



MEMO

From Frank van Dalen
To AGM Board
CC -
Date November 20th, 2017
Subject AGM Attendance and Inclusion

Introduction:

Members who are not physically attending the AGM do not have a vote on important issues raised during the plenary sessions. InterPride wants to attract more Prides, especially those from less developed areas and lower income countries. Such is already being implemented by lowering the costs of membership for certain countries.

Nevertheless in order to be fully inclusive and taking into account that certain Prides do not have the possibility to reimburse their board members in order to travel to an AGM, each member should be given a vote regardless of their attendance.

General observations:

It is often more expensive and time consuming to travel to AGMs, that predominantly have been taking place in the United States and Europe, from less developed countries and low income countries, but in certain situations also from countries geographically more isolated like for instance Australia. Next to this the loss of income or holidays because of the time to travel to the AGM's location add to the burden placed on people from certain areas. On top comes the cost of visas that have to be obtained in order to be able to enter the country.

Possible Plan:

Two proposals will be put forward:

1. Each pride should be able to have itself represented by someone attending the AGM, even if this person is not working directly with the Pride. A person nevertheless can only carry one vote.
2. A week before the AGM all documents regarding decision-making should be distributed amongst the members of InterPride. On Sunday votes can be cast by both members attending the AGM as well as those who have registered themselves for the online vote and who have at least attended one AGM in the passed three years.

Inclusivity of members at AGM's

Frank van Dalen

Background

- Members who are not physically attending the AGM do not have a vote on important issues raised during the plenary sessions.


At this year's AGM the representation has been discussed in the board. It has been decided to take a look at it at a later time.

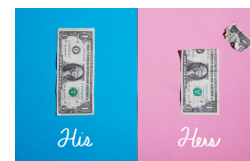
Although rules are necessary for the functioning of the organization, an evaluation of these rules is needed.

Observations – ILGA-map 2017



Observations

- Low incomes can often be found in LGBTI-hostile environments
 - So it is unlikely for prides to get support from governments and often 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
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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	Hong Kong	\$ 644,= 19 hrs
• Santiago	\$ 1061,= 17 hrs	Johannesburg	\$ 1076,= 27 hrs	Sydney	\$ 1675,= 22 hrs

- Observations

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

Attending an AGM – additional costs

- From abroad to Saskatoon

• Hotel	\$ 104,= (split \$ 52,=- full stay \$ 156,=/\$208,=)
• Conference fee	\$ 199,=
• Possible visa costs	\$ 60-150,-
• ..and other costs	\$ PM

- Observation

- Additional costs for some will be income-losses.
- People from lower income countries often need an expensive visa
- 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 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 the trips of their board members

An inclusive approach

- In order to be fully inclusive and taking into account that certain Prides do not have the possibility to reimburse their board members in order to travel to the AGM, each member should be given a vote regardless of their attendance. The rules that are currently in place are not sustainable in the long run and work against inclusivity and discriminate those Prides that do not have the possibility to attend.

Two Proposals

- Prides within countries but also in different countries or states often work together. Each pride should be able to have itself represented by someone attending the AGM, even if this person is not working directly with the pride. A person nevertheless can only carry one vote.
- A week before the AGM all documents regarding decision-making will be distributed amongst the members of InterPride. On Sunday votes can be cast by both members attending the AGM as well as those who have registered themselves for the online vote and who have at least attended an AGM once every three years.

Rationale of the proposals

- It is the ambition of InterPride 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 spend more on traveling than those who are based in high-income countries.
- This debate also reflects on developed areas; the GINI-index in the USA is relatively high compared to Europa.
- When we do not only take into consideration the absolute numbers, but also the relative costs compared to the economic situation, it is clear that we have to find a solution for those willing but not able to attend the AGM.

Additional debate

- An additional debate should take place about the rule that candidate board members should be physically present in order to be able to run.
- Board members who are up for re-election have an advantage compared to those who are not members of the board because the latter do not get their travel costs reimbursed.