

# Inclusivity of members at AGM's

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# Background

- Members who are not physically attending the AGM will not have a vote

At this year's AGM the representation was discussed. It was decided to have a look at it.

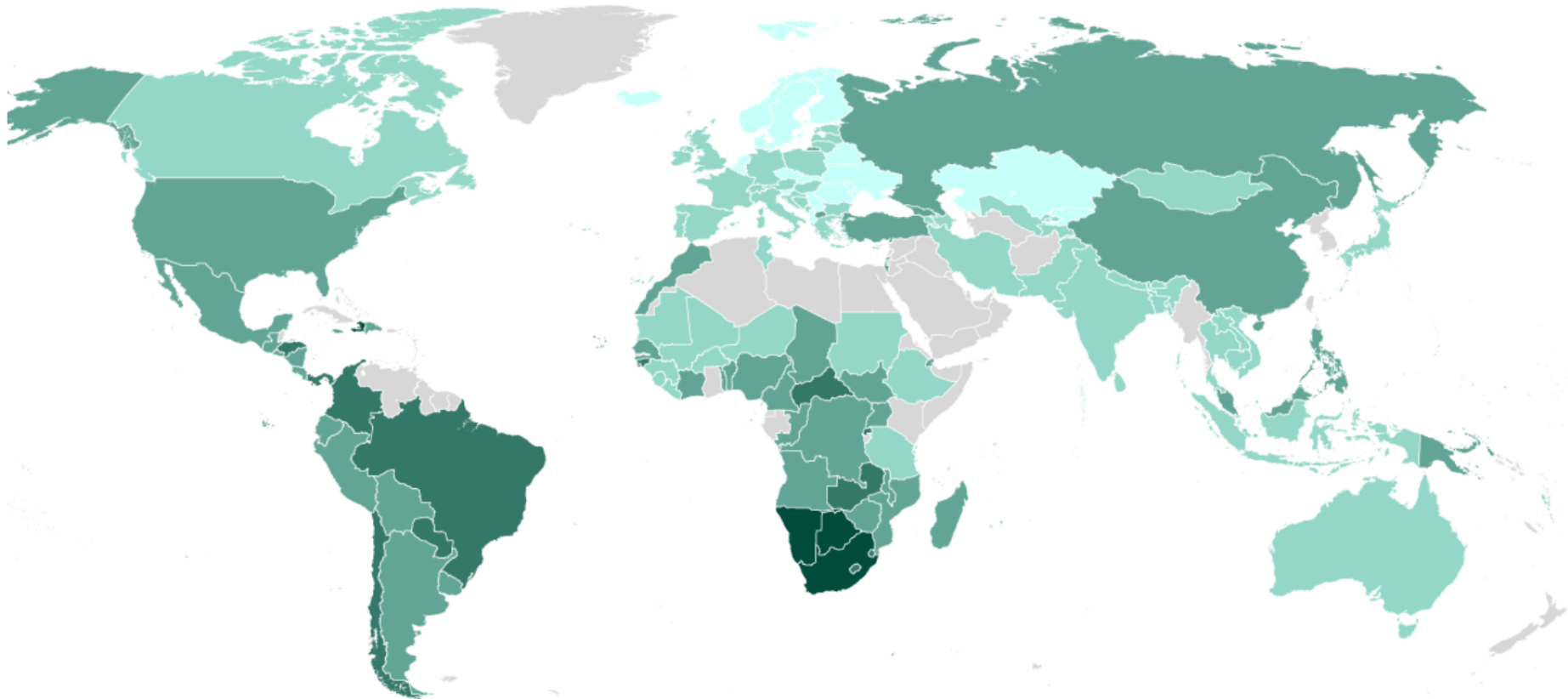
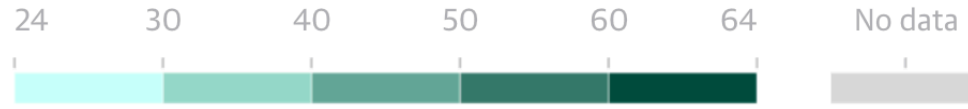
There are strong reasons why we have the rules in place as we have them. However, an evaluation of these rules is needed. Not only because of the discussion we had in the boardmeeting at the AGM.

# Average annual incomes – only for reference



# Observations – Gini (inequality index) differs

Gini index for income inequality ranges from zero (absolute equality) to 100



# Observations – ILGA-map 2017





# Observations

- Low incomes can often be found in LGBTI-hostile environments
  - So it is not likely prides get support from governments and most likely also not from businesses
- A high Gini-index does not only reflect on less developed areas
  - So the inclusion debate should reflect on all parts of the world
- In countries with relatively high Gini-index the LGBTI-people are to be expected to run even further behind when it comes to economic life-standards
  - This is generally also true for woman versus man
  - Let alone lesbians and even worse trans-persons



# Attending an AGM - traveling

- From abroad to Saskatoon – numbers only for reference purposes

- Flights

• New York	\$ 451,= 8hrs	Amsterdam	\$ 781,= 22hrs	Tokyo	\$ 1276,= 14 hrs
• San Fransisco	\$ 475,= 8 hrs	Madrid	\$ 997,= 17 hrs	Mumbai	\$ 1264,= 20 hrs
• Mexico city	\$ 591,= 10 hrs	Kampala	\$ 1569,= 28 hrs	HongKong	\$ 644,= 19 hrs
• Santiago	\$ 1061,= 17 hrs	Johannesburg	\$ 1076,= 27 hrs	Sydney	\$ 1675,= 22 hrs

- Observations

- Where possible the cheapest flight was chosen with a “reasonable” traveling time
- It almost seems like “the lower the average income” and/or the more hostile the environment for LGBTI-people – the more expensive traveling is

# Attending an AGM – additional costs

- From abroad to Saskatoon
- Hotel \$ 104,= (split \$ 52,= - full stay \$ 156,=/\$208,=)
- Conference fee \$ 199,=
- ..and other costs \$ PM
- Observation
  - Additional costs for some will be income-losses
  - People from far away will lose two extra days because of traveling
    - Either just consuming additional holidays
    - Or not being able to generate income on these additional days



# Scholarship and membership fees

- InterPride is not able to fully support costs people make to attend the AGM in person when they qualify for reimbursement
- Due to the limited scholarship fund only a small number of people can get (not full) support to attend the AGM
- With the new membership level for prides in ODA-countries one can expect an increase of members from those countries
- These prides will not have the means to support traveling of their boardmembers

# An inclusive approach

- In order to be fully inclusive and give each member a voice and a vote within InterPride, the rule that votes can only be casted when attending the AGM on behalf of a pride organization in person is not sustainable.

# Proposals

- Since prides within countries and even cross-country like in Europe work together, each pride should be able to have itself represented by someone attending the AGM, even if this person is not working on a daily basis for the pride involved. Each person can carry only one vote.
- A week before the AGM all documents involved the decision-making process will be distributed amongst the members of InterPride. On Sunday votes can be casted by both members attending the AGM as well as at the same time those who have registered themselves for the online vote and who have at least attended the AGM once every three years.

# Rationale of the proposals

- In the ambition to be a truly global organization we need to give each member a voice and a vote at the AGM
- Where ILGA has a massive budget to distribute scholarships for people to attend their AGM, InterPride is lacking such funds.
- It is unjust to expect those from low-income countries, to spent massively more on traveling then those who are based in high-income countries.
- This debate also reflects on developed areas; the GINI-index in the USA is compared to Europe relatively high
- When we not only take into consideration the absolute numbers, but also the relative costs compared to the economic situation, it is clear we have to find a solution for those willing but not being able to attend the AGM.

# Additional debate

- An additional debate can take place about candidates for board-position that need to be attending the AGM in person
- Boardmembers who are up for re-election have an advantage above those who are not boardmember yet because they can get the costs reimbursed.