



LICENSOR OF EUROPRIDE

EUROPEAN PRIDE ORGANISERS ASSOCIATION



Annual Report 2020-2021





From the President

In the introduction to last year's Annual Report, I wrote about the extraordinary resilience of our community in the face of the pandemic and how, despite the incredible challenges, activists and Pride organisers across Europe stepped up to serve their communities.

Despite many Prides taking back to the streets in 2021, the resilience has only intensified. Across Europe – in cities like Tbilisi, Budapest, Warsaw, Kaunas and Sofia – we have seen increased levels of violence and hatred against Pride. And in far too many places members of our community and our allies have lost their lives to anti LGBTI+ violence.

As you will read in this Annual Report, the Board has worked throughout the year to support members and the movement as a whole. We have engaged with political, diplomatic and civil society partners to demand action and protection for Pride and for our community. We are encouraged to see some action – such as by the European Commission against Poland – but more action is needed. The strong words expressed during WorldPride in Copenhagen and Malmö must be matched with genuine, tangible action. If – as we are told – equality is a fundamental European principle, we need to see this become a reality.

It's easy to become disheartened by the mixed picture that 2021 presents, but I am optimistic about the future, and especially for the full return of Pride in 2022. EPOA is perhaps in its strongest ever position to support its members in need, and we look forward to engaging with you to support you next year.

And with EuroPride 2022 in Belgrade, we can come together in September to show how powerful and impactful Pride can be: few Prides have the history and journey from violence to celebration as Belgrade. I look forward to seeing you there.

Finally, a word of congratulations to the Copenhagen Pride and Malmö Pride teams for a stunning WorldPride delivered in the face of incredible challenges, and especially for the way in which they held digital versions to make the events accessible to those who could not be there in person.

As we enter EPOA's thirtieth year, thank you for your support and solidarity in 2021.

Kristine Garina, President of EPOA

Cover image credits, L-R: Tbilisi Pride, Warsaw Pride, Baltic Pride Riga, Budapest Pride, Sofia Pride / Цветомур Думов, Kaunas Pride. Image above: Alessandro Tiberti Bertin.



LET'S MAKE HISTORY!



EUROPRIDE 2022

Belgrade, Serbia



12-18 SEPT. 2022
WWW.EUROPRIDE2022.COM





Board report

The pandemic continued to affect our ability to meet in person or to attend many events outside of our own cities and countries, but it did not affect our ability or determination in our work for EPOA and our members.

A great deal of time was spent in the early part of this year with administration in relation to Global Pride, including managing and processing grant payments to a number of members in Europe. We have also participated in a dialogue with InterPride about what future there may be for the Global Pride project, and we plan to report back to members on this early in the next year.

Since the last Annual General Meeting (3/4 October 2020) the Board met five times online, and once in-person during WorldPride in Copenhagen. Every meeting has been quorate with a majority of board members being present.

External representation

In addition to board members attendance at their own Pride events, EPOA has been represented by board members at events and meetings with the following:

- Burgas Pride, Bulgaria
- Copenhagen 2021 WorldPride Human Rights Conference
- Copenhagen Winter Pride
- Council of Europe SOGIESC
- CSD Deutschland Conference
- Eurocentralasian Lesbian* Conference
- European Commission 'Union of Equality' strategy launch
- European Union Fundamental Rights Agency
- European LGBT Police Association
- FITUR / International Tourism Fair
- Forum Europe Speed Date
- ILGA Europe Annual Conference
- InterPride Annual Conference
- Ireland Pride Network AGM
- Nordic Pride Conference
- UK Pride Organisers Network online meeting
- ZoomPride MeetUp

Individual board members also attend many meetings and events at a local level, including local LGBTI+ and HIV/AIDS civil society engagements. Some also serve on committees of other organisations, including InterPride.



Board report *continued*

Administration

Being functionally headquartered in Belgium continues to present challenges due to the complicated bureaucracy of managing an *association internationale sans but lucrative* – a non-profit organisation – there. This year we engaged a Belgian lawyer to support us in correcting the national records, and we made good progress. We hope to have our records finally up to date by the end of 2021 when we can provide updated board details following the AGM and elections.

Our registered office remains at RainbowHouse in Brussels, and we are grateful to the team there and at The Belgian Pride for their support in managing our incoming mail.

Communications & Media

In the year to 31 August, EPOA enjoyed international media coverage in more than 40 media outlets, averaging one item each week. This focused on the ongoing impact of the pandemic and outcomes from Global Pride, but also on our advocacy and campaigning activity. Overall we did see a reduction in coverage, but this was expected as media interest in Global Pride and the pandemic's Pride impact reduced.

We continue to have the largest social media audience of all the Pride networks, with an overall audience of 26,300 achieving almost 3.2m impressions over the year. Our audience grew almost 10% during the year. We have also continued to work closely with Google, Twitter and Facebook at national and European level.

Early in 2021 we implemented the first stage of a new website which will incorporate our new Prides calendar by early 2022, and also embed our new membership platform.

A GDPR compliance self-check was completed earlier this year for our own organisation and for those with whom we share data. We are confident that our practices are within the Regulation. The new membership database enables us to migrate some other services – such as the newsletter – to that platform to further reduce the number of places where member data is held.

Conference

Torino Pride, who won the right to host the 2021 AGM at last year's AGM, informed us early in 2021 that the impact of the pandemic meant that they needed to ask for a 12 month postponement. The board met with Torino Pride to discuss the request, and agreed. We look forward to visiting Torino in September 2022.



Board report *continued*

Consequently this year's AGM will take place online for members, although the board will meet physically to enable a more streamlined meeting. As Torino's hosting has been postponed to 2022, bids to host the 2023 AGM will be presented at next year's AGM.

After eight years of dedicated service to EPOA, Juan Carlos Alonso Reguero stands down from the EPOA board at this AGM. Juan Carlos often talks of EPOA as his family, and we know that we speak for all our members when we say that we feel the same. We thank Juan Carlos for his incredible service to the Association, and we know we will continue to see a great deal of him for many years to come.

EuroPride

By convention when WorldPride takes place in Europe, we do not issue a EuroPride licence for the same year. WorldPride in Copenhagen was therefore also considered to be this year's EuroPride, and the closing ceremony saw the handover of EuroPride to Belgrade for 2022.

The 2020 AGM awarded the EuroPride 2023 licence to Malta Pride, and agreed that Thessaloniki Pride should host EuroPride 2024 due to the cancellation of EuroPride 2020 due to the pandemic. The board expressed its thanks to Belfast Pride and Rotterdam Pride, who also placed bids for 2023, and to members for showing solidarity with Thessaloniki.

As EuroPride hosts are now settled until 2024, there is no bidding or voting at this year's AGM. Bids for 2025 will be presented at next year's AGM and the EuroPride Coordinator will continue to support confirmed and bidding members in their preparations.

Human Rights

At a policy level – highlighted by ILGA Europe's *Rainbow Europe* index – or in the lived experiences of LGBTI+ people – evidenced by the terrible news reports we all see – our community is under increasing attack and facing more intolerance than we have known for many years. Prides across Europe have seen increased legal challenges, violence, counter protests and opposition.

Where possible, we have continued to be in touch with activists on the ground, such as various Prides in Poland, METU Pride in Turkey, Budapest Pride in Hungary, and Tbilisi Pride in Georgia. As ever, we stand ready to assist in any way we can – including through grants from our Solidarity Fund and from providing strategic support from professionals and others who have previously been in similar situations.

We recognise our limitations, however, and there are other organisations and agencies who are often better placed than us to provide support. We have been pleased to support some



Board report *continued*

excellent campaigns from our colleagues at All Out, especially in relation to Poland and Hungary. We will continue to amplify and support these campaigns wherever we can. We also call on other national and international advocacy organisations to do more to support local Pride organisers when they are facing challenges and hostility.

Membership

Although it took more time than we envisaged, this year we identified and began to implement a new membership database on the WildApricot platform designed for non-profit organisations. Once the implementation is complete, it will allow us to streamline many of our membership processes, including new membership applications, annual renewals, updating member details, hosting events, and sending our newsletters. We hope to complete the process by the end of 2021.

Whilst we did welcome several new members, we did experience a drop in membership due to the pandemic, as Prides have faced financial pressures due to reduced incomes. We are grateful to those members who did renew during the year, and remind all Prides that if they are facing financial difficulty they are always welcome to apply for a waiver of membership fees.

During the year we hosted several online social events for members, including a screening of the film *Pride is Protest* followed by a Q&A with the Directors. At WorldPride, together with Copenhagen Pride, InterPride and Sydney WorldPride, we hosted a reception for Pride organisers attended by over 100 of our members, and many joined the Prides section of the WorldPride March.

Member Survey

In early 2021 we conducted an online survey of members and their views of EPOA and EuroPride, and our work, priorities, and relationship with InterPride. Almost 40 member organisations completed the anonymous survey.

Generally members were either positive or very positive about EPOA and its work. The Board will summarise and present the findings at the forthcoming AGM and will publish the findings, and proposed actions, after the AGM.



Members 2020-2021

The following list shows the 90 members in good standing at the end of August 2021.

- Algarve Pride (ES)
- Alkmaar Pride (NL)
- Amsterdam Pride (NL)
- Athens Pride (GR)
- Barents Pride (RU/NO)
- Belgrade Pride (RS)
- Bergen Pride (NO)
- Carlow Pride (IE)
- Copenhagen Pride (DK)
- Cork Pride (IE)
- Cornwall Pride (UK)
- CSD am See (DE/CH)
- CSD Berlin (DE)
- CSD Bielefeld (DE)
- CSD Braunschweig (DE)
- CSD Frankfurt (DE)
- CSD Hannover (DE)
- CSD Köln (DE)
- CSD Magdeburg (DE)
- CSD Mönchengladbach (DE)
- CSD München (DE)
- CSD Nordwest (DE)
- CSD Rhein-Neckar (DE)
- CSD Rostock (DE)
- Cumbria Pride (UK)
- Doncaster Pride (UK)
- Dublin Pride (IE)
- Equality March Zielona (PL)
- Fierté Marseille (FR)
- Fierté Montpellier (FR)
- Fundacija Volontariat
Warsaw (PL)
- Geneva Pride (CH)
- Hamburg Pride (DE)
- Helsinki Pride (FI)
- HOSI-Wien / Vienna Pride (AT)
- Ibiza Pride (ES)
- ILGA Portugal (PT)
- Kharkiv Pride (UA)
- Kingdom Pride (IE)
- Kosice Pride (SK)
- Laliski Marsz Równości (PL)
- Lancaster Pride (UK)
- Le Girofard / Bordeaux
Pride (FR)
- Lisbon Bear Pride (PT)
- Liverpool Pride (UK)
- Madrid Pride (ES)
- Malmö Pride (SE)
- Malta Pride (MT)
- Manilva Pride (ES)
- Mariomeli Roma Pride (IT)
- Marsz Równości w Opolu (PL)
- Marsz Równości Warsaw (PL)
- Milano Pride (IT)
- Morecambe Pride (UK)
- Mozaika / Riga Pride (LV)
- Norfolk LGBT Project (UK)
- Oslo Pride (NO)
- Oxford Pride (UK)
- Paris Pride (FR)
- Pavia Pride (IT)
- Perugia Pride (IT)
- Pink Saltire (UK)
- Plocki Marsz Równości (PL)
- Prague Pride (CZ)
- Pride Cymru (UK)
- Pride in Gloucestershire (UK)
- Pride in Hull (UK)
- Pride in London (UK)
- Pride Toulouse (FR)
- Reykjavik Pride (IS)
- Roze Zaterdag Nederland (NL)
- Sarajevo Pride (BH)
- Skopje Pride (MK)
- Sofia Pride (BG)
- Stockholm Pride (SE)
- The Outing Festival (IE)
- Tbilisi Pride (GE)
- Trans Pride NI (UK)
- Tromsø Pride (NO)
- Varese Pride (IT)
- Warwickshire Pride (UK)
- West Pride (SE)
- Witney Pride (UK)
- Zürich Pride (CH)

Associate members

- CSD Deutschland (DE)
- First Mardi Gras (AU)
- Svenska Pride (SE)



Financial Report

The year 2020 was mainly characterized by all the impacts caused by the pandemic. At the end of 2020, we had 104 members in good standing, compared to 106 from the previous year and 42 in 2018. A lot of Prides struggled with lockdowns, cancellations of Prides or postponements. A high number took a virtual format for their Pride. We know that the financial losses due to the situation had been extreme for a lot of our members. So we define it as a success and a sign of solidarity that such a high number of Prides had been able to renew the membership.

In addition to EuroPride licence fee payments from Copenhagen and Belgrade, we received a generous donation from AEGAL / Madrid Pride for the implementation of the virtual AGM, for which we thank Madrid Pride very much. Donations from members to support the Polish Prides were also received in the course of the year.

Normally, the board meets regularly for meetings and thus maintains contact with the respective hosting Pride or uses the opportunity to contact regional Prides collectively on site. Unfortunately, this was almost impossible in 2020. At least the first Polish Prides Conference was held in Warsaw and the first Irish Pride Conference was also held. Only one in-person meeting of the board could be carried out, during Copenhagen Pride. This means that expenditure has been saved in this area.

In 2020, we paid proportionate membership fees to InterPride, our global partner, of €8,168.44. This position reached a record high due to the strong increase in membership. Another immense project in 2020 was the initiation of Global Pride. As part of this virtual event, over 150 donations were posted to our PayPal account.

The distribution of the donations from Global Pride has largely been completed. Almost €20,000 could be distributed to members in Europe.

At some streamed online Pride or LGBTI+ events I was an interview partner as EPOA representative. It is important to me to understand my function not only as Treasurer, but also as a permanent representative of our Association and to be visible as such. I very much hope that this will soon be possible again more intensively and by appearing in person under more normal circumstances.

Keep fingers crossed!

Uwe Hörner, Treasurer



Financial Report 2020

The Association's year end is 31 December, and this financial report is for the year ending 31 December 2020. All amounts are shown in €.

Income 2020

Membership Fees	23,609.36	
EuroPride licence fee	22,000.00	
Donations	8,945.34	
Sponsorship	5,000.00	
EuroPride bonus / reimbursement	203.49	
EuroPride 2023 bidding fees	750.00	
Polish Prides initiative	8,985.52	
Global Pride donations	19,808.40	
Total	89,302.11	89,302.11

Expenditure 2020

Board Meetings / AGM	5,808.00	
Polish Prides initiative	3,061.55	
Membership fees (InterPride etc.)	8,168.44	
Hosting / SoMe / online costs	4,257.02	
Bank & Professional fees	235.81	
Insurance	720.49	
Global Pride expenses/grants	19,618.56	
Association purpose expenses	4,184.34	
Total	46,054.21	46,054.21 -

Balance at year end 43,247.90

Account balances	at 31.12.2019	at 31.12.2020
Current account	5,368.84	17,633.03
Savings account	30,123.96	60,169.28
PayPal account	1,309.42	983.71
Total balance at year end	€36,802.22	€78,786.02



Our plans for 2021-2022

For a second year we find ourselves planning future activities when there remains a great deal of uncertainty about the viability of major events and the stability of lockdowns easing across the continent.

We can, however, take a strategic approach to our planning and focus on projects and themes that can be delivered even in lockdown, alongside others that we can deliver should restrictions continue to ease and the pandemic continues to abate.

The board will ask the Annual General Meeting to approve the following workplan.

- a. Full implementation of the new membership database on the WildApricot platform (due to be fully implemented by end December 2021)
- b. Continuing support to EuroPride hosts in Belgrade (2022), Valletta (2023) and Thessaloniki (2024), and to future bidding organisations (for EuroPride 2025 and later)
- c. Continuing our strategic focus on Poland, providing support to organisers there and financial assistance where possible
- d. Adding Hungary and Georgia to our countries of strategic focus to support organisations there in dealing with increasingly challenging situations
- e. Continuing our support for METU Pride in Turkey and their ongoing legal case
- f. Continued monitoring of the human rights situation for LGBTI+ people across Europe, liaising where appropriate with partners including All Out, ILGA Europe and others
- g. Development of a Communications Strategy for 2022-2024 focusing on high quality media coverage and enhancing EPOA's social media outputs
- h. Supporting Torino Pride in their plans for the AGM in 2022
- i. Promoting the EPOA Solidarity Fund in order that members are encouraged to apply to the Fund for support, especially members in hostile environments
- j. Completion of the bylaws revision process begun in 2019 with a proposal for discussion and vote at the AGM in 2022
- k. Preparation of a paper and proposal on the future arrangements in relation to WorldPrides held in Europe, for discussion at the AGM in 2022.
- l. Undertaking a scoping exercise to explore opportunities for the future sustained growth of EPOA, with preparation of a report and proposal for discussion at the AGM in 2022
- m. Continued adherence to Belgian law in relation to the operation of EPOA.

Board meetings

We expect to be able to resume in-person board meetings in the year ahead and will look to visit cities, countries and regions where Pride continues to face challenges and hostility. Members who would like the board to visit should email board@europride.info.



The Board 2020-2021

The following members served on the Board following the AGM on 3/4 October 2020.

President

Kristine Garina (she/her), Baltic Pride / Mozaika (Latvia)

Secretary

Lilly Dragoeva (she/her), Sofia Pride (Bulgaria)

Treasurer

Uwe Hörner (he/him), CSD Rhein-Neckar (Germany)

Communications & Media

Steve Taylor (he/him), Copenhagen Pride (Denmark)

Conference

Juan Carlos Alonso Reguero (he/him), Madrid Pride (Spain)

EuroPride

Stein Runar Østigaard (he/him), Oslo Pride (Norway)

Human Rights

Fenia Kirkmali (she/her), Thessaloniki Pride (Greece)

Membership & Outreach

Katharina Kacerovsky-Strobl (she/her), HOSI Wien (Austria)

No board members were remunerated or received any financial reward in their role as a board member. The average expenses per board member including all travel and accommodation costs was €566.04.

Board acknowledgements

The board wishes to acknowledge the contribution of the following organisations and individuals who have supported EPOA in the last year: Jay Edwards Bannon (Southampton Pride) and Stefan Petrovski (Skopje Pride) as volunteer Communications Manager, Roberto Muzzetti (Milano Pride) for being Auditor; Alexandra Ward Slotte (West Pride) and Clive Davis (Cork Pride) as Returning Officers for the AGM in 2020; Copenhagen Pride for hosting a Board Meeting; Alessandro Tiberti for IT support; RainbowHouse Brussels for support with administration; Zoom Video Communications, Inc for providing complimentary licenses to all board members; Sprout Social, Inc for providing a complimentary licence to their social media management platform.



European Pride Organisers Association aisbl
Registered in Belgium number 836.217.697

Registered office
Rue du Marché au Charbon 42, 1000 Brussels, Belgium

Website www.epoa.eu Email info@europride.info
Twitter / Facebook / LinkedIn @EuroPride Instagram @europride.info

© European Pride Organisers Association aisbl 2021. All rights reserved.
Information correct at 9 September 2021. Subject to ratification by the AGM.