

# Memo InterPride

From Frank van Dalen, FvD  
 To HR Committee InterPride (HRC)  
 Date November 30<sup>th</sup>. 2012  
 Subject Strategic partnership proposal

## Introduction

InterPride has decided to develop two strategic partnerships with two LGBTI-organizations. In the HRC meeting of November 11<sup>th</sup>. 2012 FvD was asked to propose two strategic partnerships. This memo proposes such and is ready for discussion in the next HRC-meeting. InterPride is a global operating LGBTI-federation, with regional and local branches. It's members are gaypride organizers. InterPride has decided to include LGTBI-rights in it's policies. The policies are <http://interpride.org/about/mission-history/> and <http://interpride.org/committees/human-rights/>.

## Strategic position

It is key that HR-policies of the HRC contribute to the members of InterPride. Trends: 1) more pride-organizers are including LGBTI HR in their policies and events; 2) together with increase of government's and UN attentions for global LGBTI-rights there is an increase of awareness of and interest in LGBTI HR rights within the LGBTI community itself (i.e. visitors of pride-events) and with that it becomes a tool to attract audiences. Resources within InterPride are limited, so turnover on capacity-investment must be optimized: small actions, big impact.

## Strategic partnership

The two strategic partnerships must 1) contribute to the main goals of InterPride and to it's members. It should provide tools for members to 2) include LGBTI HR themes in a concrete way in the pride-events and 3) to enrich communication with their stakeholders and pride-visitors during the year.

## Considerations

- A) To emphasize the global identity: focus on global organizations that include LGBT HR policies.
  - B) To emphasize the LGBTI-focus and to contribute to strengthen the global LGBTI-movement it is advised to develop strategic relationships with community-based organizations.
  - C) To service members of InterPride seek connectivity with organizations that have regional and local branches to partner with on local level
- Practical aspects to consider: D1) direct connectivity with LGBTI's worldwide D2) access to global networks (ECOSOC status); D3) access to global LGBTI HR knowledge; D4) political neutral; D5) reputation.

## Strategic analysis of key candidates

applicable  score 2  
 moderate applicable / unknown  1  
 not applicable  0

Name	General LGBT HR Focus	Global operating	Community based*	Local & regional branches*	Global LGBTI connectivity	Ecosoc	LGBTI HR knowledge	Political neutral	Reputation	Score
ILGA	Green	Green	Green	Green	Green	Green	Green	Green	Green	22
GLISA - GL Int Sport Association	Green	Green	Green	Green	Green	Red	Orange	Green	Green	19
COC, RFSL, a.o.	Green	Orange	Green	Orange	Green	Green	Green	Green	Green	18
IHLHRC - Int. GL HR Commission	Green	Green	Green	Red	Green	Green	Green	Green	Green	18
Amnesty International	Green	Green	Red	Green	Orange	Green	Green	Green	Green	17
Human Rights Watch	Green	Green	Orange	Red	Green	Green	Green	Green	Green	16
IGLYO - Int. GL Youth Org.	Green	Orange	Green	Orange	Green	Red	Green	Green	Green	16
Pride United	Green	Green	Green	Red	Orange	Red	Green	Green	Green	15
FGG - Fed. Gay Games	Orange	Green	Green	Orange	Green	Red	Red	Green	Green	14
Liberal / Socialist International, a.o.	Green	Green	Red	Green	Green	Green	Green	Red	Green	14
ILG Law - Int LG Law Association	Orange	Green	Green	Red	Green	Red	Green	Green	Orange	13
Harvey Milk Foundation	Green	Red	Green	Red	Green	Red	Green	Green	Green	13
IFBP - Int. Fed. Of Black Prides	Orange	Green	Green	Orange	Green	Red	Green	Orange	Green	13
AllOut.org	Green	Green	Green	Red	Orange	Red	Orange	Green	Green	12
GRIN - Global Respect in Education	Orange	Green	Green	Orange	Green	Red	Green	Orange	Green	12
IGLCC - Int. GL Chamber of Commerce	Red	Orange	Green	Orange	Green	Red	Orange	Green	Green	12
GLSEN - GL Straight Education Network	Orange	Green	Green	Orange	Green	Red	Orange	Green	Orange	10

\* double value

## **Possible partners**

*ILGA*: as a federation it has almost 1.000 members divided into 6 regions and a specific woman and trans secretariat. ILGA headquarters is in Europe (Brussels). ILGA has an ECOSOC–status, is founded in 1978 and is the only global operating political and lobby organization that is both exclusively LGBTI-focused and based. Organizational and financial capacity is limited. Strong internal democratic processes and high level of accountability.

*GLISA*: a sport-federation with members that are LGBTI-sport federations and associations themselves and individual sport-organizations divided in 5 regions. Objective is to develop partnerships with mainstream sport, human rights and cultural organizations. GLISA is the holder of OUTGames – a multi-disciplinary event with LGBTI HR rights and sports. Sport is dominant in the organization. Remark: more prideevents included sport-events. Combatting homophobia in sports is a priority.

*AllOut.org*: a new online campaigning organization that calls for support and action towards wrong-doings regarding LGBTI's. Grassroot-based. Trying to bring online and offline campaigning together. Political and lobby-power are limited. Level of volatility of the organization is still uncertain. Impact of the online campaigns is not proven yet.

*Pride United*: a new initiative with the objective to build a global network to implement high profile politics (combination of lobby, campaigning and events) using the power of LGBTI-organizations worldwide to create a joined effort to push global development. It will function more as an intermediate to bring worlds together instead of becoming a new organization. Based in Europe (Amsterdam).

*IGLHRC*: an organization dedicated to human rights advocacy on behalf of people who experience discrimination or abuse on the basis of their actual or perceived sexual orientation, gender identity or expression. Not a membership organization. Focus on reporting and emergency responses. North American board with network of local advisors. Regional approach via dedicated staff-members. Financially supported by big corporations. No local or regional branches.

*Others*: Other organizations listed are either not primarily focused on LGBTI HR-rights, or are not global operating or are not strictly community-based.

## **Conclusions**

Based on the analysis it is advised to develop a strategic relationship with ILGA and GLISA. Both organizations:

- Include LGBTI HR rights,
- Represent large numbers of LGBTI-people via local and regional branches
- Have structures that give opportunities to develop regional and local strategic partnerships
- Are democratic based
- Have a relatively long during and solid historic fundament

Additional remarks: UN-connectivity can be established via the ILGA ECOSOC status and following the development of modern gayprides where pride-events include LGBTI HR rights, culture and sports is covered as well in this proposed constellation.

## **Operational steps**

A successful strategic working relationship only works in an interdependent environment. All organizations involved are limited in resources. After individual alignment it is suggested to have a joined meeting to define strategic and operational frameworks that will secure the strategic partnership.

## **General remark**

The choice for two organizations does not mean other collaborations or partnerships cannot be developed. However, focus will bring success and a platform that will generate possibilities for expansion in the future. The resources are limited. It is advised to present the strategic partnerships separately from other partnerships.