



EPOA

Annual General Meeting

2024

... Porto ...

INVINCIBLE PRIDE

BID BOOK

WELCOME

Dear EPOA Board and Members,

As organisers of Porto Pride with years of experience representing the LGBTI+ community, VARIAÇÕES: The Association of LGBTI+ Business and Tourism of Portugal proudly declare our intent to host the EPOA AGM in Porto on 1-3 November 2024.

Drawing inspiration from Invicta, Porto's ancient nickname, our bid, Invincible Pride, recognises the growing threat to human rights from conservative movements worldwide.

While EuroPride 2025 Lisbon: Proudly Yourselves will celebrate the LGBTI+ response on a national stage, the EPOA AGM is an opportunity to decentralize that message to local level, in a region that is both very conservative and bristling with young Pride initiatives.

We present this in the award-winning seaside setting of Porto. Our 4C's — climate, culture, convenience, costs — make Porto a top choice for meeting planners and visitors, and LGBTI+ guests in particular. Furthermore, our approach benefits from Portugal's strengths in terms of personal safety, health, and sustainability in a post-COVID-19 world.

With support from an array of national actors that include government, LGBTI+ social and cultural organisations, and businesses, we look forward to welcoming you in Porto next year!

Sincerely,



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1. INVINCIBLE PRIDE

In 1946, the Shakespeare Club was founded in the Netherlands. The United Kingdom published the Wolfenden Report in 1957. And in 1969, New York witnessed the Stonewall riots.

These LGBTI+ milestones took place light-years from post-war Portugal, where dictatorship persecuted all nonconformity in Europe's last colonial empire, and "acts against nature" were condemned by Church, state, and science alike.

But if Portugal's time to address this injustice was long, the speed of its transition is surprising: 28 years, less than EPOA's lifetime — from decriminalising sexual acts between men in 1982, to marriage equality in 2010. These 28 years would be marked by vocal demands and rapid achievements.

Today, rainbow families enjoy the possibility of same-sex adoption and equal access to medically assisted procreation techniques by single women and lesbian couples. More recently, the law establishes the right to self-determination in gender identity and expression, as well as the protection of sexual characteristics.

Visibility was paramount to achieving this, and Pride is our most visible moment. But as it evolves from marches for activists to festivals for everyone, we must forge a moment where visibility and celebration are one with political pressure.

Pride's mainstreaming attests to the movement's success. Nurturing the activism of its origins will continue to ensure that joy comes with progress.



2. ABOUT VARIAÇÕES



Porto's bid to host the EPOA AGM in 2024 is presented by **VARIAÇÕES: The Association of LGBTI+ Business and Tourism of Portugal**. Founded in 2017, and now counting 60 members across the country, VARIAÇÕES **promotes LGBTI+ economic empowerment and militates for inclusive economic growth**. Its contacts and information support LGBTI+ small businesses in Portugal, and employees and associations at larger firms. In addition, since 2019, VARIAÇÕES is the **organizer of Porto Pride**, the city's inclusive LGBTI+ festival.



VARIAÇÕES is one of four organizations behind **EuroPride 2025 Lisbon**.

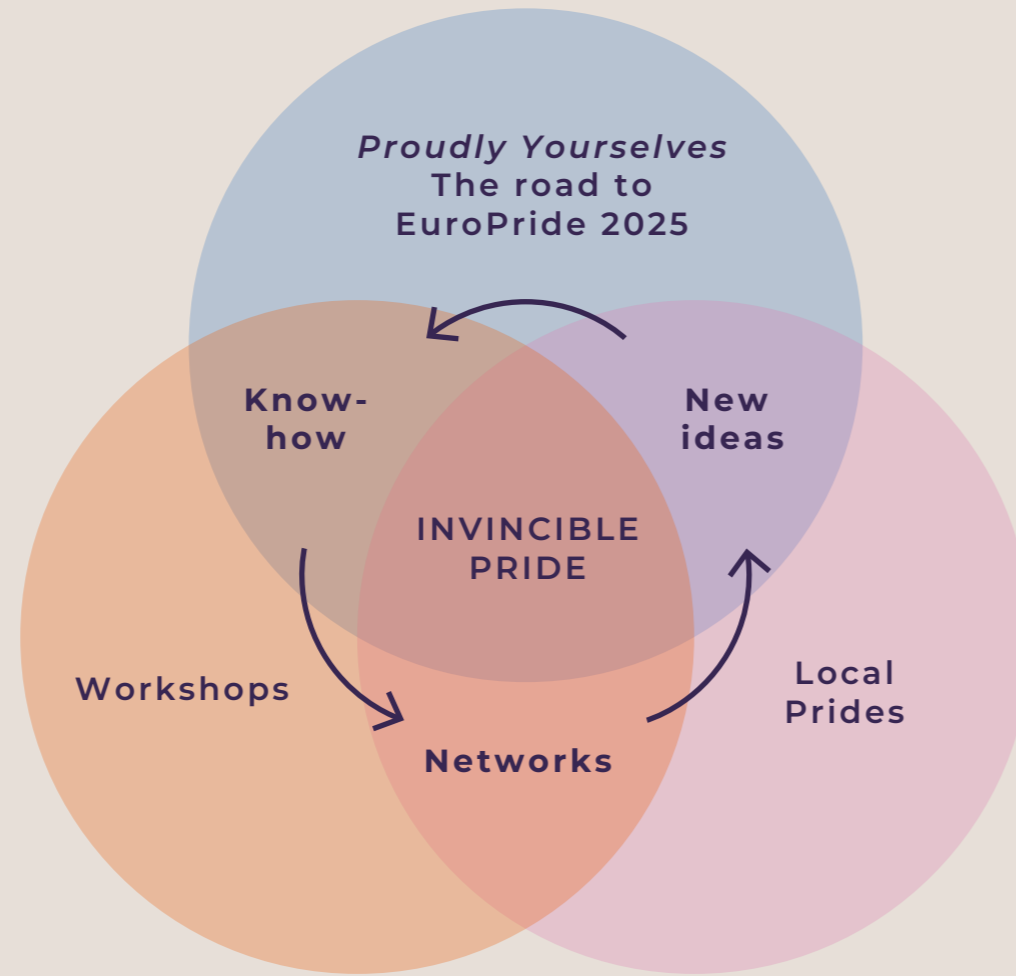
Its partners are **ILGA Portugal**, founded in 1995, the country's largest and oldest NGO pushing legislative change, community-building, and social services for LGBTI+ people and their families; **rede ex aequo**, founded in 2003 to promote social integration, non-discrimination and recognition of the needs specific to LGBTI+ youth through a nationwide education project and network of local peer support and activism groups; and **AMPLOS**, focused on combating discrimination related to sexual orientation and gender identity so that LGBTI+ people are accepted, can express their identity and affections, enjoy equal treatment, and fully exercise their rights and citizenship.

3. PROGRAMME HIGHLIGHTS

The EPOA AGM 2024 falls on the eve of Porto Pride's 25th Anniversary and EuroPride 2025 Lisbon. Over one hundred attendees from dozens of countries will come together, representing thousands of total years of activism, business skills, and organisational acumen.

Our role as hosts is to let the participants take centre stage in a setting to share, learn from each others' experience, question assumptions, and consider new viewpoints. In this inspiring environment, work and fun balance, creating conditions for serendipity and happenstance.

To achieve this, we developed a framework to complement EPOA's AGM agenda with workshops, cultural events, and an exhibition titled 25 Years of Porto Pride to enact our vision for INVINCIBLE PRIDE.



Proudly Yourselves

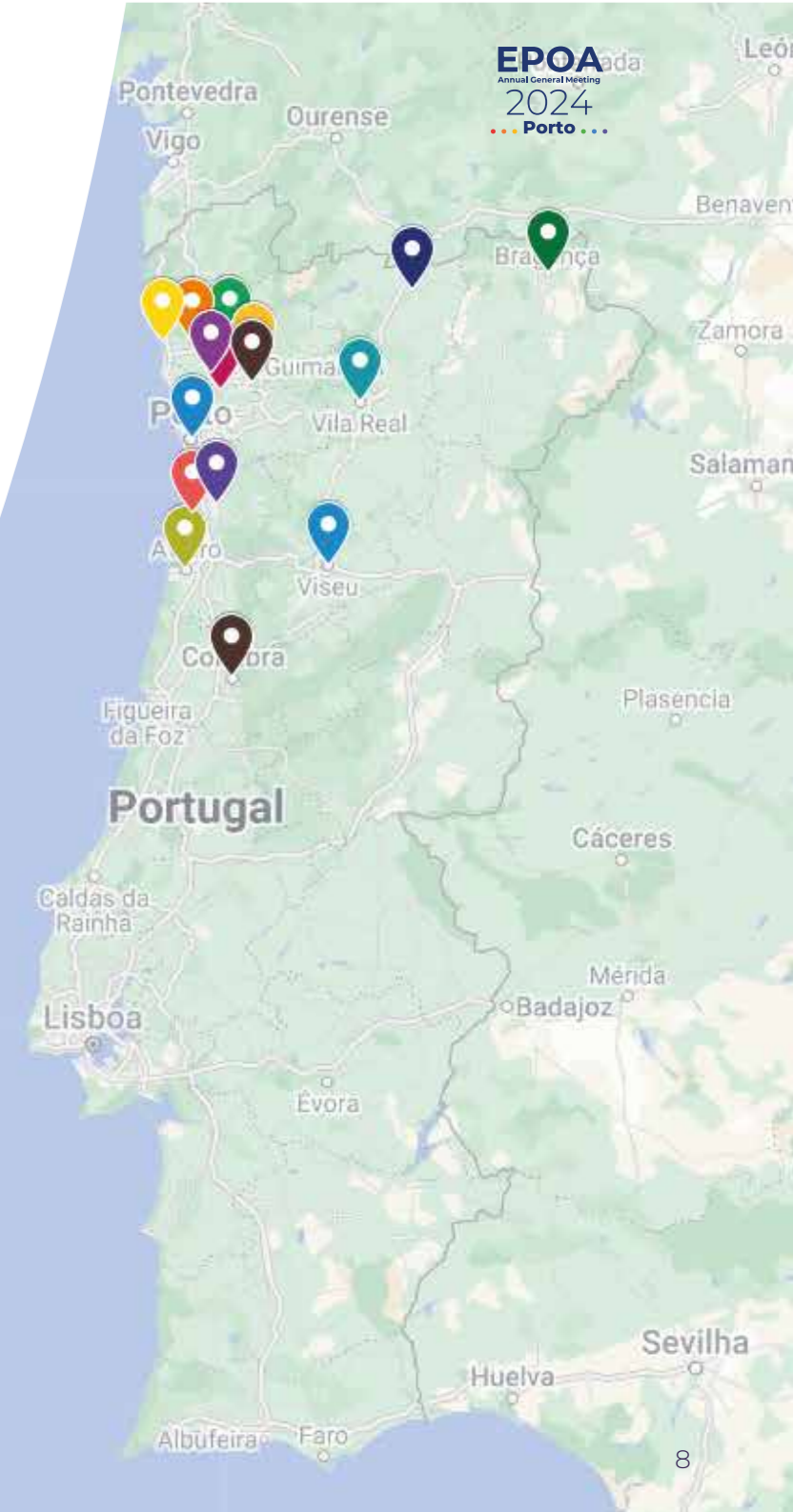
The road to EuroPride 2025

EuroPride 2025 Lisbon aims in part to bring together Prides across Portugal.

The region around Porto is Portugal's most populous and industrious, but also its most conservative. At the same time, youth in almost two dozen cities, towns, and villages have begun local Pride initiatives, often with meager resources and contacts.

As a precursor to national events in 2025, the EPOA AGM in 2024 will support these crucial efforts with opportunities for learning and networking that take Pride beyond the major metropolises, and inspiration from Porto's 25 years experience as a regional Pride hub.

- 1 - Porto Pride
- 2 - Trans Pride in Porto
- 3 - Vila Real
- 4 - Coimbra
- 5 - Braga
- 6 - Aveiro
- 7 - Chaves
- 8 - Guimarães
- 9 - Barcelos
- 10 - Ovar
- 11 - Santo Tirso
- 12 - Vila Nova de Famalicão
- 13 - São João da Madeira
- 14 - Bragança
- 15 - Vizela
- 16 - Esposende
- 17 - Viseu



WORKSHOPS

Complementing the AGM agenda we propose workshops in parallel sessions covering topics of interest and **practical use** to both Pride organisers and LGBTI+ activists.

The proposed workshops include:

- Funding Prides
- Prides as battlefronts
- The way forward on LGBTI+ issues
- Trans and intersex
- Intersectionality

CULTURAL AGENDA

Social events are an enriching part of any AGM, where attendees can process the day's work in relaxed company with others, and in the context of the city's surroundings and cultural offer.

We plan a **formal reception with government officials** to welcome the EPOA AGM, as an occasion to hear their views on LGBTI+ politics and speak Queer truth to power. Participants will also be invited to discover Porto's unique multi-cultural influences and famous views with guided excursions and events with local activists.

In addition, the Queer Porto LGBTI+ film festival will open the same day as the EPOA AGM, and welcome a joint event for Pride organisers, activists, and artists to meet.



4. EPOA AGM 2024 SCHEDULE

Friday, November 1st

- 10:00 Registration opens
- 12:00 Session for first-timers
- 13:00 Formal opening session
- 15:00 Government welcome
- 15:15 25 Years of Porto Pride
- 15:30 Coffee break
- 16:00 AGM plenary
- 18:00 Free time
- 19:30 Official reception
- 20:30 Hosted dinner

Saturday, November 2nd

- 9:30 AGM plenary
- 11:15 Coffee break
- 11:45 Workshops
- 13:00 Hosted lunch
- 14:00 AGM plenary
- 16:00 Coffee break
- 16:30 AGM plenary
- 19:00 Gala dinner
- 21:00 Afterparty

Sunday, November 3rd

- 9:30 Workshops
- 10:45 Coffee break
- 11:15 AGM plenary
- 12:30 Formal closing
- 13:00 Hosted Lunch
- 15:00 Post-AGM social event with local activists (river cruise / city tour)

(Exact timings to be refined)



WORKSHOPS PROPOSALS

WORKSHOP: TRANS & INTERSEX

How to advocate for Trans and Intersex rights? This workshop will discuss strategies to advance these rights around Europe through **legal recognition, protection and anti-discrimination**, and to fight for better conditions. It will offer advice from human rights entities and address standards of **medical care** for trans and intersex people.

WORKSHOP: FUNDING

Good practices in financing Pride and activism organization, and making partnerships are constant challenges. **Who to contact and how** to approach different entities? How to work with brands and companies in a way that is beneficial to the LGBTI+ movement with visibility that avoids pinkwashing?

WORKSHOP: THE BATTLEFRONT

While many European countries enjoy Pride as a celebration, in others it is still a perilous act. This workshop will look at **dealing with hostile contexts** when organizing Pride movements and events, as well as at managing opposition and legal obstacles.

WORKSHOP: INTERSECTIONALITY

Recognizing the intersecting struggles of the LGBTI+ community with **racism, functional diversity, and privilege** within the LGBTI+ community, this workshop will focus on the importance of representation and visibility of diverse people in activism, and on building synergies between activist communities.



WORKSHOP: THE WAY FORWARD

This workshop will discuss social and political trends, such as **populism, extremism, and growing anti-LGBTI+ movements** in Europe, and the role of Pride in contributing to social and legal change.



Porto Pride

the oldest Pride event in the north of the Portugal, having its first edition in 2001.

Initially held behind closed doors and with paid entry, it was a precursor to the city's transformation, long before the first Pride March in the city. That only took place five years later, in 2006, after the brutal murder of Gisberta Salce Júnior, often known simply as Gisberta, a trans woman and immigrant living with HIV/AIDS.

Since then, Porto Pride and the Pride March were held on the first or second Saturday of July. However, Porto Pride ceased in 2012, representing a loss for the city for years.

In 2019, to reaffirm the importance of and decentralize Pride events outside Lisbon, Portugal's capital, VARIA-ÇÕES brought Porto Pride back with a reformulated organization.

It went from a private event, held behind closed doors with paid admission, to a free event open to the public, held in an outdoor space. This format resulted in unexpected success for the 2019 edition, with more than 10,000 people, twice the estimated attendance.

5. PROUDLY PORTO

Originally called Portus Cale, or “Safe Haven”, by the Romans, Porto eventually lent its name to all of Portugal, a country that is now world famous for its welcoming culture, security, and personal respect.

Porto ranks among the world's top destinations, particularly for **LGBTI+ visitors** and for meetings and international events, according to Conde Nast Traveler readers, American Express Global Business Travel, European Best Destinations, Cvent Supplier Network, and more.

Every year, the city hosts several hundred academic congresses, corporate retreats, trade shows and festivals organised from abroad. In making their decision, event planners cite a combination of factors unique to Porto. We call these our 4C's: **Culture, Climate, Convenience** and **Costs**.

PORTUGAL

#4 LGBTI+ Destination 2023
Spartacus International Gay Guide

#8 Rainbow Map and Index 2023
ILGA-Europe

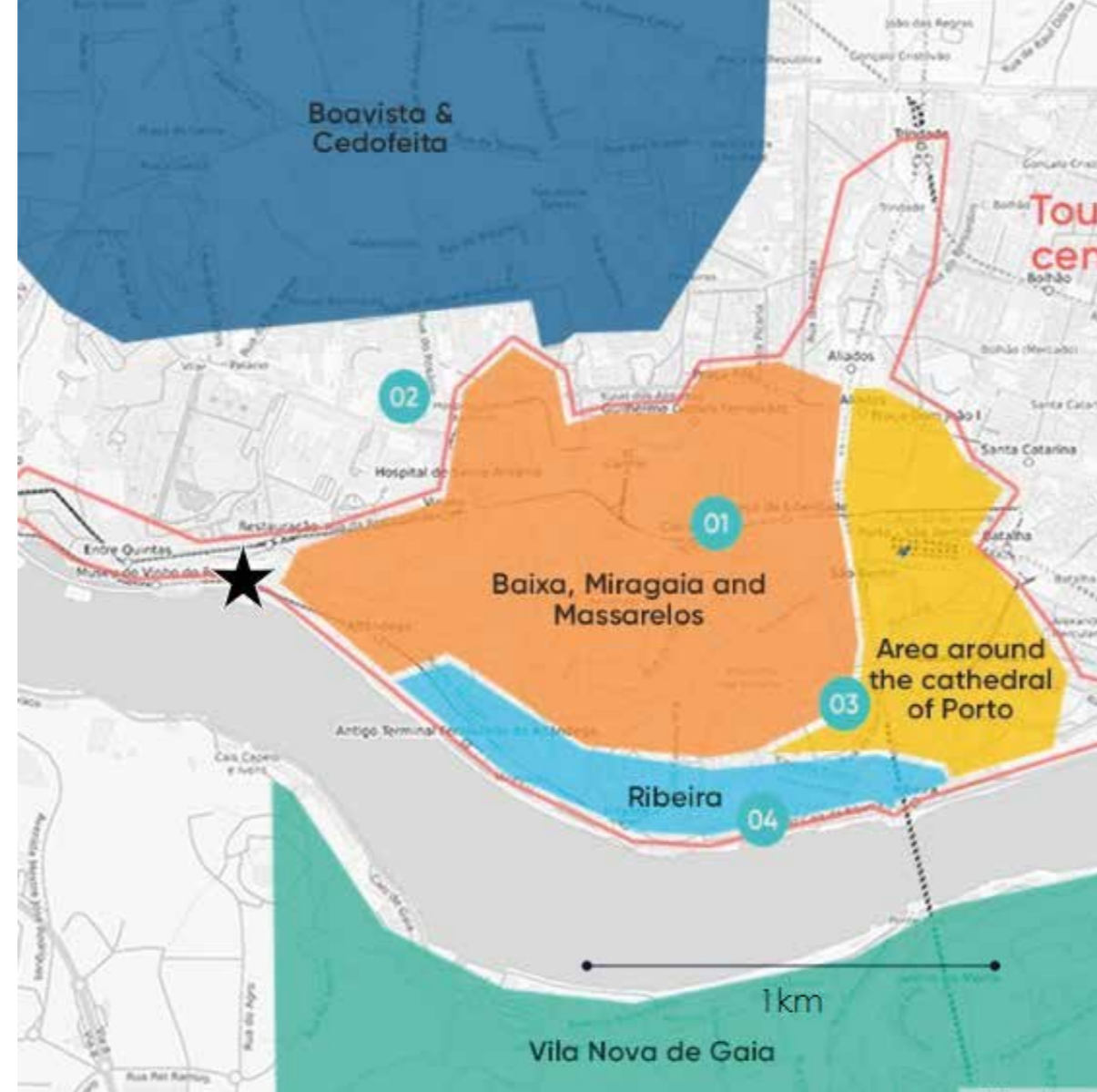
#7 Safest Country in the World 2023
Global Peace Index

PORTO

2nd European City for LGBTQ+ Travelers 2021
ParkSleepFly.com

Best city destination in the world 2022
World Travel Awards

Tourism of Porto & Norte Region joins IGLTA in 2023



1. Historic downtown, shopping, dining, and LGBTI+ nightlife
2. Shopping, museums
3. Historic downtown and LGBTI+ nightlife
4. Shopping, dining, monuments

★ EPOA AGM venue

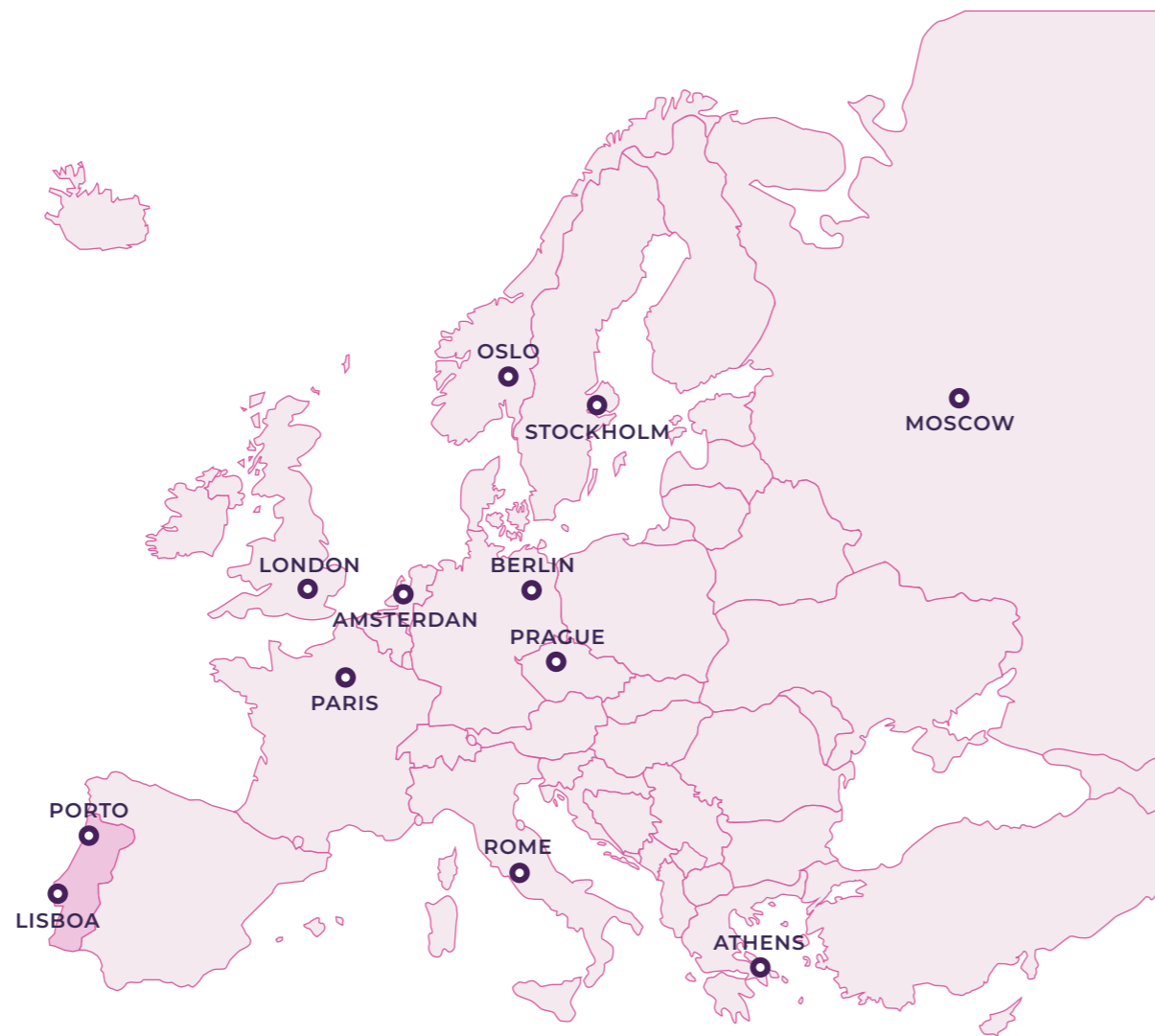


4C's: CONVENIENCE

Porto airport offers non-stop flights to almost every big city in Europe on both traditional and low-cost airlines. Only 7km brings you to the city centre via abundant, fast, and easy to use transportation. The centre is all in walking distance, with transport and infrastructure to aid with accessibility.

DIRECT FLIGHTS

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



4C's: COSTS

Whether 5-star hotels or youth hostels, gourmet restaurants or street food, shopping or museums, Porto's value for money is famous. Some of the lowest prices in Europe put Porto's experiences within reach of visitors from across the continent—and make it a favourite among younger travellers.

4C's: CULTURE

All visitors—particularly LGBTI+ visitors responding to the Proudly Portugal survey of travelers—highlight the warmth of Portuguese people. This experience, with roots in a history of internationalism and respect for diversity, propels Porto to top lists of the safest and most LGBTI+-friendly destinations in the world.

4C's: CLIMATE

Porto inspires with elaborate buildings and dozens of viewpoints to enjoy vistas of rooftops, green hills, and golden sunsets. And it offers 300 days of annual sunshine, with summers stretching into October, with days at the beach and dinners under the stars. Come for business, stay for fun.



6. VENUES & ENVIRONMENT

Fans of Porto know its ability to mix big-city seriousness and a holiday atmosphere into an inspiring, productive whole.

Hotel Neya Porto, a short distance from both the airport and historic downtown, offers versatile, large-scale meeting facilities and riverfront charm. It offers good-value rooms, catering, on-site space to work without distraction, and dedicated areas for rest, reflection, and recreation.



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.

SECURE

Rated the **third safest country** in the world by the Global Peace index in 2019, Portugal enjoys a reputation for friendliness and respect. This famously extends to LGBTI+ visitors, particularly in the major cities of Porto and Porto, where visible communities have led **LGBTI+** people from around the world to call Portugal home.

SANITARY

Portugal was praised as a leader in **responding to COVID-19**, taking early, decisive action that kept the worst of the pandemic at a distance. Portugal was also first to implement protocols to keep visitors safe in moving toward a more sustainable **post-pandemic future**. With guidance from the national health service, we will ensure that measures to protect the health of attendees meet the highest standards.

SUSTAINABLE

Invincible Pride also means being **exemplary in our environmental impacts**. For this reason, the EPOA AGM 2024 will work to reduce/eliminate event swag; favour recycled materials; prioritise mass transit; prioritise clean and renewable energy; raise awareness about pollution and waste disposal; and prioritise local sourcing.

MAIN VENUE

- 4-star city-centre hotel
- 124 guest rooms
- 5 meeting rooms, 25-120 sq m
- Outdoor space,
- Restaurant, sky bar
- Wheelchair accessible
- Airport – 18km
30 minutes (taxi)
60 minutes (direct metro)





OUT AND ABOUT

(Clockwise from top-left)

Zoom, a hub of LGBTI+ nightlife

Batalha Centro de Cinema, home to the Queer Porto Film Festival

Ribeira, Porto's most historic quarter and waterfront

Café Majestic, a traditional local food experience

All within a 20-minute walk of the main venue and hotel!



7. BUDGET & FUNDING

Project Revenues (EUR)		Projected Expenditures (EUR)	
Government support	25,000	Hotel and main venue	30,000
Registrations (125 delegates @ EUR 200)	25,000	Off-site venues and events	17,500
Variações	2,000	Catering	15,000
Private sponsorships	7,500	Materials and logistics	5,000
Tourism authorities support	25,000	Porto Pride 25 exhibition facilities	5,000
Solidarity fundraising	5,000	Solidarity fund	5,000
		Speakers, guests	5,000
		Advertising	2,000
		Other costs	5,000
Total	89,500	Total	89,500

REGISTRATION FEES

Early (1 January to 31 March)	
Double occupancy (€/person)	€150
Single occupancy (€/person)	€250
Conference only (€/person)	€75

Basic (1 April to 30 June)	
Double occupancy (€/person)	€175
Single occupancy (€/person)	€300
Conference only (€/person)	€125

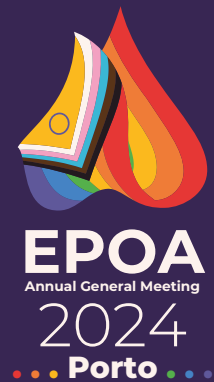
Late (1 July to 1 September)	
Double occupancy (€/person)	€200
Single occupancy (€/person)	€350
Conference only (€/person)	€175

Included:

- 2 nights w/breakfast
- 2 on-site lunches
- 3 coffee breaks
- 2 hosted dinners
- 2 hosted receptions
- Conference registration
- Admission to private Parties
- Public transportation pass
- Visitor attractions pass
- Sunday post-AGM event

ALTERNATIVES

- Rates for hotel-only guests of EPOA attendees TBC
- Solidarity funding available on a limited basis by application
- Host matching for home stays available on a limited basis



FOR MORE INFORMATION

Variações
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V A R I A Ç Õ E S

ASSOCIAÇÃO DE COMÉRCIO E TURISMO
LGBTI DE PORTUGAL

