



Bid Book

Hosting the thirtieth anniversary
Annual General Meeting of the
European Pride Organisers Association



Copenhagen, Denmark
25–27 October 2024

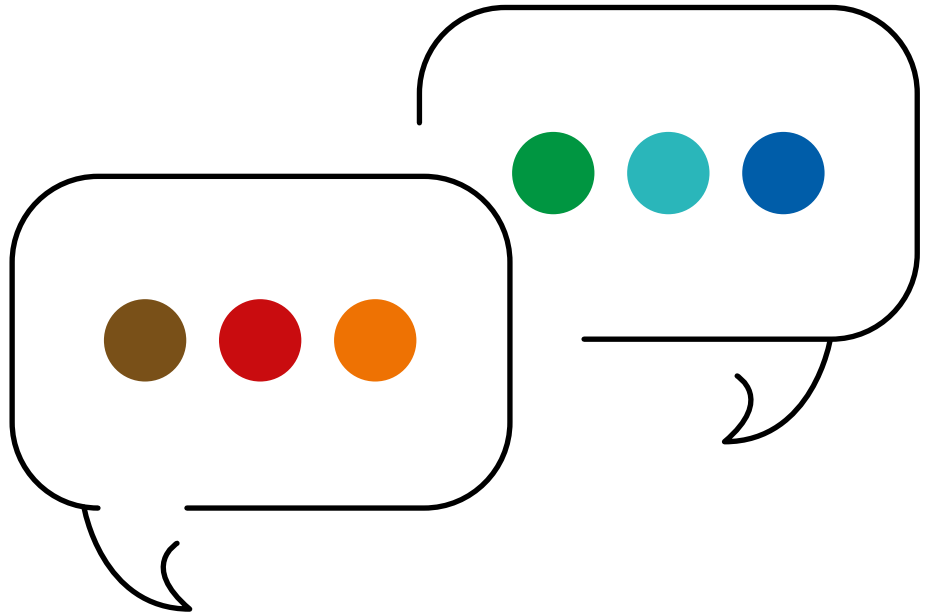
001

Contents

001	Contents	002
002	Introduction	003
003	Velkommen til København!	005
004	The Copenhagen Pride story	006
005	EPOA's Copenhagen story	008
006	The AGM Programme	010
007	Hotel and AGM venue	014
008	Accessibility and safety	016
009	Travel information	018
010	Delegate fees	020
011	Budget	021
012	Timeline	022
013	Letters of support	023

002

Introduction



Copenhagen Pride is excited and very, very proud to invite every member of the European Pride Organisers Association to join us in the Danish capital for your Annual General Meeting in 2024.

All our organisations have had a difficult few years. The pandemic, the rise of anti-gender narratives, physical attacks on our events, increased costs and counter-protests within our community and just some of the challenges we face. And so we want to say from the outset that we want to create an AGM that is very much about our movement's future, and not focused on internal bureaucracy and struggles of old. Our programme provides you with multiple and varied opportunities to network, learn, develop and explore.

That said, our invitation to you does have a resonance in the past – as it's 30 years since EPOA's founding meeting was in Copenhagen – because we can only learn and improve in the future if we have a solid awareness of our history. And as EPOA AGMs are no longer mandated to be in the city that next hosts EuroPride, we want the

Copenhagen AGM in 2024 to be aspirational for future AGM hosts.

Our board, volunteers and staff are super excited at the prospect of welcoming you to Copenhagen next year. So please take the time to read our bid, and reach out to us with your questions either before or during the AGM in Cardiff. Several people from our team will be there and will be delighted to answer your questions.

Vi ses!



Lars Henriksen

he | him
Political
Chairperson



Benjamin Hansen

he | him
Organisational
Chairperson



Photo credit: Mellanie Gando



Photo credit: Camilla Winther



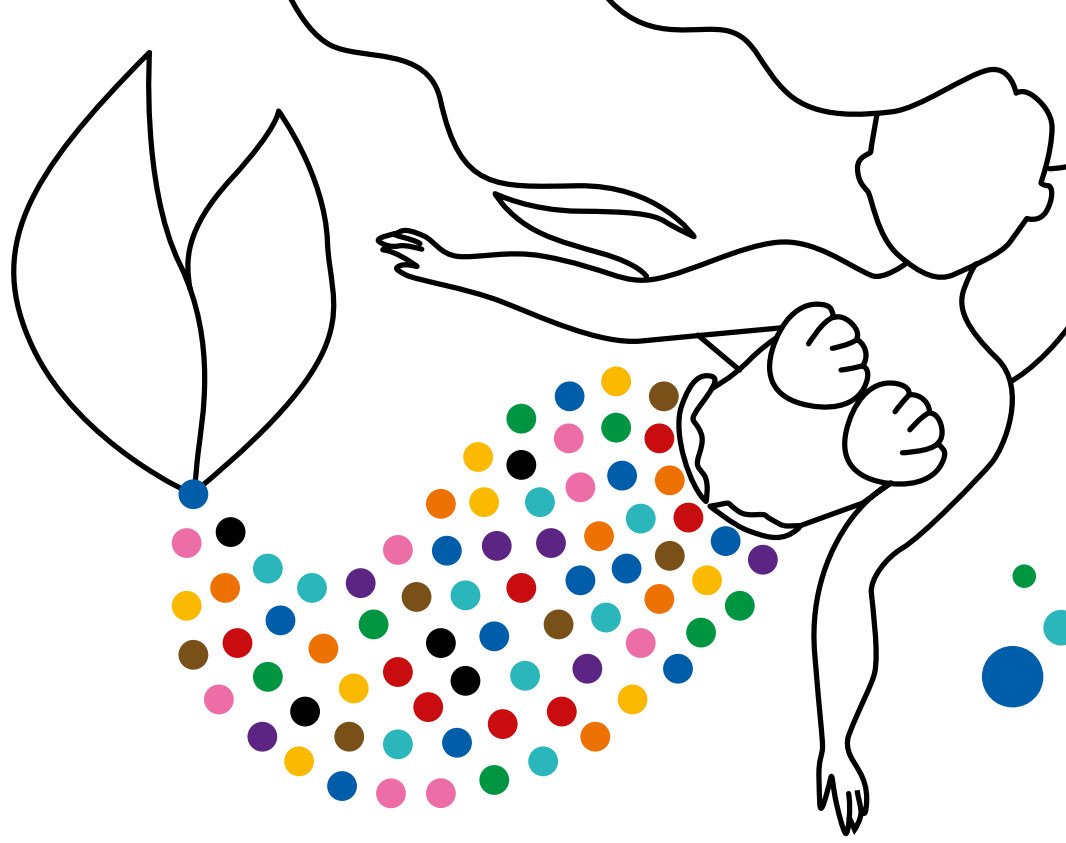
Photo credit: DGI Byen



Photo credit: Daniel Rasmussen

003

Velkommen til København!



Copenhagen – or København to the locals – is world-famous for its warm welcome, energetic style and endless hygge. Indeed, they were several of the reasons why we chose to bid, and were awarded, the right to host WorldPride in 2021. We are, it is often said, the happiest nation in the world and Lonely Planet even named Copenhagen the most LGBTI+ friendly place on earth.

No matter whose hand you hold or how you express yourself, you can feel at home in Copenhagen. Very few places here describe themselves as LGBTI+ friendly, not because LGBTI+ people are not welcome, but because Copenhageners see it as indisputable that LGBTI+ people are welcomed with open arms anywhere they want to go. The whole city, not just an isolated so-called 'LGBTI+ neighbourhood', is ours to use and call home. In fact, some like to think of Copenhagen as the LGBTI+ neighbourhood of Northern Europe.

Danes in general have a liberal and relaxed attitude towards sex and sexuality, and the common perception is that a healthy and guilt-free sexuality is important for a good life. And with increasing hostility towards LGBTI+ people across

Europe, it is within this frame that we want to welcome everyone to Copenhagen: join us for a long weekend in a city where you really are welcome, included and accepted.

Copenhagen is also a very green city and aims by 2025 to be the first carbon-neutral capital city in the world, a quarter-century before many other comparable cities. Whilst progress towards that target is slower than hoped, we will aim for all local elements of the AGM to be carbon neutral: we will only use local, sustainable products and ensure that all transport options within Copenhagen are electric or hydrogen powered.

Of course, aside from all the aesthetic and cultural reasons to host the conference in Copenhagen, given the political situation in Europe we also think we are a safe choice for the AGM. Our most recent election in November 2022 has delivered a stable government, and we have support from both national and local government.

We very much hope that we can rely on your vote to bring the AGM back to Copenhagen in 2024!

004

The Copenhagen Pride story



In common with most western European capital cities there have been manifestations for LGBTI+ human rights in Copenhagen since the early 1970s. The first 'proper' Pride took place in 1996 when Copenhagen was European City of Culture, and also hosted EuroPride. It was renamed 'Mermaid Pride' in 1998 and a year later moved from June to August on account of Copenhagen having (generally) better weather in August than June. A rapid period of development and professionalisation in the early 2010s brought about the Copenhagen Pride organisation that exists today and was the foundation for the WorldPride bid we presented in 2017.

Our bid for WorldPride – which was combined with a bid to EGLSF for EuroGames under the joint name 'Copenhagen 2021' – was ambitious and exciting, and this was recognised by InterPride members who overwhelmingly supported our bid. With the theme '#YouAreIncluded' we planned to create a benchmark WorldPride that demonstrated what true inclusion looks like.

Of course, our ambitions for WorldPride were

somewhat thwarted by the global pandemic that appeared eighteen months before our events. And we know that travel restrictions and understandable travel hesitancy prevented many people – EPOA members included – from joining us.

Even so, we are immensely proud of what we delivered despite the challenges we faced. We held more than 1,000 events and tens of thousands of people joined us, not just from Denmark and Sweden, but from across the globe. And our pride is even greater in the confirmation that there was no discernible increase in COVID19 infections during our event.

We have continued to grow and develop since our WorldPride. Our staff team now includes four full-time employees and three consultants. In 2022 we reimagined our Pride Square building on some of the successes of WorldPride, and launched the Pride Art exhibition. We adopted the Sunflower Scheme, the first Pride in the world to do so, and introduced a Parade orientation walk the day before the Parade, so that people with

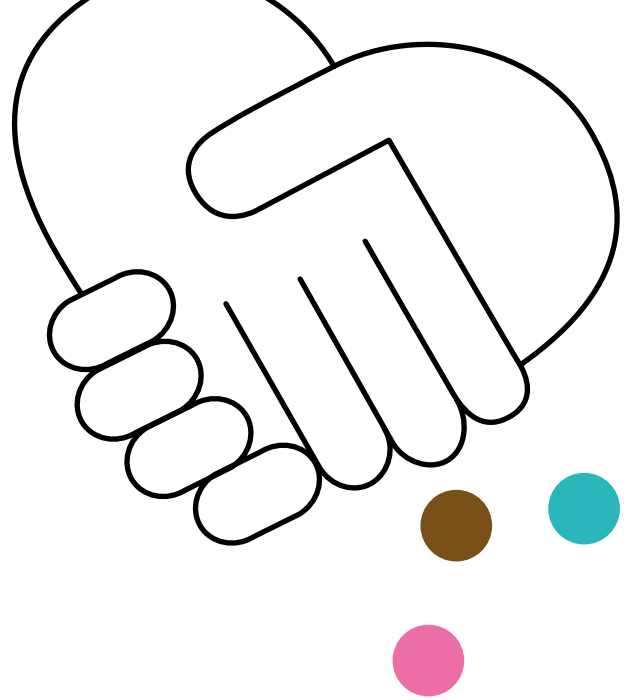
neurodivergent conditions can familiarise themselves with the route beforehand. In 2023 we pioneered the Greener Parade, becoming the first Pride in the world to pivot to an all-electric Parade as a major step towards our ambition to be carbon neutral by 2030. We switched production of our support wristbands from China to Hungary to be more ethical and more sustainable, and this year we also developed a Safer Space Team to support our visitors. We never stop imagining, exploring, and developing.

Copenhagen Pride always looks beyond the Danish border. Our Solidarity Fund accepts applications all year round and in the last twelve months has supported initiatives in Uganda, Ghana and Ukraine as well as in Denmark. We work with our Nordic neighbours in our informal regional Pride network and earlier this year offered to fund all Danish Prides to send a representative to the Nordic regional conference in Oslo. We also regularly amplify the voices of global activists and campaigns, recognising and affirming our role as one small cog in the global Pride movement.



005

EPOA's Copenhagen story



Rather romantically, EPOA's link with the Danish capital begins in a cold, damp room above Amigo's gay sauna sometime in November 1994 where the first EPOA meeting took place. The sauna remains today but quality records of the meeting do not.

In the early 1990s Pride organisers had begun to hold meetings on the fringes of ILGA's European conference. In 1990 this was where the idea of EuroPride was first mooted at ILGA's conference in London, and in Helsinki in 1993 those present agreed that in 1994 EPOA should be officially founded and hold its own conference.

Copenhagen Pride's then-chair, Michael Nord, organised the conference and participants came from the UK, Germany, France, Sweden and

Denmark. The first officers were elected - with Teddy Basham-Witherington (London) becoming the first Chair and Michael the Secretary. The first statutes, written by Teddy, were approved and it was agreed that the 1996 edition of EuroPride would be held in Copenhagen, coinciding with its status as European City of Culture.

Aside from a brief period in the early 2000s, Copenhagen Pride has been a committed and passionate member of EPOA, with a deep sense of pride that the Association's proper birth took place in our city, and that's why we want to bring everyone back for the thirtieth anniversary. In addition to bringing Pride guests from across Europe, we will also invite those early pioneers who attended the conference in Copenhagen in 1994.

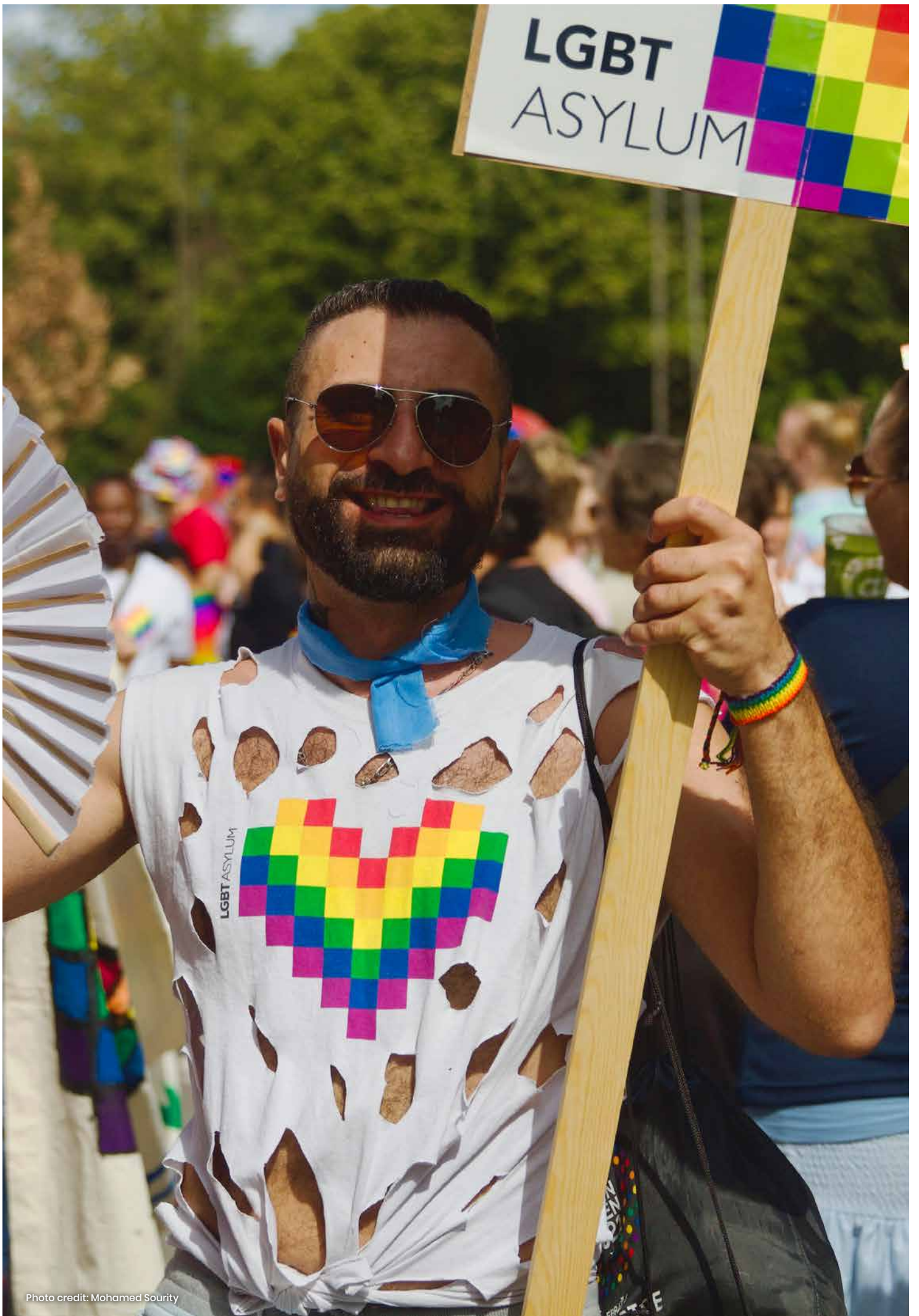
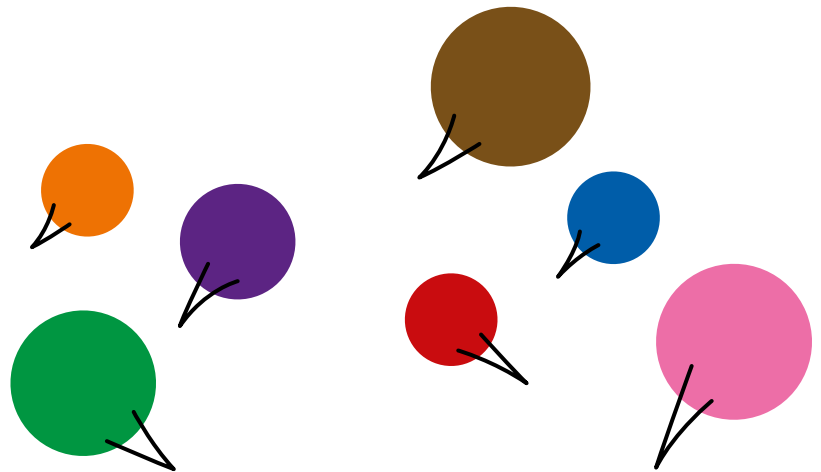


Photo credit: Mohamed Sourity

006

The AGM Programme



The EPOA AGM in Copenhagen will be unmistakably Copenhagen. Weaved into the Programme is the opportunity to meet Danish community organisations to hear about their work, and also the very Danish ‘Friday bar’ experience where, at the end of Friday’s formal programme, you can choose one of Copenhagen Pride’s teams to join for a non-alcoholic or alcoholic drink while you hear how they work.

Friday 25 October 2024

For those arriving early, we’ll programme some workshops on Friday morning, including the important induction workshop for first-time attendees. The Opening Session will begin at 13.00 and, like all the Plenary sessions, will be programmed by EPOA.

At the end of the afternoon session, we’ll introduce you to the very Danish tradition of the Friday Bar. In offices and businesses across the country, staff get together for an informal drink at the end of the working week. And we’ll do that, with a difference: At our **Friday Bar with the Pride teams** you can choose one of the teams of Copenhagen Pride to join for a non-alcoholic or alcoholic drink while they tell you about their work. Pick up some tips on how we deliver Pride, ask questions, make suggestions – and get to know our team! You can choose from teams covering volunteers, bars, partnerships, parade, culture, human rights, children and youth, and international relations.

In the evening we expect that the Lord Mayor will welcome us to the grand surroundings of Copenhagen’s beautiful City Hall (where, incidentally,

the world's first civil partnership took place in October 1989, almost 35 years ago to the day) for welcome speeches before we head to dinner.

Friday's dinner will be an informal, low-key affair with lots of opportunities to move around the room, network with colleagues, and enjoy being together once again. We'll aim to finish around 21.00 and then members of the Copenhagen Pride team will be on hand to guide you on a tour of some of our eclectic and diverse community bars and venues (including one that's reputed to be the oldest gay bar in the world). As most of them are quite small, we'll need to break into groups for this. For those who want to head back to the hotel, one of our volunteers will guide.

Saturday 26 October 2024

Saturday's EPOA agenda typically includes workshops and plenary discussions, alongside presentations of board candidates and bids for EuroPride 2027 and to host the AGM in 2025.

Each table at Saturday's lunch will be 'hosted' by some of Denmark's LGBTI+ civil society organisations. Grab your lunch from the buffet, and join a table of your choice to learn about their work both in Denmark and for many organisations abroad, and ask questions.

After the afternoon plenary and a break to relax, freshen up and get on the glam, we will gather for the EPOA 2024 Gala Dinner where we will showcase some of Denmark's best musical talent through the Queer Music Agency, and welcome



Photo credit: Freepik



Photo credit: Visit Denmark



Photo credit: Freepik



Photo credit: Daniel Rasmussen

distinguished guests to speak. Each table will include a guest from one of Denmark's LGBTI+ civil society organisations who can tell you about their work, and get to know you and your Pride.

For those who want to party into the night, we'll arrange tickets for Copenhagen's club nights.

Sunday 27 October 2024

We recognise that by the time we reach Sunday we are all a little tired, and so breakfast takes place a little later and the final session of the AGM doesn't begin until 1000. That doesn't mean the closing session is less important – in fact we hope that this session will include the results of the voting for EuroPride 2027, the AGM in 2025, and board elections.

A packed lunch will be provided at the end of the closing session. For those of you with a mid-afternoon flight, you can leave the conference at 1300

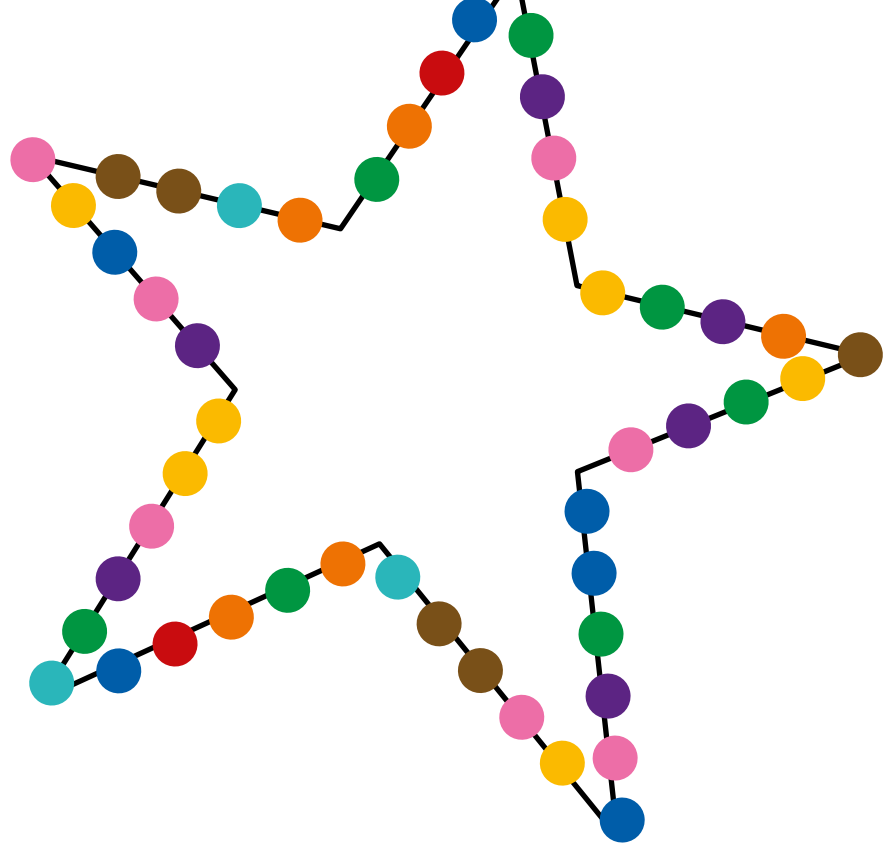
and be at the airport in plenty of time for a 1530 flight. But we encourage you to take an evening flight if you can.

For those who have a little more time to spare, we have a very special proposal to make to you. All those who wish to join can sail overnight from Copenhagen to Oslo – as guests of DFDS and Copenhagen Pride – with complimentary cabin accommodation on board. We will depart Copenhagen at 15.00 on Sunday and you can enjoy the various restaurants, bars – and even a nightclub – on board.

The views are stunning and we will sail through Oslofjord at around 07.30 on Monday, disembarking the ship an hour later. You can then explore Norway's beautiful capital and fly back from Oslo Gardermoen Airport (we can also offer the return sailing to Copenhagen free of charge if you wish to do it all again!).

007

Hotel and AGM venue



Copenhagen Pride is blessed with several Main Partners and Partners who have some of the best hotels and conference venues in the city, including Strawberry and Scandic Hotels and the iconic Tivoli Gardens. We have discussed our bid with several of these, and all are committed to providing the best service and facilities possible within our budget.

If we are lucky enough to win the bid, the hotel and venue for the AGM will be confirmed to the EPOA Board for approval in December 2023, and booking will open in January 2024.



Photo credit: Daniel Rasmussen



Photo credit: Daniel Rasmussen

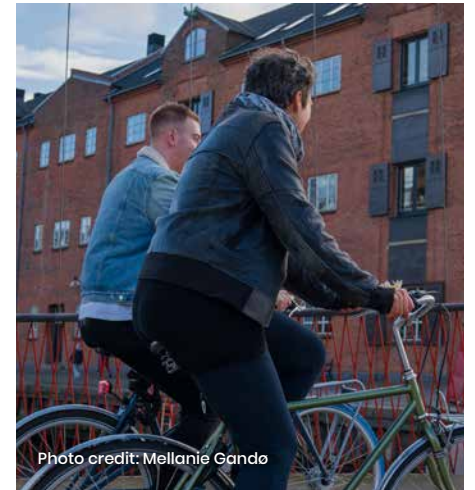


Photo credit: Mellanie Gando



Photo credit: Astrid Maria Rasmussen

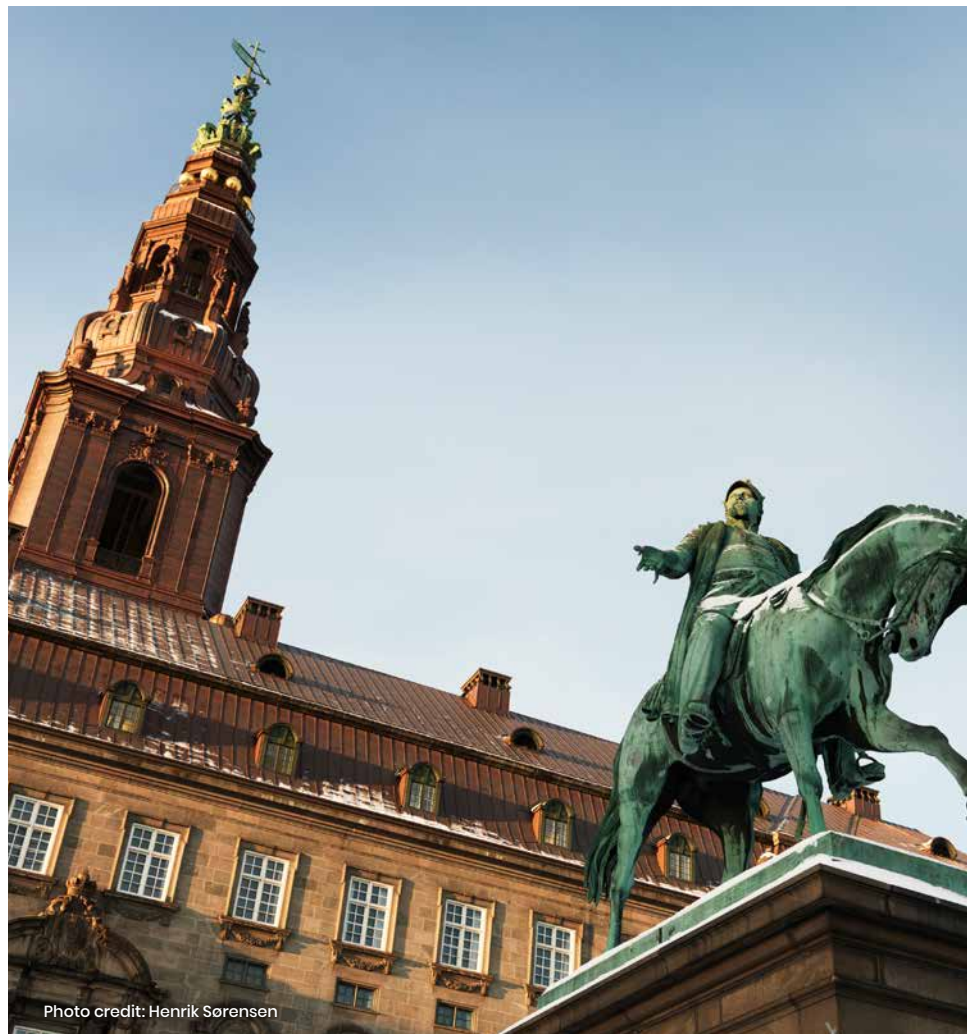


Photo credit: Henrik Sorensen

008

Accessibility and safety

We want to ensure that the EPOA AGM is accessible to everyone, regardless of any disability or condition they have. We will have several measures in place as standard, but we also guarantee to put in place any appropriate measure that a delegate requires in order to participate fully in the event.

Copenhagen Pride was the first Pride to implement the **Sunflower scheme** in 2022 to support volunteers and participants who have a hidden disability. This will be fully implemented at the EPOA AGM and sunflower lanyards will be available at every venue, including at the welcome desk at Copenhagen Airport.

All venues will be **wheelchair accessible and have step-free access**. We will provide electric car transfers for visitors who cannot walk between venues, and the programme will state the walking distance between all venues.

On request we will provide **Sign Language Interpretation** and we can provide all conference materials in large print.

There will be a **'no photo' zone** in the main conference room for people who don't wish to appear in photos or videos of the event, and we will provide 'no photo' lanyards for participants who wish to have them.

The team of volunteers who are supporting the event will include members of our **Safer Space Team** who can help and signpost to Mental Health First Aid and other medical support throughout the event.

At all events where alcohol is served there will be a clearly-marked **'sober space'**, including dinner tables where no alcohol will be consumed, and there will be a wide range of non-alcoholic drinks available.

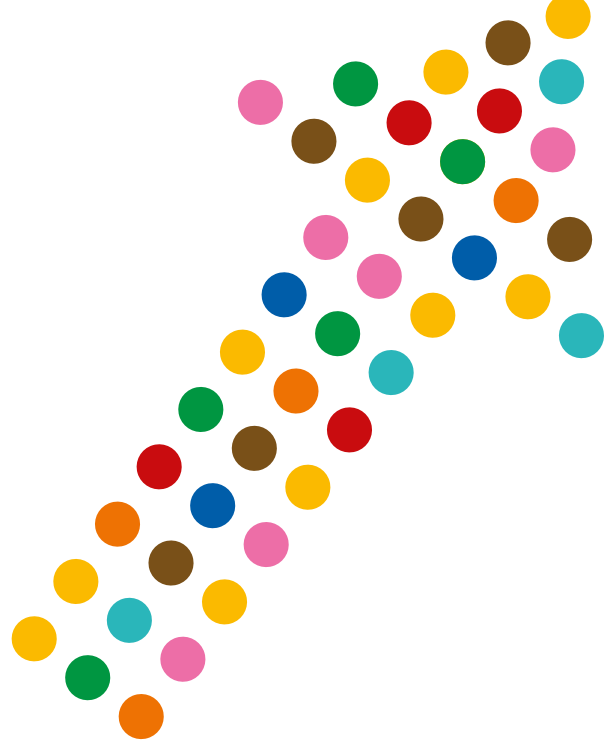
Copenhagen is a very safe city with exceptionally low levels of crime, including hate crime. Of course, incidents do happen and our Safer Space Team will be prepared to support anyone who needs their help.



Photo credit: Schneider Foto

009

Travel information



Copenhagen is an easy city to get to and even easier to get around once you are here.

Copenhagen Airport serves all major European airports and almost all capital cities and is the busiest airport in Scandinavia with more than 170 destinations. The airport is a twelve minute journey by train or metro to the city centre, a journey costing around €5. A taxi costs around €50.

Malmö Airport in southern Sweden has direct flights to Poland, Serbia, Hungary, Romania, Croatia, Bosnia & Herzegovina and North Macedonia, and the airport has a direct bus service to the centre of Copenhagen taking just over one hour.

We also have excellent train connections with direct trains to Stockholm and Hamburg and easy connections to Amsterdam, Berlin, Brussels and beyond. We have direct coach connections across Scandinavia and northern Europe.

Once you're in Copenhagen you will probably find the easiest way to travel around is on foot – or you could hire a bike for the true Copenhagen experience. If you prefer to use the Metro, the network is open 24/7 and is very easy to navigate. Buses also run 24/7 and the conference hotels are well situated for public transport.

We recommend the Viggo app for those who prefer a car. Viggo is cheaper than Danish taxis, and environmentally friendly too. We'll provide a discount code for delegates to use.

Delegates attending the EPOA AGM will be provided with discount codes for public transport (metro, train harbour bus and bus), Donkey Republic (cycle hire), and Viggo (car service).

We will be happy to provide letters of invitation to delegates who require a Schengen visa.



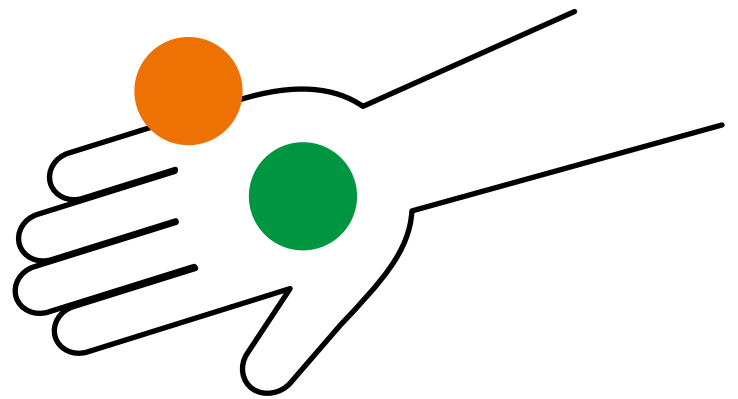
Photo credit: Steve Taylor



Photo credit: Rikke Hoyen

010

Delegate fees



We know that Copenhagen is an expensive city, and so we are working with partners to keep costs as low as possible. Delegate fees include hotel accommodation on Friday and Saturday night, lunch on Friday, Saturday and Sunday, and dinner on Friday and Saturday. Those who wish to join the cruise to Oslo on Sunday can do so free of charge but must cover the cost of food and drink themselves.

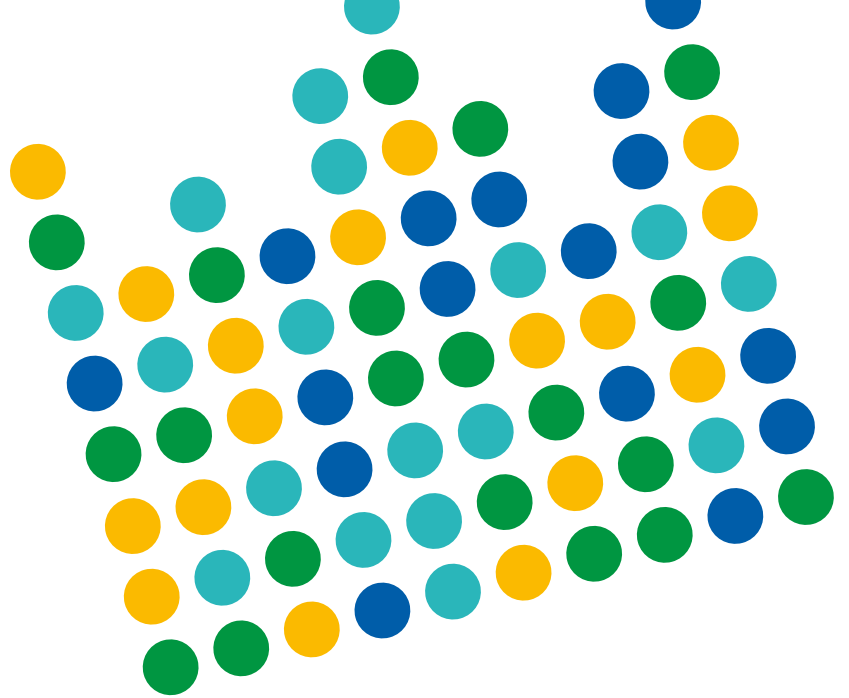
	Four star	Rack
Booking from January to March	€300	€100
Booking from April to July	€400	€125
Booking from August to October	€500	€150

In addition we will provide ten scholarships valued up to €1,000 per person to enable participation by Pride organisers who might otherwise be unable to attend.

The fee to attend only the conference - without social activities or accommodation - is shown as 'rack' above.

011

Budget



Income

Delegate fees	€63.200
Sponsorship	€40.000
Other income	€7.750
Total	€110.950

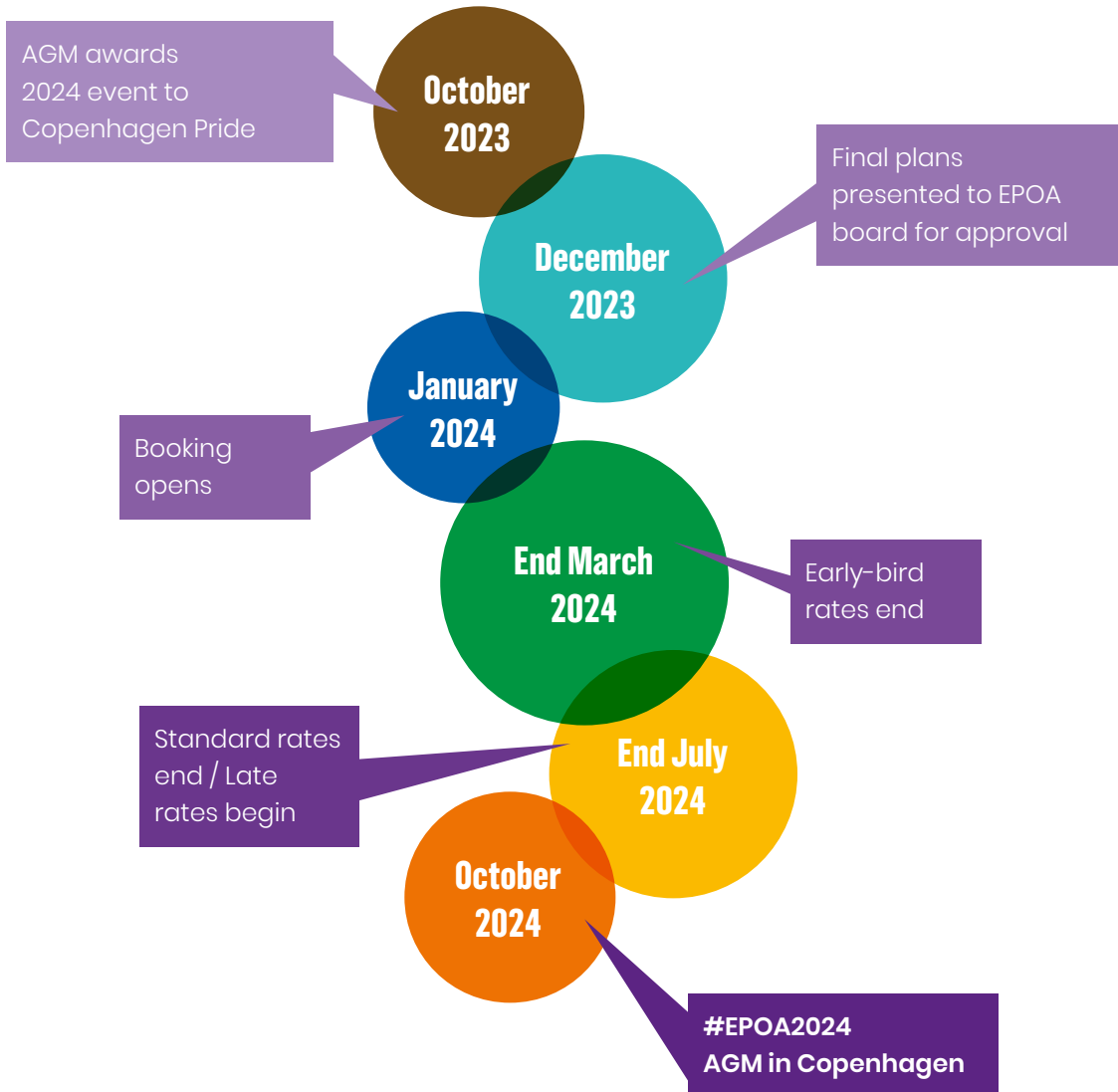
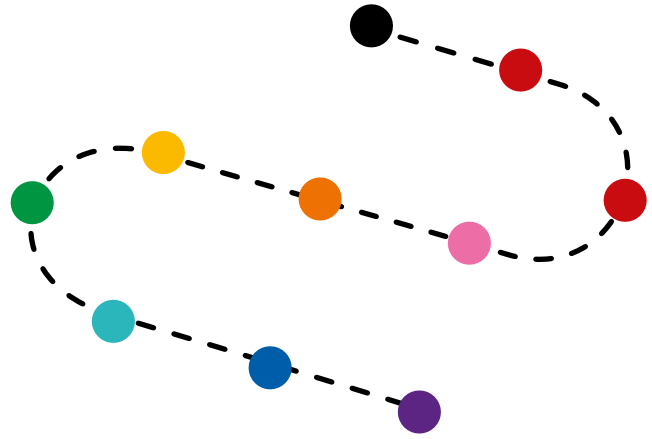
Copenhagen Pride will seek financial support through sponsorships to subsidise the cost of the AGM, in accordance with our published Ethics Policy. Any excess income from sponsorships, after all costs are covered, will be donated to EPOA.

Expenditure

Hotel	€54.250
Conference costs	€15.000
Evening events	€22.850
Commission	€8.000
Scholarships	€10.200
Print	€650
Total	€110.950

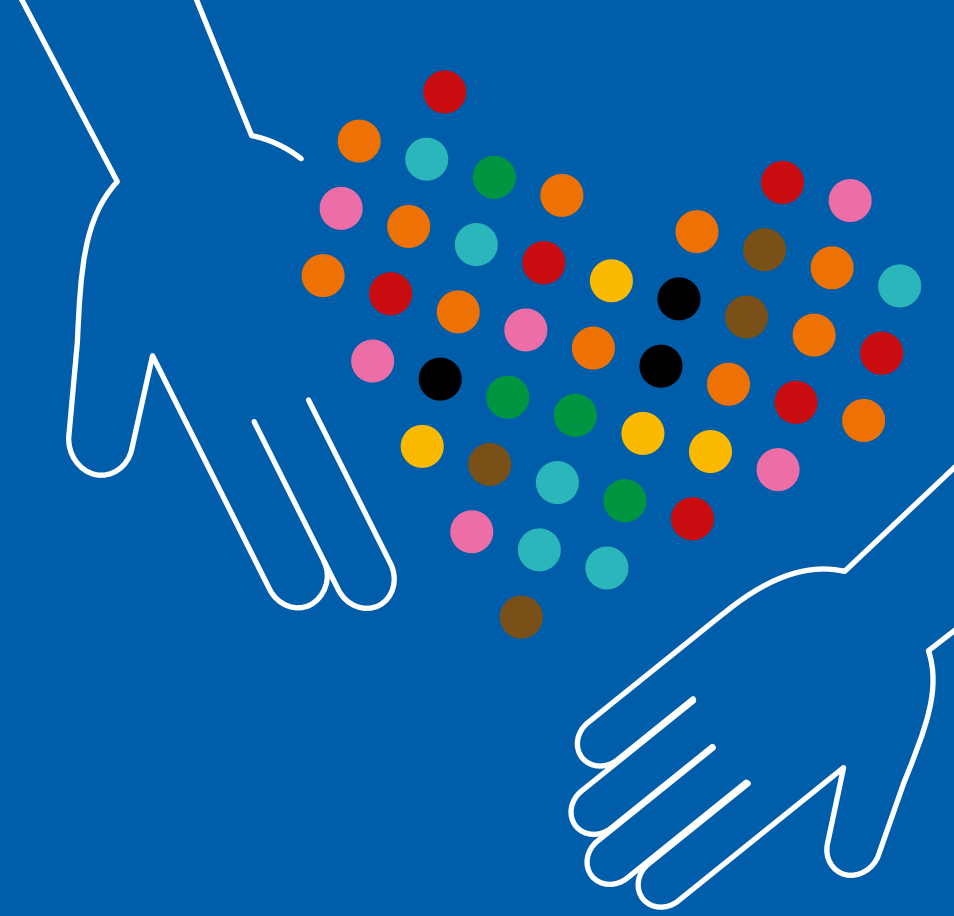
012

Timeline



013

Letters
of support



European Pride Organisers Association
Rue du Marché au Charbon 42
1000 Brussels
Belgium

Case no.
2023 - 2773

Document no.
31936

Date
16/08/2023

Dear members of the European Pride Organisers Association,

I am delighted to hear that Copenhagen Pride is bidding to host your Annual General Meeting in our capital city, Copenhagen, in October 2024.

It is 90 years since Denmark decriminalized homosexuality and 75 years since the founding of LGBT+ Denmark, which is Denmark's largest and oldest political advocacy organization for lesbian, gay, bisexual and transgender people and others who identify with a group outside traditional norms of gender and sexuality.

Today, Denmark has achieved a shared second place on ILGA Europe's Rainbow Index, and we are proud to have come this far. However, we are never resting. There is still work to be done to increase the safety and well-being of LGBT+ persons, and promote equal opportunities regardless of sexual orientation or gender identity.

Many of you may already have attended Copenhagen Pride or perhaps even WorldPride in 2021, and I hope you have experienced our open, inspiring and inclusive city. I am proud each year in August, when Copenhagen Pride brings the capital together and dyes its streets, storefronts, facades and citizens in all the colors of the rainbow.

We hope to have the opportunity to receive your organization in Denmark, and I assure you a very warm welcome.

In the meantime, enjoy your meeting in Cardiff!

Kind regards,

Marie Bjerre
Minister of Digital Government and Gender Equality

City of Copenhagen
The Lord Mayor

30th of August 2023



Welcoming EPOA to Copenhagen in 2024

Dear members of the European Pride Organisers Association,

I was excited to find out that Copenhagen Pride is bidding to host your Annual General Meeting in Copenhagen, in October 2024. The city of Copenhagen wholeheartedly supports the bid.

Copenhagen and Denmark have a proud tradition of acceptance and inclusion of LGBTI+-people. Since the 1970s the LGBTI+-community has held events in our city, and we have celebrated Copenhagen Pride every year since 1996. Two years ago, in 2021, we had the honor of hosting WorldPride.

Perhaps some of you have attended the annual celebrations of Copenhagen Pride, that take place each year in August. Here Copenhagen Pride brings the capital together in the colours of the rainbow and all of Copenhagen celebrate the right to be who you are and love who you want.

Everyone is welcome in Copenhagen - and we invite everyone to be a part of our inclusive community. In 2019 we implemented a LGBTI+-policy in Copenhagen which emphasizes that everyone should be treated equal in our city - regardless of sex, age, ethnicity, disabilities, religion or sexual orientation. The policy obliges us to work for equal rights in Copenhagen and we strive to make differences in gender identity and gender expression an integrated part of the way the municipality operates. I am proud of how far we have come. But we will continuously work to increase living conditions for LGBT+ persons in Copenhagen, which is why we evaluate our efforts yearly.

On behalf of the City of Copenhagen, I hope we get the chance to welcome you in our vibrant, safe and inclusive capital next year.

Yours Sincerely,

Sophie Hæstorp Andersen
Lord Mayor
City of Copenhagen

Case no.
2023-0349601

Doc no.
3764713

City Hall

DK-1599 Copenhagen

Telephone
+45 3366 3366

Direct telephone
+45 3366 2202

Email
Overborgmester@kk.dk

www.kk.dk

**European Pride Organisers Association -EPOA-
Rue du Marché au Charbon 42
1000 Brussels
Belgium**



Nørregade 7 B
1165 Copenhagen K
Denmark

Tel.: +45 3325 7400
Fax: +45 3325 7410
copenhagencvb.com

Welcoming EPOA to Copenhagen in 2024

Dear Members of the European Pride Organisers Association,

On behalf of Wonderful Copenhagen and our industry partners, I hereby offer my full support for Copenhagen's bid to host the EPOA Conference in 2024.

As one of the most popular convention cities in the world, Copenhagen has considerable expertise and experience in hosting high-profile events. Therefore, we are fully aware of the responsibility involved in hosting EPOA.

Copenhagen is a safe, walkable and vibrant waterfront city where urban trends flourish alongside culture, traditions and history. Here, your delegates can enjoy the beautiful sights and attractions along with the benefits of Scandinavian cuisine, design, functionality, innovation and professionalism including every conceivable variety of modern technology.

Copenhagen also offers state-of-the-art venues and hotels, and we have an unparalleled track record in sustainable event management with almost 70% of all hotel rooms being eco-certified and the majority of our conference venues observing an environmentally friendly policy.

As a founding partner of BestCities Global Alliance, Wonderful Copenhagen is committed to delivering the highest service level and we offer an array of free-of-charge services to international convention planners. Among other things, this includes a wide spectrum of professional guidance and advice in planning your international conference.

We are also proud to be part of Greater Copenhagen, wherein businesses, public actors and other key players work together in launching strategic initiatives and investments to promote growth in Eastern Denmark and Southern Sweden.

Thus, we are pleased to act as the neutral liaison between you and our well-organized meeting industry, which is praised globally for its unique and professional teamwork. In Copenhagen, the entire city will be your host, providing the best possible framework for EPOA.

With this declaration, I hereby wish to assure you that we will make every possible effort to meet your requirements and expectations, making EPOA in Copenhagen an outstanding and memorable success.

We hope to welcome you in Copenhagen.

Yours sincerely,

Mikkel Aarø-Hansen
CEO

Our bid is endorsed by Denmark's
LGBTI+ civil society organisations





← Bid supporter →

SEMLER

