



**EUROPEAN
PRIDE**
ORGANISERS
ASSOCIATION

Annual Report 2023



 LICENSOR OF EUROPRIDE
**EUROPEAN
PRIDE**
ORGANISERS
ASSOCIATION

**European Prides
#StandWithUkraine**

**We march for all
those who cannot**

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Welcome from our President



Image: Stefan Petrovski

I wrote the introduction to last year's annual report in the days leading up to EuroPride in Belgrade when we did not know quite how events would develop but we knew absolutely how totemic and important it was to be.

The thirtieth anniversary EuroPride was momentous for many reasons that for reasons of space I won't go into here – suffice to say that our forthcoming documentary charting the events last September will be an important record of how the political and official subterfuge was no match for the determination and courage of the Pride organisers. Many thousands of words will be written in analysis over years to come, but it is clear now that EuroPride 2022 was an important line in the sand against which future progress in the whole region will be measured.

EuroPride 2023 in Malta was no less momentous though for different reasons, and the contrast between events in Belgrade and Valletta was stark. Organisers in Malta had huge support from their government and active participation at several events from the Prime Minister. But while Malta stands proudly at the top of the Rainbow Europe index, it remains the European country with the most restrictive reproductive rights. Our fight for

LGBTI+ equality must never lose sight of the intersections with other fundamental rights.

This Annual General Meeting will see you, our members, elect a new President. They will have the immense privilege, as I have had over the last eight years, to lead an organisation that is truly change-making. When I look at what we have achieved together, not least in our support for Ukraine, I am immensely proud that such a diverse group of Pride organisers across our continent want to be a part of our Association and to contribute to that change.

When I was elected at our AGM in Amsterdam in 2015, our thirty-or-so members sat around one table. Now we have a stable membership of over 100 organisations, with new members joining each year. And so I want to thank every one of *you* for *your* support during my time as President, and especially to the twenty colleagues who served alongside me on the Board during that time.

Our Association has developed and grown a huge amount in recent years, and long may that continue. Sadly it seems clear to me that Pride has never been more important, as we have to stand against the increasing hostility to LGBTI+ people and the instrumentalization of minority rights across Europe. Pride will continue to be the most important manifestation for human rights, and we need to be ready to face down those well-funded organisations who oppose us.

As the saying goes, I'm leaving the stage but not leaving the theatre. I will continue in my role with Mozaika and Riga Pride and look forward to seeing EPOA further grow and develop. And of course, I look forward to seeing you call at EuroPride in Thessaloniki in June!

Kristine Garina (She/Her), President

Cover image: European Prides crossing Sydney Harbour Bridge during WorldPride in March 2023.
Image: Steve Taylor

Prides #StandWithUkraine



It is now more than eighteen months since Russia's full scale invasion of Ukraine forced our members there – Kharkiv Pride and Kyiv Pride – to refocus their activities into providing humanitarian assistance to their LGBTI+ communities.

In that time, our fundraising appeal has raised more than €100,000 thank to the generosity of individuals and member organisations. EPOA committed from the start that every cent that is donated will be allocated to our members; we do not take any cut or management fee.

Human Rights

Our unapologetic focus and support for members in Ukraine has not diminished our ability to support other members and Prides in need.

For example, we provided support to Tbilisi Pride in Georgia after their event in June was attacked by far-right groups linked to Russia and police stood by and failed to intervene. We have also provided letters of support to Prides facing illegal bans.

We have also participated in human rights conferences and events throughout the year including several sessions at the EuroPride Human Rights Conference in Malta.

We have sold more than 900 'Prides #StandWithUkraine' flags and these are being flown at Prides across Europe and in the USA, Canada, Australia and New Zealand. Every cent of profit goes into our appeal fund.

Our banner – in the image on the left and on the front cover – was carried at Sydney WorldPride and at more than a dozen Prides across Europe this summer. We have also supported colleagues from Ukraine at Pride events and debates in Madrid, Berlin, Copenhagen and EuroPride in Malta.

Our board is in regular contact with our colleagues in Ukraine and they know that our support and assistance is just an email or call away.

Alongside our fundraising and awareness raising, we continue to provide information to our members on how they can support and have dealt with more than 30 media enquiries linked to Ukraine over the last year.

Слава Україні! Slava Ukraini! Glory to Ukraine

We have continued our strong relationship with the LGBTI Intergroup at the European Parliament to ensure that MEPs and officials are briefed on the current situation in relation to Prides. Similarly, we have maintained good relations with the office of Helena Dalli, the European Commissioner for Equality, and with the Council of Europe's SOGI Unit.

We received 11 applications to the Scholarship Fund for the AGM. Demand outstripped the available funds, but we were able to support 100% of the costs for representatives of five member organisations to attend the AGM in Cardiff.

EuroPride

As Kristine remarked in her introduction, when last year's annual report was written the EuroPride in Belgrade hadn't taken place. The tension was high before the event, as there was a lot of opposition.

In many ways, it kicked off with Aleksandar Vučić, the President of Serbia, declaring the event to be cancelled due to the high risk for the participants. As both the local organisers and EPOA declared, that was not his decision to make. But after this, the media attention nationally and internationally was high, as well as the support of politicians and institutions from around Europe. All were on the same page: Serbia is obligated to secure the freedom of speech and right to assembly of all citizens and visitors.

The board of EPOA's role as the representatives of our members and as licensor was to continuously support and engage together with the local team. All that were involved worked continually to secure that the march would go as planned, even though the authorities failed to give the formal permission and to guarantee safety for our community in Belgrade on this day.

It wasn't until the same day that the Prime Minister Ana Brnabić, claimed that all would be safe. This was something they didn't live up to, and several participants were attacked. Up to this day, the Serbian Government haven't acknowledged that there was a Pride Parade during EuroPride in Belgrade on Saturday 17th September 2022. The legacy of the Serbian Government after this event is not something to be proud of. But the 10,000 participants walking showed that we exist and have the right to do so, and we won't be bullied away.

We would like to acknowledge the hard work of the community in Serbia, and especially the local team, led by Goran Miletic, that made it possible to go through with the event and the EuroPride Parade. Their determination to make this happen was crucial. Not only for the Parade, but also the international human rights conference, art

exhibitions, theatre plays, performances, shows film screenings, concerts, and informal gatherings. In total 130 events for the local community and activists who arrived from Europe and the rest of the world.

And as we have seen with EuroPride before, something happens within our community, but also with our allies after such an event. So it was with great pleasure we could witness a record parade with 15,000 participants in 2023.

EuroPride 2023 Malta

As this report is being written, we're in the opening days of EuroPride 2023. We have followed the preparations for this event throughout the last three years. The team from Malta will present a report from the event at the AGM in Cardiff in October.

From our perspective, the team from Malta have worked in a targeted way towards making EuroPride 2023 a great event for all who participated whether a local or a visitor.

The team from Malta was early in marketing the event, and scheduled a Human Rights Conference, a variety of events showing the diversity of our community and free open events. We can't wait to come back with a report after the hopefully record breaking EuroPride Parade. Malta already have set a new standard with 175 registered EPOA delegates!

EuroPride 2024 Thessaloniki

Originally Thessaloniki were awarded EuroPride 2020 but this had to be cancelled due to the COVID pandemic. Our members voted on awarding Thessaloniki EuroPride 2024 instead.

The board have been following up the team there and visited their Pride in June 2023 as a part of the preparations for next year. We also had a board meeting there in January this year. The board will continually support the team and have offered to facilitate any support they would ask for from our

member organisations. We wish the team of Thessaloniki all the best of luck for next year! Save

the date: 21-29 June 2024, with the Parade on Saturday 29 June.

Communications

EuroPride in Belgrade required a focus and attention from the EPOA board that it had never previously provided, and a large element of this was down to communications. Our board member for communications, Steve, spent the full week in Belgrade alongside the President and EuroPride Coordinator in order to provide support.

Steve also joined Stein on the site visit to Malta in March ahead of EuroPride 2023. With much greater funding the Malta team had been able to engage a marketing agency and EPOA's support was more strategic than operational.

Aside from EuroPride, we continue to focus our communications activity on amplifying the voices and campaigns of our members and raising awareness of our movement and its work.

In the year ending 31 August 2022 we dealt with 109 inbound media enquiries and issued 15 press releases or media advisories. We were mentioned in more than 400 news articles and quoted in more than eighty.

On social media we achieved 13% growth in our audience across all channels, with a total audience count now at 35,584. We reached 3.8m impressions, an increase of 18% on 2022, though this is largely due to huge social media traction around EuroPride in Belgrade.

In September 2023 the board agreed to suspend our use of the X platform due to changes making the site increasingly unsafe and unusable. We continue to post daily on Instagram, Facebook and LinkedIn.

The members' newsletter sent each month is generally well received and had an average open

rate of between 55 and 70 per-cent, which is extremely high. Emails to specific audience sectors during EuroPride have an open rate above 80% and excellent feedback from recipients.

Our website was the subject of a malicious attack which caused it to go down for almost three days. This was traced to IP addresses in Russia. We have activated increased security on the site and on all IT infrastructure to try and prevent a recurrence.

Once again we provided help in the planning and dissemination of the EU's third LGBTQ+ Survey which concluded in August. Results are expected in 2024. We also led the European awareness-raising of the new #TransPeopleAreLoved campaign.

'The Belgian and European Pride'

A new Pride organisation in Brussels, made up of several organisations including the city's tourism body visit.brussels, launched at the beginning of 2023 with the name 'The Belgian and European Pride'.

During their event in May, several organisations – including Amnesty – confused this with EuroPride. Several posts on social media and some news stories also confused the two.

We wrote to the new organisation to express our concern and explain that EuroPride is a trade mark and, in the spirit of cooperation, ask them to cease using the 'European Pride' title. We received a reply in which our concern was refuted and the organisation declined to change their name.

The Board agreed that we would take no further action at this stage but would refer the matter to the AGM for consideration.

Conference and Meetings

Our Annual General Meeting in Turin in October 2022 awarded the 2023 AGM to Pride Cymru who will host the event in Cardiff, Wales. Although planning and registration began later than we had hoped, we have worked closely with the Pride Cymru team over recent months and we look forward to a productive AGM.

Last year's AGM also agreed to a bylaws change that detailed how members can bid to host future AGMs, and we are pleased to have received bids

for the 2024 AGM from Copenhagen Pride in Denmark and Variações in Portugal. A further bylaws change will be recommended this year to stipulate the requirement for a contract between EPOA and the conference host.

This year the Board met in person five times, in Copenhagen, Thessaloniki, Berlin, Madrid and Lucerne. Our thanks to our hosting members in those cities for their help in organising our meetings.

Could you host a board meeting?

The board meets several times each year, usually in November, January, March, May and July or August. We always welcome invitations from member organisations who wish to host.

The board will usually arrive on Friday and begin their meeting on Friday afternoon. The meeting continues all day on Saturday and on Sunday

morning, before departures at lunchtime Sunday. Hosts are asked to provide a meeting room, and to show the board the LGBTI+ 'scene' in your town or city. If assistance is available with hotels or local transportation, this is welcome but not essential. If you might be interested in hosting us in 2024 please email info@europride.info.

Membership and Outreach

Implementation of our membership database has now finally been completed. We are using an online system called Wild Apricot, the same system used by InterPride; this helps us to streamline data transfer between our organisations without compromising data security.

Our database is only as good as the information it holds, and we are reliant on our members informing us when there are changes to personnel, email addresses or other critical information. If we

don't have the correct information for your organisation, you will miss critical communications from us.

We have been delighted to welcome several new members in 2023 and also several lapsed members who have renewed this year. We end the year with 99 full members and eight associate members. A full list of all members can be found on the next page.

Member organisations

The following list of 107 members was correct at 22 September 2023. Associate members listed in *italics*.

- Acogat Torremolinos (ES)
- Alkmaar Pride (NL)
- Allied Rainbow Communities / Malta Pride (ML)
- Arcigay Caserta (IT)
- Arcigay Milano (IT)
- Arcigay Varese (IT)
- Arctic Pride Tromsø (NO)
- Athens Pride (GR)
- Atlantic Pride (ES)
- Belfast Pride Festival (UK)
- Belgrade Pride (RS)
- Bergen Pride (NO)
- BiH Pride (BH)
- Bilbao Pride (ES-B)
- Budapest Pride (HU)
- Cologne Pride (DE)
- Copenhagen Pride (DK)
- Cork Pride (IE)
- Cornwall Pride (UK)
- CSD Berlin (DE)
- CSD Bielefeld (DE)
- *CSD Deutschland (DE)*
- CSD Dresden (DE)
- CSD Frankfurt (DE)
- CSD Hannover (DE)
- CSD Konstanz (DE)
- CSD Magdeburg (DE)
- CSD München (DE)
- CSD Nordwest / Oldenburg (DE)
- CSD Olpe (DE)
- CSD Rhein Neckar (DE)
- Cumbria Pride (UK)
- Czestochowa Pride (PL)
- Doncaster Pride (UK)
- Dublin Pride (IE)
- Geneva Pride (CH)
- Gibraltar LGBTQ+ Committee (GI)
- Hamburg Pride (DE)
- Helsinki Pride (FI)
- Ibiza Pride (ES)
- ILGA Portugal (PT)
- Inter-LGBT / Fierté Paris (FR)
- Kalisz Pride (PL)
- Kharkiv Pride (UA)
- Kyiv Pride (UA)
- Lancaster Pride (UK)
- LCR Liverpool Pride (UK)
- Le Girofard / Bordeaux Pride (FR)
- LGL Baltic Pride (LT)
- Liguria Pride (IT)
- Lublin Pride (PL)
- Luxembourg Pride (LU)
- *M-Rozanov Crisis Group (LV)*
- Madrid Pride (ES)
- Malmö Pride (SE)
- Manchester Pride (UK)
- Marche des fiertés de Nîmes (FR)
- METU Pride (TR)
- Morecambe Pride (UK)
- Mozaika / Riga Pride (LV)
- Newbury Pride (UK)
- Norwich Pride (UK)
- Omphalos / Perugia Pride (IT)
- Oslo Pride (NO)
- Oulu Pride (FI)
- Oxford Pride (UK)
- Pavia Pride (IT)
- *Polish Prides Alliance (PL)*
- Prague Pride (CZ)
- Pride Amsterdam (NL)
- Pride Barcelona (ES-C)
- Pride Cymru (UK)
- Pride Edinburgh (UK)
- Pride in Gloucestershire (UK)
- Pride in Hull (UK)
- Pride in London (UK)
- Pride in the Port (UK)
- Pride in Weston (UK)
- *Pride Netwerk Nederland (NL)*
- Pride Zentralschweiz (CH)
- Pro-Diversity Warsaw (PL)
- QuareClare (IE)
- *RAF Benson Pride (UK)*
- *Rainbowfriends Belgium (BE)*
- Reykjavik Pride (IS)
- Roma Pride (IT)
- Salento Pride (IT)
- Sapling Pride Kosice (SK)
- Sommlochfestival / CSD Braunschweig (DE)
- Stichting Roze Zaterdag (NL)
- Stockholm Pride (SE)
- Stockport Pride (UK)
- *Svenska Pride (SE)*
- The Outing Festival (IE)
- Thessaloniki Pride (GR)
- Tolerado (PL)
- Torino Pride (IT)
- Trans Pride NI (UK)
- *UK Pride Organisers Network (UK)*
- *Variações (PT)*
- Vienna Pride (AT)
- Warsaw Pride (PL)
- Warwickshire Pride (UK)
- West Pride (SE)
- Witney Pride (UK)
- *Zero Flags Project (NL)*
- Zürich Pride Festival (CH)

Treasurer's Report

After the end of the pandemic, we were all hoping for an enthusiastic restart of the Pride movement in Europe. Unfortunately, something else came up that affects us all and will also have a strong impact on the financial area at EPOA in 2022. The war of aggression by Russia on Ukraine is, in addition to the unspeakable nature of the war, also an attack on our community in Ukraine. In response to the bombing of Ukraine, EPOA launched a fundraiser for our local affiliates, which received a tremendous response.

We have collected donations via several platforms and various possibilities. In addition to bank transfers, donations reached us via the platforms Stripe, PayPal and GivenGain. Since then, several hundred donors have donated amounts between €3 and €6,500. We also received proceeds from the sale of the 'Prides #StandWithUkraine' flag, which we resold with 100% of profits going to the Ukraine fund.

On the other hand, this gratifying willingness to donate meant an exponential increase in the money transactions with us. In addition, 2022 was fortunately the year in which we were able to experience Prides without pandemic conditions and the EuroPride in Belgrade with a strong presence. We also celebrated 30 years of EuroPride at a ceremony at the site of the first EuroPride in London. We were also involved in the Pride in Warsaw, which was held as a Pride for Ukraine. Diverse activities and special campaigns (anniversary event in London, EPOA reception in Warsaw, EuroPride in Belgrade) determined spending in this area this year.

The number of members in good standing increased slightly to 108. For ten of these members, the Board approved a waiver.

Normally EPOA's income is mainly generated from membership fees and the license fee for EuroPride. In 2022 these two positions reached an amount of €33,059.29. The main focus in 2022 had been the collection of the Ukraine donations, which reached summarized over all donation

platforms about €90,000.00. Including other donations, bidding fees and sponsorships the total income in 2022 was €134,347.88.

On the expenses side, in 2022 our two members in Ukraine asked for payment of €20,400 from the fund. Due to the unclear situation, we had been asked to continue to administer the donations until use in the reconstruction of the destroyed offices, infrastructure and the recovery of staff can be safely tackled. Fortunately, in 2023 we were able to pay out larger amounts of money from the donation fund of about €46,000.

The successful and well-attended AGM in Turin gave us the opportunity to finally let members participate in this important annual event again via scholarships (€6,375.06). We also directly supported the delivery of EuroPride in Belgrade and provided money for the representation of our members on site. In Warsaw we held a networking reception on the occasion of the Ukraine Solidarity Pride and met in London in addition to the board meetings for the EuroPride anniversary celebration hosted and funded by the Mayor of London.

Site visits to the EuroPride organizers have also been carried out on a larger scale since the pandemic. This all resulted in a corresponding position on the expense page. Total expenses in 2022 were €84,169.08.

The account situation is somewhat shifted in 2022, since we see the donations from the Ukraine Fund, which we manage in trust, included here. The sum of Ukraine donations in 2022 is approx. €90,000 (since some donations are associated with transfer costs). Overall, this resulted in a surplus from 50.178,80€

The financial report 2022 will be audited by Roberto Muzzetta from Milano Pride. His report will be presented to members at the AGM in Cardiff.

Uwe Hörner (he/him), Treasurer

Financial Report

Financial report for the year 1 January 2022 to 31 December 2022. All figures are in € Euro.

Income

Membership	21,624.39
EuroPride licence fee	10,000.00
Donations	98,675.23
Sponsorships	3,363.30
Cashback transfers	184.96
EuroPride bidding fee	500.00
Total income	134,347.88

Expenditure

Board meetings / AGM	22,695.94
Corporate identity	2,145.62
Poland fund	6,039.40
Membership fees	5,700.00
Website	1,635.60
EuroPride site visit	4,680.10
Bank and Belgian registration costs	810.84
Scholarship & Solidarity Fund	38,120.16
Insurance	276.40
Expenses of Association's purpose	2,065.02
Total expenditure	84,169.08

Balance

Income	€ 134,347.88
Expenditure	€ 84,169.08
Balance	€50,178.80

Year end balances

	At 31.12.2022	At 31.12.2021	At 31.12.2020	At 31.12.2019
Current account	€ 14,166.06	€ 34,306.72	€ 17,633.03	€ 5,368.84
Savings account	€100,000.00	€ 35,000.00	€ 60,169.28	€ 30,123.96
PayPal	€ 6,457.63	€ 1,138.17	€ 983.71	€ 1,309.42
Total	€ 120,623.69	€ 70,444.89	€ 78,786.02	€ 36,802.22

Board information

The following board members served from the Annual General Meeting on 9 October 2022.

President

Kristine Garina (she/her)
Riga Pride / Mozaika, Latvia
Attendance: 5/5 meetings

Secretary

Lilly Dragoeva (she/her)
Sofia Pride / Bilitis, Bulgaria
Attendance: 2/5 meetings

Treasurer

Uwe Hörner (he/him)
CSD Rhein Neckar, Germany
Attendance: 4/5 meetings

Communications Coordinator

Steve Taylor (he/him)
Copenhagen Pride, Denmark
Attendance: 5/5 meetings

Conference Coordinator

Patrick Orth (he/him)
Hamburg Pride, Germany
Attendance: 5/5 meetings

EuroPride Coordinator

Stein Runar Østigaard (he/him)
Oslo Pride, Norway
Attendance: 4/5 meetings

Human Rights Coordinator

Lenny Emson (he/him)
Kyiv Pride, Ukraine
Attendance: 4/5 meetings

Membership Coordinator

Julia Maciocha (she/her)
Warsaw Pride, Poland
Attendance: 4/5 meetings

In the year ending 31 August 2022 the Board met in Copenhagen (November 2022), Thessaloniki (January 2023), Berlin (April 2023), Madrid (June 2023) and Lucerne (August 2023). Our thanks to Copenhagen Pride, Thessaloniki Pride, CSD Berlin,

Madrid Pride, Zürich Pride and Pride Zentralschweiz for hosting us.

The average expenses per board member in the year ending 31.12.2022 was €2,837. This includes all travel and accommodation costs.

Acknowledgements

The Board wishes to thank the following organisations and individuals who have supported EPOA in the last year: Roberto Muzzetti (Milano Pride) for being Auditor; Camilla Engelby for providing graphic design support; Alessandro Tiberti for IT support; RainbowHouse Brussels for

support with administration; Zoom Video Communications, Inc for providing complimentary licenses to all board members; and to Sprout Social, Inc for providing a complimentary licence to their social media management platform.



LICENSOR OF EUROPRIDE

**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

European Pride Organisers Association aisbl

Registered in Belgium number 836.217.697

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Bankers

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