



Human Rights Evaluation

From Human Rights Committee; Frank van Dalen and Michele Irimia (committee chairs); Patrick van der Pas (secretary)
 To Board and Human Rights Committee
 Date August 28th 2018
 Subject Evaluation Human Rights work and workplan

Introduction

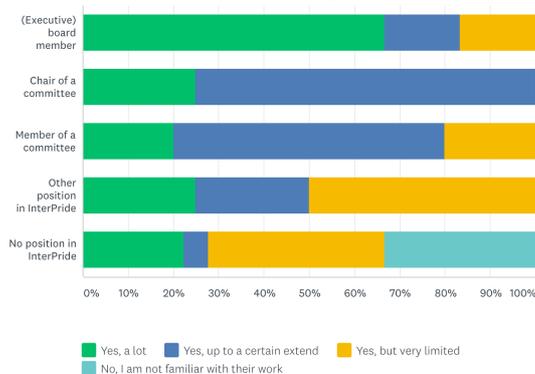
The Human Rights Committee of InterPride launched multiple new projects as for example the webinar program and storytelling and kept working on already existing projects like Pride Radar. For results and successes, you can check out the annual report 2018. To define priorities for the next years, the committee ran a survey. In this document the results will be shared.

Respondents are experienced in pride. Level of involvement in InterPride is significant.

The survey has been distributed amongst board members and committee chairs of InterPride. The survey has also been made available through Facebook and the newsletter. The survey was available in both Spanish and English. In total 78 people responded of which around 30 percent came from Europe and 30 percent from the United States. The other 40 percent of the respondents came from all other continents and Canada. About 90 percent of the respondents are a board member, volunteer or paid staff member of a pride. Close to 85 percent is involved for multiple years in InterPride. 37 percent of the respondents have a formal position in the board or within committees of InterPride, whereas 54% does not have a formal position in InterPride. In the statistics it becomes clear that this division is significant.

Big gap regarding knowledge about InterPrides Human Rights work.

Are you familiar with the work of the Human Rights Committee of InterPride



Almost 75 percent of the people not having a formal position within InterPride have none or very limited knowledge about the Human Rights work of InterPride. This is also the case for the individual programs:

PrideRadar	55%
Story-telling	78%
Webinar program	83%
Pride Platform development	83%
ECOSOC application	84%
Solidarity & Advocacy	66%

Promoting LGBT pride and networking perceived most important for InterPride

InterPride's vision is a world where there is full cultural, social and legal equality for all. Our mission is Empowering Pride Organizations Worldwide. The following roles of InterPride have been prioritized:

- Promote Lesbian, Gay, Bisexual and Transgender Pride on an international level
- Increase networking and communication among Pride Organizations
- Encourage diverse communities to hold and attend Pride events
- Act as a source of education
- Be a voice for the LGBTI community around the world
- Stand up for inequality and fight injustice everywhere

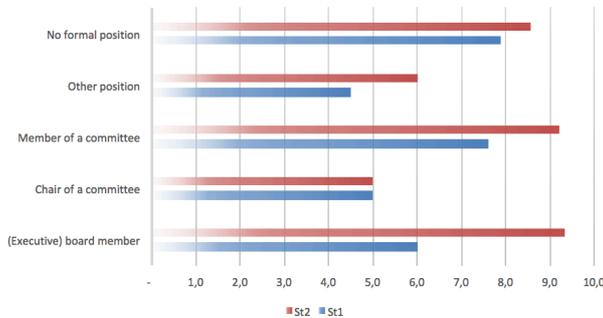
	Board	Committee	No position
Promote Lesbian, Gay, Bisexual and Transgender Pride on an international level	9	8	7
Increase networking and communication among Pride Organizations	8	7	8
Encourage diverse communities to hold and attend Pride events	6	5	5
Act as a source of education	4	5	5
Be a voice for the LGBTI community around the world	5	5	5
Stand up for inequality and fight injustice everywhere	4	5	5



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A better perception of InterPride amongst non-board members. There is work to be done.

Two statements have been measured. Statement 1: “InterPride stands up for inequality and fight injustice everywhere” and statement 2: “Interpride should do more to “stand up for inequality and fight injustice everywhere”.



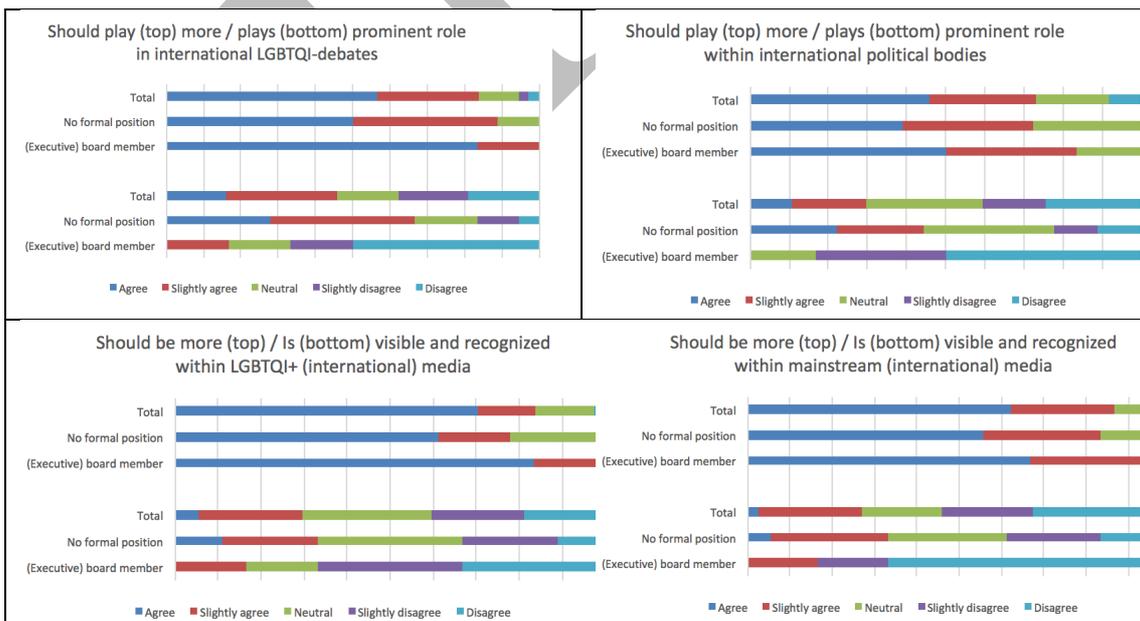
Those who do not have a formal position have a better perception of InterPride regarding the fight against inequality and injustice than (executive) board members and committee chairs. Overall people agree that InterPride has to do a better job in this regards, not in the least an opinion shared by the (executive) board members.

Human Rights and its programs are important for InterPride

InterPride’s Human Rights program scores an 88% when it comes to the level of importance. The individual programs of the Human Rights program all score above 72% with the ECOSOC status being most important with a score of 89%.

InterPride needs to increase its external relevance in the field and in the media

In general those who do not interact with InterPride on a daily basis seem to have a more positive attitude compared to (executive) board members when it comes to the role InterPride plays within LGBTQI-debates, political bodies and the (community-based) media. There is a generally felt need to increase the role InterPride plays in the fields mentioned. Especially media-presence – both mainstream and community-based – need additional attention. For the (executive) board also debates need increased attention.

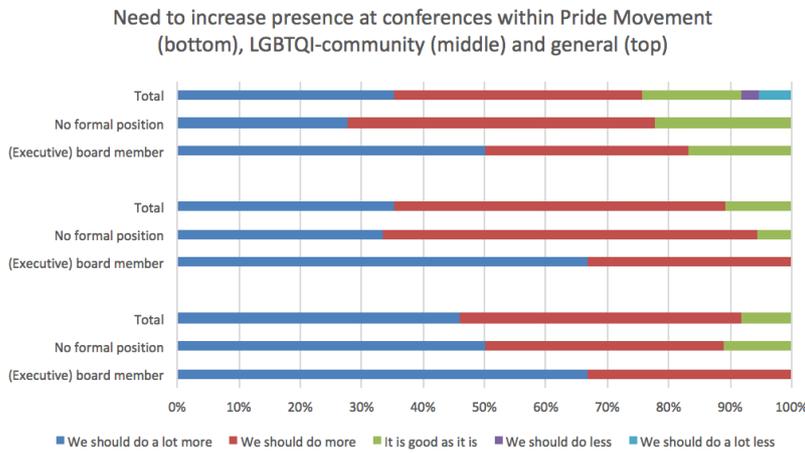




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More attention for presence at community based conferences needed.

There is a discrepancy between the (executive) board and those without a formal position

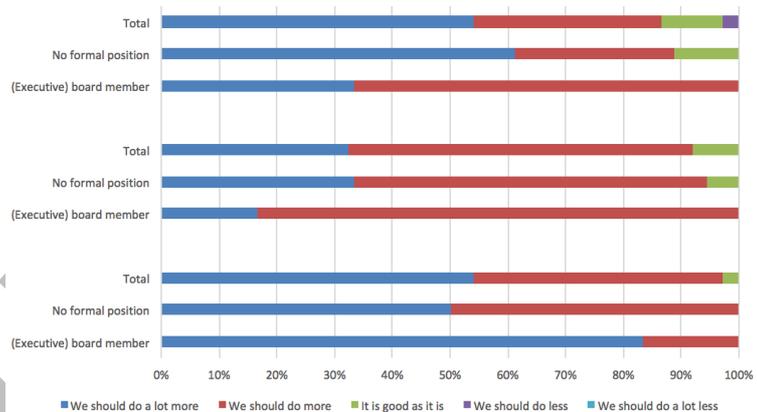


when it comes to the need that is felt to participate in conferences. From the (executive) board perspective there is a higher need felt to perform more often at community-based conferences than more generic (political) conferences.

Relationship building with partner organizations is a priority

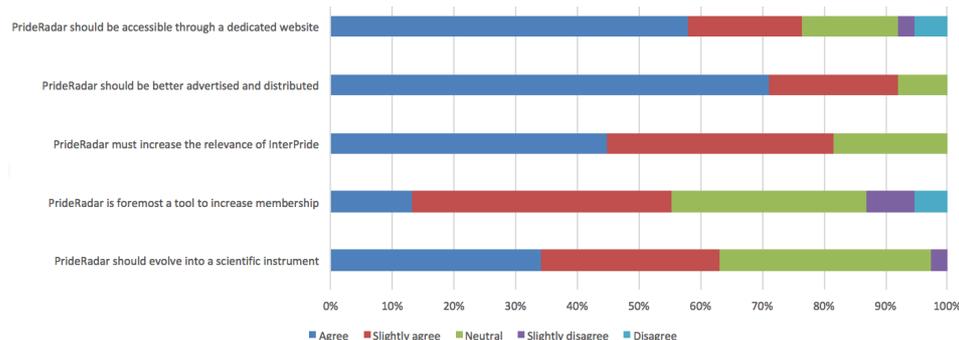
Developing better and more relations with other LGBTQI-organizations, other LGBTQI-non-advocacy organizations (like sports and culture) and general human rights organizations is a need that is felt by almost all participants in the survey.

Develop partnerships with other international LGBTQI-organizations (bottom), LGBTQI-non-advocacy (middle) and human rights (top)



PrideRadar

PrideRadar scores 82 out of 100 regarding importance for InterPride. Over 90% states that PrideRadar needs to be better advertised and distributed. It should also increase the relevance of Pride (81 percent). Better communication (92 percent), dedicated website (76 percent) and becoming a scientific instrument (62 percent) will help in achieving that.

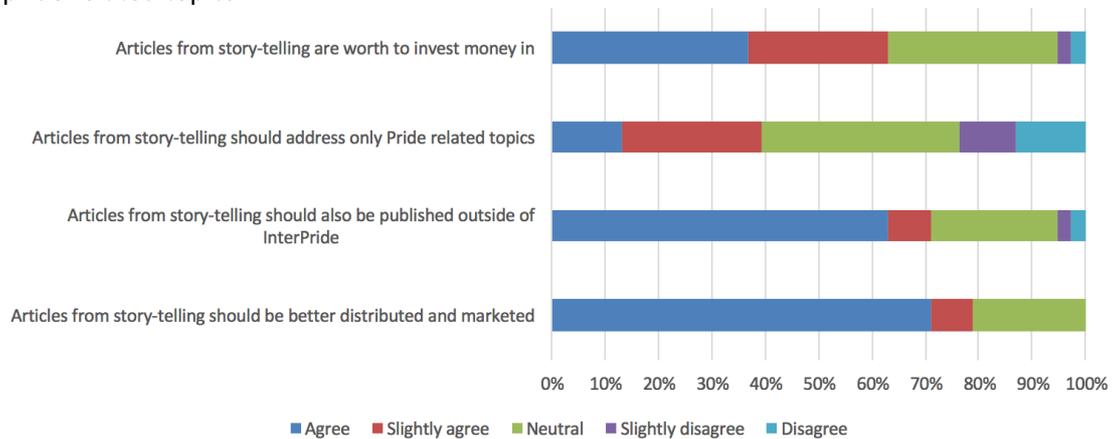




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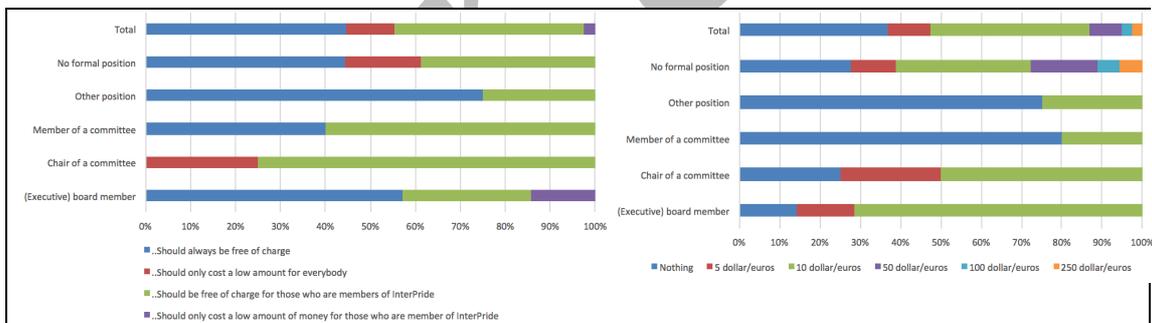
Story-telling program

The story-telling program scores 72 out of 100 regarding importance for InterPride. Focus on better distribution, also outside of InterPride, is perceived to be necessary. There is support for creating a budget for the program. The story-telling program should not only focus on pride related topics.

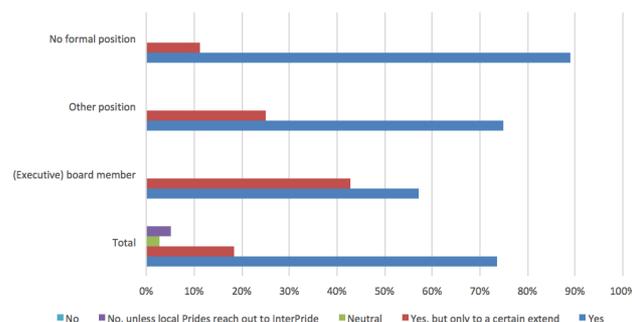


Webinar program

The webinar program scores 72 out of 100 regarding importance for InterPride. Around one-third of the participants has actually joined a webinar, one-third knows about the program and close to one-third does not know about the program. A bit more than 87 percent of the respondents is of the opinion that it is a good idea to develop interactive trainings and/or a pride academy. Equally distributed amongst those who have or have not attended a webinar, the majority thinks the webinars should be free of charge, especially for InterPride members. If there is a fee to be paid, then ten dollars/euro's is a maximum.



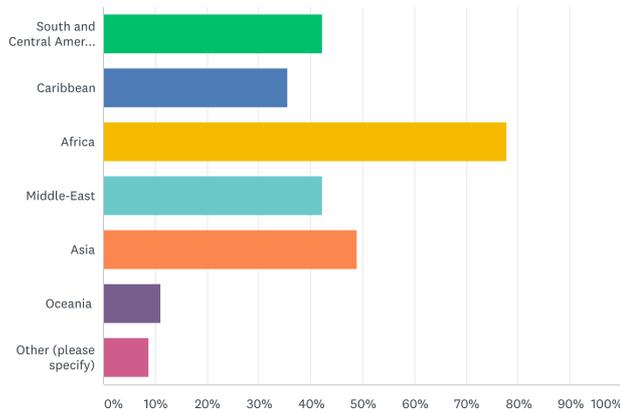
Development pride regions



There is support to develop pride regions. Especially amongst those who have no formal position within InterPride, there is support for the idea that InterPride should keep playing an important role in developing different pride regions. Within the (executive) board there is however a bit more doubt about this.



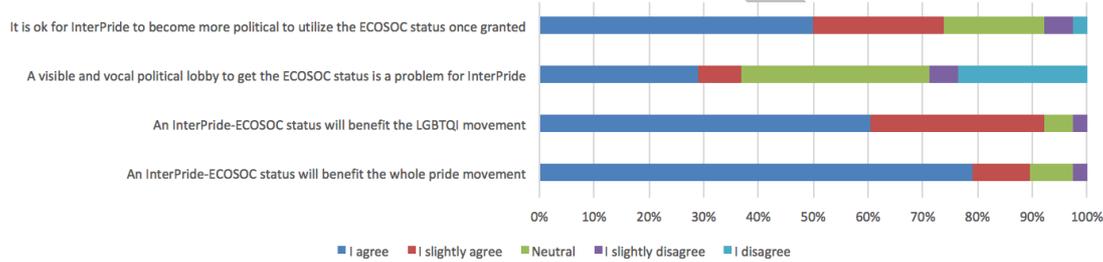
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The regions that InterPride should focus on are Africa and Asia, South and Central America and Middle East. Amongst others Eastern Europe has been mentioned.

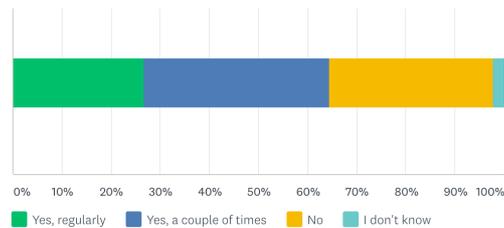
ECOSOC status and InterPride

The ECOSOC status scores 81 out of 100 regarding importance for InterPride. Overall it is recognized that an ECOSOC status will benefit the pride movement as well as the LGBTI-movement in general. A little bit more than 70 percent of the participants see a more political future for InterPride in relation to the ECOSOC status. However, the number of people who perceive a visible and vocal political lobby as a problem for InterPride is close to 30 percent.



Solidarity and Advocacy Program

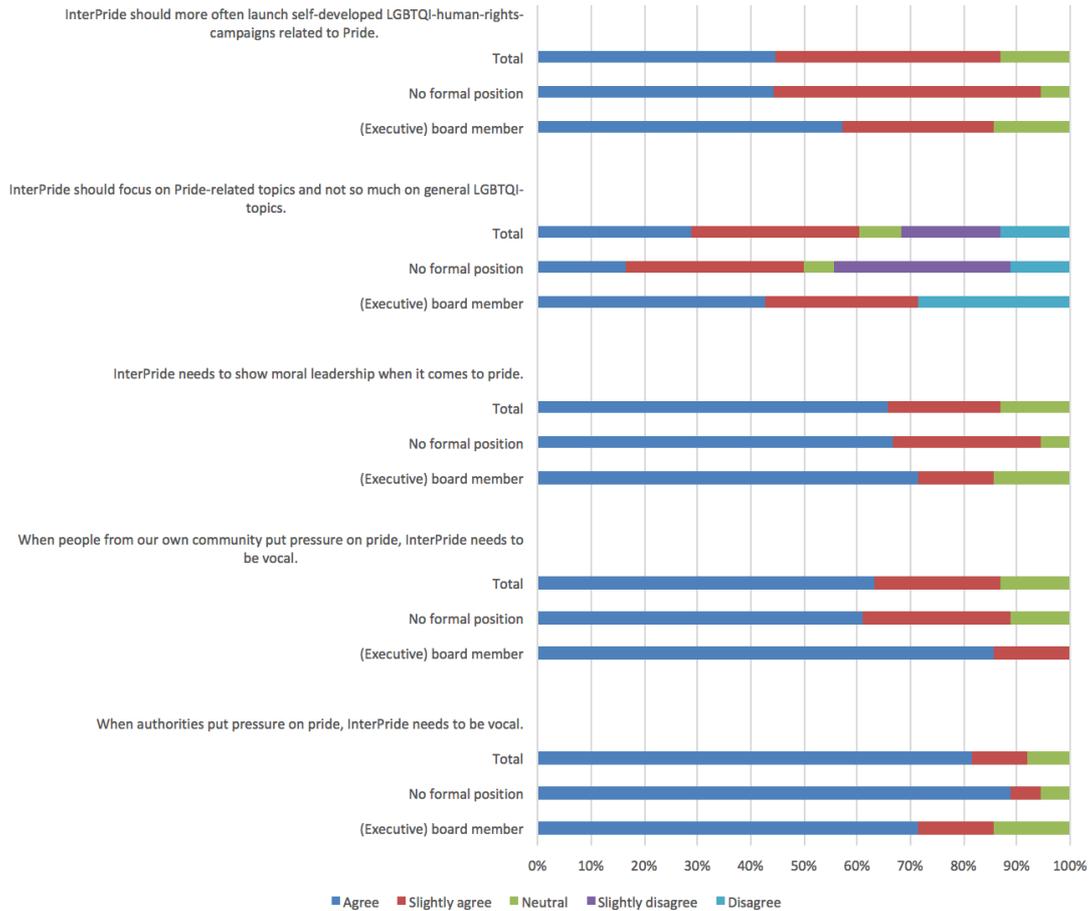
Only a little over 60 percent of the respondents have ever seen statements or letters from InterPride regarding human rights and pride. Of those who are active for more than 5 years within InterPride only 10 percent have never seen these. From those active members less than 5 years 46 percent have not seen them and the same is true for 75 percent of those who are not active within InterPride.



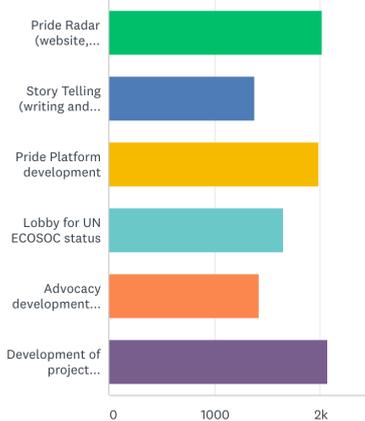
In general respondents state that InterPride has to launch self-developed LGBTQI-human rights campaigns related to pride more often. The (executive) board seems to prefer a focus on pride related matters more than the average opinion expressed. No differences exist when it comes to the moral leadership InterPride has to play in regards of pride. The same it true when either authorities or people from within our own community put pressure on pride. These opinions also reflect on the statements as presented at the beginning of this document.



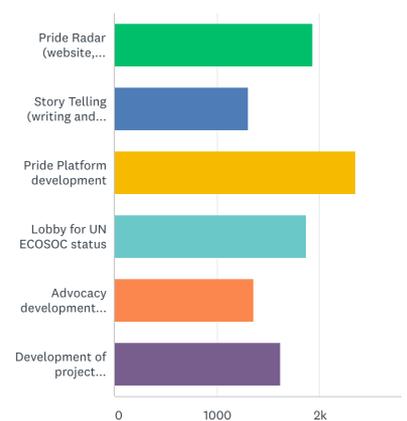
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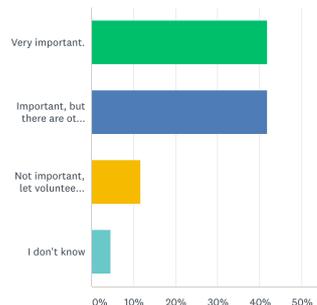
Budget and programs



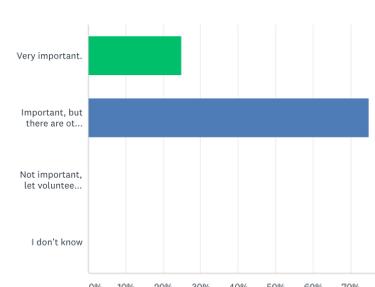
Based on a total budget of 10.000 euro's the respondents seem to prefer most of the budget going to PrideRadar, Pride Platform Development and the development of project proposals. (Executive) boardmembers (right graph) have a preference for Pride Radar, Pride Platform development and the lobby for the ECOSOC status.



Dedicated staff member for Human Rights



In general a dedicated staff member for human rights is perceived to be important. However, there is a balance between the opinion that it is "just" very important and "Important, but there are other activities within InterPride that require a staff member first.". Amongst (executive) boardmembers this number is even higher.





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Appendix 1: comments on questions

Human Rights and InterPride

(Executive) board member

A Human Rights program is very important for InterPride, firstly because it helps not only to follow up with LGBTIQ+ situations across the world, especially member organizations, but also to work on some concrete strategies to be able to better support countries where LGBTIQ+ Human rights do not exist or where homosexuality is criminalized. It's a global organisation and should be recognised and influential

As a global body we must provide a platform to identify and protest global issues. Rather than spend our time on discussions about unimportant bureaucratic questions and stroking individual egos!

There is a need for InterPride to engage in Human rights work and then can be programmatic. It is valuable the InterPride attempts to build relationships with existing LGBTI Human rights Organizations to avoid service and activity duplication. InterPride will benefit from targeted programming (example building women's engagement in Pride Movements)

Chair of a committee

First: We SHOULD NOT "stand up for inequality..." - that phrase means we SUPPORT inequality. We should either "stand up TO inequality" or "stand up AGAINST inequality".

Second, I believe InterPride's role should be to support Pride organizations around the world who are attempting to put on Pride events (however they are described or envisioned by the organizers or local communities). I believe that Human Rights for LGBTIQ+ individuals is a MAJOR issue, but is a much broader issue than InterPride is capable of dealing with. ILGA, with its much broader base and financial capabilities, is much better equipped to deal with the issue of LGBTIQ+ around the world, including in places that do not and/or can not produce pride events.

It's an important area to work in, but within the mission of the organization, which is to empower Pride organizers. Doing human rights work outside of the Pride framework can be done in other organizations.

Pride is in essence a human rights fight and by encouraging and empowering pride organizations to grow, InterPride is helping and encouraging human rights activists to grow.

we need more educational programs - not just finding prides that are out there

Member of a committee

Without Human Rights, how can we justify our existence? Our Community must be about more than celebrations and marches. It has to be a beacon for ensuring everyone is represented and there is no injustice based on sexual orientation.

It should be a fundamental aim to assist and promote pride and pride type events in challenged locations AND to bring representatives from such locations to the World Conference.

Human Rights program is vital within the Inter Pride organization as it gives a platform for interpride members to have a voice with the different issues, challenges and struggles of the queer communities. The Human Rights program can provide resources regarding to policies, advocacy, networking, and engagements internationally.

The HR program allows people to channel their issues to IP, which, in turn will articulate policies and communication means to address them in the frame and the spirit of Pride. This will lead to a massive outreach, and will always make IP look affiliated to HR matters.

Other position

Prides are wonderful, and should be supported, of course, yet if InterPride and the Pride movement is going to stay relevant within the great LGBTQI+ movement, we need to be strategic in our use of resources on a global scale.

Prides are well poised, if leveraged appropriately, to disseminate information and mobilize advocacy efforts on a global scale. Volunteer and communications capacity together, when evaluated at the microsocial and/or macrosocial scale, could be utilized to influence the geopolitical landscape for LGBTQI+ rights.

I think InterPride should focus on LGBTQAI, not "everyone"

No formal position

This program would ensure LGBTQ persons would enjoy their entitlements of a human being



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There are too many countries that people can't express their human rights. This committee can help, educate, and support them. The voice of the unheard.

Pride organizations in communities with lots of local support have a responsibility to support prides in struggling geographies

I think it is necessary to support various countries that want to participate in InterPride. I think that it is necessary to support for an unstable country and educate for growth to hold pride. When I joined Interpride, I felt a lot of cultural, national support, and historical differences. I think that Pride needs to discuss the country that is playing the role of struggle to promote LGBTI human rights.

We need a voice

Human Rights are at the core of any work we do.

Pride is about creating a safe environment for others. Those are the basic rights for any human being.

Important to keep members expanding their roles in reaching out to those in underserved communities, both at home and abroad.

As all LGBTIQ communities still battle with having basic human rights they can help alot

A solid base must be developed, discussion should take place here, and allowed to spread out to our related organisations, and ones that are seeking support and information.

The primary function of InterPride must be the networking, promotion and advocacy of the Pride movement. Human rights campaigns are secondary.

Pride Radar

(Executive) board member

I think by mapping Pride events around the world, that definitely helps InterPride to have a significant database, tailor evidence-based program, research and work plan that increase the capacity of InterPride in improving it's governance and policies as well as better supporting and coordinating pride events around the world.

We need a pride list

Useful but not essential

PrideRadar is an important product and should be continued. InterPride needs to identify ways it can apply the product to further work and training for its relevance and utilization to be increased

Chair of a committee

This is a major product of InterPride which should be developed, supported, and deployed worldwide.

The Pride radar helps InterPride learn where prides are to target what they can do to help. It also can be used as a tool to help other organizations target their resources to prides in need.

Need to focus on education for our members - not just finding prides that are out there.

Pride Radar should NOT have its own website - that will only reduce the importance of interpride

Member of a committee

Pride Radar seems to be a helpful tool in advancing necessary information and contact.

It is unclear how this information is used and how much it is accessed or viewed. Also, the information is volatile: it can change extensively from year to year. It is unclear how effective and efficient this data is.

Pride Radar provide resources to the queer communities around the world with all Pride events that are happening. It gives opportunities for people to be with people who identifies similar to their identities. The events provided by Pride Arafat creates a safe space for people who may not be comfortable being OUT in public places specially for Trans identifies windividuals who have been marginalized.



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It has the capacity of becoming an international platform related to Prides. Pride Radar tells us where Prides are taking place. It must become a global calendar. People click on each Pride, and they can get information about it. Each Pride has a page on the website, featuring texts, photos, videos, audio, links, files to share, the programme, etc. We can search Prides by country, continent, month, language (the language the Pride speaks), activity (here we can click on an activity, and see which other Prides are doing it also), theme (here we can click on a theme and see which other Prides are addressing it). On the home page, upcoming Prides are featured, as well as new Prides and important news. A newsletter service is also important. We can also have social media handles, especially Instagram to promote. The website will have an internal messaging/ mailing, that allows us to write to each other, share info (useful for emergencies). Most importantly, it allows us to ask Pride organizers to fill surveys for us to steer our work. This is a very important tool for InterPride, especially that it is carried by the Human Rights Committee.

Other position

Pride Radar is a one of a kind tool to assess the current global landscape of Pride and the LGBTQI+ movement. The only reason I don't rate it higher is because I think it has yet to reach its potential. I could see this being used to help secure funding for InterPride and individual Prides around the world.

It's important for the general public to know there are Prides everywhere

No formal position

It captures the successes and challenges of pride around the world

These small unknowns need support and encouragement from Interpride.

It's useful to know what is happening and where.

Can find information on holding pride in various cities.

Not sure what it really entails

It's great to bring out visibility of different prides

Its inspiring to see growth around the world. It help other organizations continue the battle. And it creates a network for everyone to fall back on

Important to know what is happening and where in order to plan for the future.

help giving the bigger picture of pride

Builds our understanding, coming from a large Pride I know I have a lot to learn from new groups

It's essential, and certainly a key role for InterPride.

Story-telling

(Executive) board member

Story telling help to share best practices and educate people and organizations about others cultures.

It's how we tell the world what is happening by making it real with real people

I only associate 60 to this as it is currently underdeveloped. Storytelling is a valuable area of work that reaches beyond one committee. InterPride can be using it as an advocacy and mind-set change tool - among many other benefits of expanding the way InterPride engages in storytelling through media and other formats.

Chair of a committee

It's a very good way to highlight the Prides member of InterPride and to emphasize the need for Prides.

I think the story telling should be included as a part of Pride Radar. The world knows about prides in New York and London and Paris and Amsterdam and São Paulo, but what about the Caribbean or Africa or India? Those stories should be told as a part of Pride Radar to help people outside the Pride movement to understand why pride is important.

Member of a committee

Although the program superficially sounds intriguing, there doesn't seem to be enough promotion to give it exposure.

Unclear how effective this is and how much it is/can be used. Not convinced how important this is to InterPride per se.

Not familiar very much with this program however I still believe that it is important as it gives a voice to those people whose stories are important and makes a huge impact to the queer communities.



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It should be an independent platform. This is where research and studies can happen.

I am not sure though of its name "storytelling" - as storytelling is more about personal stories.

It definitely needs money when we will have to hire translators, subtitles, and so on.

Other position

Don't know enough.

People understand things better with pictures and stories. I didn't know about this, it needs to be promoted more.

No formal position

This can be used as a tool to highlight stories of change

Hearing these stories motivates us to keep forging ahead for human rights.

Pride is about individuals coming together.

While I haven't been aware of the story telling programme.

Story telling is a great way to bring people together through shared experience and awareness raising.

You can see the fried atmosphere and situation of various countries. However, it is difficult to upload steadily ..

Important to learn from others

Stories are an effective tool to change hearts and minds

Every story helps someone else.

Was not aware of it.

Dont know about it

Lost history is lost learning. Or

You have to know where you come from to know where you are going.

Webinar program

(Executive) board member

It improves participants knowledge on various themes related to interPride.

Education is key

Useful but is it accessible by those who need it most. We should publish on line so people can access content at any time

Education is a huge opportunity for InterPride to provide meaningful programming to Pride organizations globally.

This should be expanded.

Chair of a committee

This should be a major product of the organization, both to the benefit of our members but also for stakeholders outside InterPride (press, other LGBTI orgs, elected officials)

Human Rights webinars should be done by people with experience on the subject and can share their knowledge to novice activists looking for ways to grow.

its a great way to provide information (education) for our members

Member of a committee

The webinars are a great way to allow people across the globe access to who we are and what we stand for.

No specific thoughts in this program.

A long a it tackles topics we need to reverberate on, the webinar program becomes of paramount importance.

Other position

Haven't used the tool.

I just participated in a restructuring one. More educational would be great.

No formal position

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I don't think webinars are fully effective

For people that can't attend the InterPride conferences this is a great way to stay in the loop. For those who do attend conferences this is a great way to be educated and to keep up through the year with Human Rights issues.

Interpride should be a platform for professional development for its members

webinars are a great way to reach people and professionals.

Various languages ...? I do not really know.

Important but I find webinars to lose efficacy in delivering the message...but it's the best alternative to not having any online interaction

Easily accessible for anyone who cannot attend the conferences.

Potentially important.

Helps educate

it is important for those who are interested, but cannot seem to find the way to make it more interesting, or accessible, like public radio

tell me more! never heard of it.

ECOSOC-status

(Executive) board member

I am not sure I really understand the importance of an ECOSOC status for InterPride. Unless InterPride succeeds in changing governments policies and politics about LGBTIQ+ Human rights in countries where they are criminalized.

Again - should be on the global stage and to influence the system it is much easier being on the inside

ECOSOC status will allow InterPride's voice in UN spaces and the voices of our members. They will be a need for significant capacity building to utilize ECOSOC status to its full benefit.

Chair of a committee

I don't know what this is exactly but the description sounds like something that could be beneficial to our action and to our members

Pride is a representation of human rights. LGBTQ rights are human rights. Having a seat and a voice at the UN level is important for us to be able to continue the work that has already been done

It will be a nice designation, but I do not feel that it will provide any benefits

Member of a committee

The UN, as a body, serves to provide InterPride with a greater amount of visibility internationally.

InterPride is an international organization - it makes sense for the organization to have a voice in the UN.

It will strengthen our organization tremendously.

This goes into political lobbying, and we should invest in a political committee.

Other position

I think that if InterPride can begin to recognize its potential worth by mobilizing Prides around the world to action it will increase the importance of ECOSOC status. I hope we get there.

Are there other LGBTQAI organizations in ECOSOC? I'm not sure that InterPride is the voice for all queer folk. A 501c3 cannot be political if that's where this is going.

No formal position

The has the capacity to effect change in the international arena

We are the voice of our people and should have a seat at the UN table.

With ECOSOC status interpride will be elevated as a strong global actor for the LGBT community

This would further help InterPride to stand up for the rights of those who have little or no rights.

I think Pride is having a lot of influence on LGBTI human rights. Many countries are under threat from pride, and Interpride thinks it should have the power to protect them.

Voice is very important

we need to be better represented at the top

Am not sure that inclusion would actually help, but worth trying.

Will give LGBTQ a voice

recognition is important, especially when fund raising

International LGBTI advocacy organisations are hopeless / useless / unwilling to advocate for the Pride movement.

So this is a key role for InterPride.



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Is there anything you want to Human Rights Committee to work on that has not been mentioned yet?

(Executive) board member

Not for now. I will share my ideas if something pops in my mind.
Greater focus on Bi, Trans and intersex inclusion in the movement

Chair of a committee

Focus on InterPride - let true human rights organizations do the human rights work. We are not big enough to keep spending time and money in this area, other than the solidarity grants,

Member of a committee

Not that I can think of at this moment.
More visibility for our Trans Communities. Would love to engage in the conversation with the Human Rights Committee to explore opportunities that are possible.

No formal position

no
Intersectionality within Pride.
Many Pride events and organisations focus too much on White, Cis Gay Men.
There needs to be a large scale push (and assistance where appropriate) to help Pride events and organisations become much more Tran+ and BAME inclusive.
No, maybe be more attention , to be honest don't hear much about until Conference
N/A
It needs to be faster to respond. External communications need to be much more regular and relevant.