

## **EPOA AGM 2024 – Resolution 2024/02**

Resolution proposed by: the Board of the Association

### **Creating more robust monitoring of EuroPride hosts**

There has been a welcome and notable increase in interest in EuroPride in recent years, and in 2024 we see four very capable member organisations delivering excellent bids for EuroPride in 2027. There is good reason to expect this increased interest to continue.

With the increased interest, it has become clear that EPOA needs to make some changes to the way in which it monitors EuroPride host organisations. As EuroPride becomes an even more significant international event, EPOA needs to have the processes in place to support the hosts but also to demand that they deliver against clearly defined expectations.

At the present time, should a EuroPride host fail to evidence proper planning, the only remedy open to EPOA (per §7.10 of the Bylaws) is to withdraw the license which must be available as a last resort but which would have been too heavy a sanction to introduce in two recent examples.

#### Example 1: EuroPride 2024 Thessaloniki

EuroPride 2024 was awarded to Thessaloniki Pride in 2017 and was originally due to be in 2020 but when the pandemic forced cancellation, the 2020 AGM agreed to award the next available year, 2024, to Thessaloniki Pride instead.

Despite this length of time for planning, the site visit by EPOA in January 2024 found venues, sponsors, budget and communications all behind schedule. EPOA worked very closely with the team over the following months, but three weeks before the event Thessaloniki Pride informed EPOA of a potentially catastrophic cashflow emergency which then required significant support from EPOA to resolve.

The hard work of the Thessaloniki Pride team and EPOA's support paid off with the fantastic EuroPride that was delivered. But the delays and errors were avoidable, and it is upon EPOA to ensure these are avoided in future.

#### Example 2: EuroPride 2025 Lisbon

Different issues are affecting EuroPride 2025, the title of which was awarded to Variações and ILGA Portugal by the 2022 AGM. Personnel changes in both organisations coupled with both organisations finding it difficult to agree a working model until September 2024 mean that EuroPride 2025 is also significantly behind schedule in their planning.

At the time of writing, there are almost no external communications or marketing activity: EuroPride is not mentioned on the ILGA Portugal website, and the EuroPride link on the Variações homepage leads to the EPOA website. Worryingly few sponsors are signed up, if any, and EPOA has not received a progress report since March. EPOA has been making regular and detailed demands of both organisations

since a board meeting in Lisbon in March, but these have resulted in worryingly little progress.

### Proposed solution

This resolution therefore proposes to have a timetable of actions and deliverables that are required in the development of a EuroPride, beginning from the AGM at which EuroPride is awarded, and ending at the AGM after EuroPride when the final report is due. This is included as Appendix 1. In addition, this resolution proposes actions to be taken should the host fail to deliver to the requirements.

The Resolution would apply to all EuroPride hosts from 2027 onwards.

## Appendix 1

### EuroPride timeline: actions and deliverables

The following timeline is set so that the EuroPride host organisation(s) have clear understanding of EPOA's expectations and requirements. Chapter 7 of EPOA's bylaws sets out the overall framework for EuroPride but these actions and deliverables offer a more granular and detailed overview.

EPOA understands that there are cultural differences in ways of working in different regions and nations. However, the planning and delivery of a major international event must be to more broadly understood conventions, and that is why it is a requirement of the EuroPride contract that the host meets the expectations and requirements below. It might be helpful to share these requirements with local and national authorities to gain their support.

| <b>When?</b>   | <b>Action / deliverable</b>   |
|--|---|
| Within 120 days of the AGM at which EuroPride is awarded           | <ul style="list-style-type: none"> <li>○ License / contract agreed with EPOA</li> <li>○ Confirm dates of EuroPride</li> </ul>   |
| Within 180 days of the AGM at which EuroPride is awarded           | <ul style="list-style-type: none"> <li>○ Provide to the EPOA board a detailed Delivery Plan, explaining how different elements described in the bid book will be delivered and when</li> <li>○ Add specific dates to all the actions and deliverables in this document so that the dates are known and agreed.</li> </ul> |
| After submission of the Delivery Plan, until the EuroPride happens | <ul style="list-style-type: none"> <li>○ Every three months, provide a written report to the EPOA board showing progress against the Delivery Plan, financial update, personnel changes, any challenges arising, and any other relevant information.</li> </ul>   |
| At any time  | <ul style="list-style-type: none"> <li>○ Inform the EPOA Board immediately of any major or critical issues that arise that may cause the event to be significantly affected, or which may cause reputational damage to EPOA, the host, or the EuroPride brand.</li> </ul>   |
| Two years before EuroPride   | <ul style="list-style-type: none"> <li>○ Updated Delivery Plan shared with EPOA. This should include plans for staffing and personnel.</li> <li>○ Updated Budget shared with EPOA.</li> </ul>   |
| EPOA AGM two years before EuroPride                                | <ul style="list-style-type: none"> <li>○ Short presentation to members with update on progress and delivery plan</li> </ul>   |
| Eighteen months before EuroPride                                   | <ul style="list-style-type: none"> <li>○ Marketing and Communications Plan shared with EPOA for feedback</li> </ul>   |
| Host's regular Pride the year before EuroPride                     | <ul style="list-style-type: none"> <li>○ EPOA may wish to attend the Pride as a site visit (at EPOA's expense); host is asked to facilitate meetings and visits as necessary</li> </ul>   |
| One year before EuroPride  | <ul style="list-style-type: none"> <li>○ All primary communications channels (website, social media, mailing list) are live, with timely</li> </ul>   |

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|                               | <p>updates in English (and host language, if applicable)</p> <ul style="list-style-type: none"> <li>○ Sponsorship packages finalised and shared with EPOA</li> <li>○ All main venues confirmed and information shared with EPOA</li> <li>○ Updated Budget shared with EPOA</li> </ul>  |
| EPOA AGM before EuroPride     | <ul style="list-style-type: none"> <li>○ Detailed presentation of the EuroPride program and highlights</li> </ul>  |
| Nine months before EuroPride  | <ul style="list-style-type: none"> <li>○ Open scholarship applications (if applicable)</li> </ul>  |
| Site visit                    | <ul style="list-style-type: none"> <li>○ Host facilitates three-day visit by two (or three) EPOA Board Members to review Delivery Plan, visit venues, have presentations on budget, program, accessibility and communications and marketing. All senior members of the team should be available for this meeting which is likely to be over a weekend.</li> <li>○ EPOA's written report after the site visit may make additional demands on the host, depending on status and progress. These will be mutually agreed.</li> </ul>                    |
| Six months before EuroPride   | <ul style="list-style-type: none"> <li>○ Publication of program overview (i.e., what happens on each day)</li> <li>○ Regular posts on social media (from past experience we suggest at least three times each week)</li> <li>○ Webinar for EPOA members (one hour, to run through the program overview and what visitors should know)</li> <li>○ Comprehensive logistical information (i.e. travel guidance, taxis, personal safety) published on website</li> <li>○ EPOA board hotel confirmed</li> <li>○ EPOA reception venue confirmed</li> </ul> |
| Three months before EuroPride | <ul style="list-style-type: none"> <li>○ Progress meeting with EPOA Board (including event plan, financial update, and Delivery Plan progress)</li> <li>○ Publication of the detailed program (though ideally this will have been earlier than three months)</li> <li>○ Registration open for Human Rights Conference</li> <li>○ Registration open for EPOA members</li> </ul>   |
| Two months before EuroPride   | <ul style="list-style-type: none"> <li>○ Progress meeting with EPOA Board (including event plan, financial update, and Delivery Plan progress)</li> </ul>  |
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|  | <ul style="list-style-type: none"> <li>○ EPOA President, EuroPride Coordinator and Communications Coordinator briefed on event safety plan and any relevant information from authorities</li> <li>○ Detailed program for EPOA members</li> </ul> |
| EuroPride event  | <ul style="list-style-type: none"> <li>○ EPOA board informed immediately of any serious or critical issues that arise</li> </ul>   |
| AGM after EuroPride delivery (may be moved to the following year if the AGM is within three months of the EuroPride) | <ul style="list-style-type: none"> <li>○ Final report on EuroPride including financial report and any relevant evaluation</li> </ul>   |

### **Actions to be taken in the event of a failure to deliver**

The function of the timeline and the actions and deliverables is to provide an alert system that indicates that a EuroPride host is falling behind where they should be.

Failure to deliver any of the actions and deliverables should prompt the EPOA board to investigate why this has happened. A repeated failure to deliver should lead to the EPOA board taking action to enforce the contract and the actions and deliverables.

As the EuroPride title is awarded by the membership at the AGM, after two or more failures the EPOA board should consider alerting the wider membership to the situation. This might be through the monthly newsletter, or in a separate email. In exceptional circumstances the board may call an Extraordinary General Meeting to call on the host to explain why there have been failings, and what action is being taken to prevent reoccurrence.

Failure to meet the actions and deliverables in the year leading up to the EuroPride must be regarded as especially serious as these can easily diminish the success of the event. In such circumstances, the EPOA board may take any action they deem necessary to protect the EuroPride brand and the Association's reputation.

Ultimately chapter 7 clause 10 of the EPOA Bylaws allows the EPOA board to withdraw the license for a number of reasons including the host failing "to deliver proper planning and details of the event", and the decision can be taken by a two-thirds majority of the Board.

This is clearly a very severe action to take and it would be damaging for the host and their community, for EPOA, and for the EuroPride brand. It is very much a last resort but it must be available to the Board.