and London, and have experienced firsthand how corporations have the ability to be catalysts in the process of making the world a better place for the LGBTQ community.

I have the honor of being the global head of BGLAD, the LGBTQ network at Bain. Our GLBTQ-related policies have created a culture of acceptance and inclusion that is winning outside recognition. For nearly two decades at Bain, we have had a written nondiscrimination policy that provides GLBTQ employees with the opportunity to work as openly and "out" as they feel comfortable. Due to that leadership at Bain – I have been recognized in the "Out at Work" list of the UK's Telegraph newspaper.

In 2007, the Human Rights Campaign awarded a perfect score in its Corporate Equality Index to Bain. We were among the first consulting firms ever to receive this distinction, and have obtained a perfect score ever since. The firm is also rated first in Vault's GLBTQ diversity ranking. We've also done valuable work directly with the GLBTQ community, including projects for the Gay and Lesbian Alliance Against Defamation, Immigration Equality and the San Francisco AIDS Foundation. In short, we've taken great strides toward making Bain the very best places to work – for everyone.

I was born into a Portugal under the rule of a dictatorship which used 'traditional' family values as a way to control the people. I grew up in a Portugal re-discovering the outside world, but struggling to accept the civil rights advances taking place through the 80s. I went to college and started working in 90s Portugal where there were literally no role models of LGBTQ people and rampant homophobia in daily-life, the news and business culture. The closet (even to oneself) was the only place to live – and where I lived until the 2010s.

A couple of years ago I gave the keynote address at the LGBTI Workforce Inclusion Conference, which took place in Lisbon. Another speaker shared that there are no out executives in any of the top Portuguese companies, be it public sector or private enterprise. Not one. Not a single one. Not that there are no LGBTQ executives – the issue is that society is lagging legislation in acceptance and inclusion. That lack of representation could be significantly addressed by hosting an EuroPride in Portugal. We'd see, feel and enjoy the representation we see across the host countries for EuroPride (or World Pride). Thankfully, it feels like Portugal in the 21<sup>st</sup> century is a place ready to embrace broader changes and I, for one, believe that EuroPride would accelerate those positive changes.

For those attending EuroPride, it also helps that Portugal has consistently won accolades for tourism and travel, year after year – earlier this month the country won 39 World Travel Awards, 3 more than last year. This year, Portugal received the Best European Tourist Destination for the third year in a row. Among its prizes, it won in a number of hotel categories, like Best Business, Design, Luxury, All-inclusive, and Romantic hotels. The Algarve region won Best Europe Beach Destination, a prize it won five times. Lisbon won the title of Europe's Best City Break Destination. You can't go wrong in picking Portugal.

But it's the contribution to representation and visibility that will leave the lasting marks in helping making the country a better place for LGBTQ people.

Sincerely



João Soares

• CULTURE AND EDUCATION

AcessoCultura / Cultura Access  
Centro nacional de Cultura

Universidade Nova de Lisboa



Letter of Support

Acesso Cultura | Access Culture would like to express its support for Portugal's candidacy to be the host of EuroPride 2022.

Our association's vision is that of a society where "difference is mainstream". We work every day in order to bring down barriers to cultural participation, not only in terms of "viewing", but also of creating. Visibility and representation are fundamental in this process.

Portugal, despite being a rather small country, has taken significant steps in the promotion of LGBTQI+ rights. That said, the difference between being who you are in a big city and in a small town can be enormous.

This is why we believe that the organisation of EuroPride 2022 in this country will be a moment of recognition of everything that has been achieved and also of stimulus regarding what still needs to be done. A healthy mix of celebration and comfort, as well as reflection and discomfort. Nothing should be taken for granted and this small country has shown awareness and responsibility regarding the need to persist.

We very much hope that this will be a successful bid for Portugal.

Almada, 16 July 2019

Maria Vlachou  
Directora Executiva

Acesso Cultura, Associação Cultural  
Rua do Regil 4, 3 Dto, 2805-234 Almada, PORTUGAL | Tel. +351 917 510 659  
NIF: 510676960  
acessocultura.org



Centro Nacional de Cultura  
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1249-101 Lisboa, Portugal

Tel (+351) 21 346 67 62  
Fax (+351) 21 342 82 90

info@cnc.pt | www.cnc.pt  
Contribuinte Nº 501.108.718

Variações – Associação de Comércio e Turismo  
LGBTI de Portugal

geral@variaco.es

Lisboa, 12 de julho de 2019

Exmo. Senhor  
Misha Pinkhsov

O Centro Nacional de Cultura colabora regularmente com instituições LGBT, nomeadamente através da divulgação das suas atividades no seu portal e-Cultura, um dos portais culturais mais visitados a nível nacional.

Neste âmbito, o Centro Nacional de Cultura expressa o seu apoio à candidatura para o acolhimento em Portugal, em 2022, da EuroPride.

Desejando o maior sucesso para esta iniciativa, com os melhores cumprimentos,

Maria Cafado  
Presidente

751/19-cc

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O CNC foi  
Declarado de utilidade  
pública por despacho  
do Primeiro Ministro  
publicado no D.R.II  
Série nº 207 de 6.3.84  
Distinguido com  
medalha de mérito  
cultural, entregue  
pelo Primeiro Ministro  
em 27.4.93  
Condecorado com o grau  
de Membro Honorário  
da Ordem do Infante  
D. Henrique pelo Presidente  
da República em 10.6.95  
Condecorado com a  
Ordem da Liberdade  
em 15.5.2005



SUPPORT LETTER

To whom it may concern,

17-JUL '19 03:23

We are hereby submitting our support letter to Portugal's application, through "Variações", to the organization of the EuroPride 2022.

As a university, we strongly support freedom, diversity and integration, particularly through this service, SASNOVA, who is responsible for the university's policies on social action and welfare.

We believe that events like EuroPride are of major importance to build an inclusive society, and the organization of its 2022 edition in Lisbon will have an enormous impact in the city and the country, and, of course, in NOVA's community, by promoting democracy, equality and human rights.

With this letter we show our institutional support to "Variações" in the application of Portugal to the organization of EuroPride 2022.

On behalf of Universidade Nova de Lisboa,

Paula Machado

Administrator of SASNOVA (Social Welfare Services / Universidade Nova de Lisboa)

Universidade Nova de Lisboa

Lisbon, 16<sup>th</sup> July 2019

SASNOVA  
SERVIÇOS DE ACÇÃO SOCIAL  
UNIVERSIDADE NOVA DE LISBOA  
Campus de Campolide, 1099 - 032 Lisboa  
NIF: 501 559 094





EURO  
PRIDE  
2022  
• PORTUGAL •