



2019 AGM & CONFERENCE PROGRAMME & BOARD REPORT

#UKPON2019

11-13 OCTOBER 2019
HOSTED BY DONCASTER PRIDE

WELCOME FROM THE CO-CHAIRS

Welcome to the UKPON 2019 AGM & Conference and thank you to our host Doncaster Pride. The weekend is a mix of UKPON business, workshops, discussions and networking as we share ideas and hopefully inspire each other.

It has been my honour to serve on the UKPON Board since it began three years ago, as Secretary, then as the first female Co-Chair. As an active volunteer and advocate for the development of Pride, it's been a privilege to work with so many passionate people sharing knowledge and experiences through the Network, and to watch the Pride community in and around the UK continue to blossom.



Throughout 2019 UKPON was present at many new and established Prides including key international gatherings: UK & Ireland Pride in Newry, WorldPride human rights conference and march in New York as we marked the 50th anniversary of the Stonewall uprising, EuroPride in Vienna, EPOA AGM in Bilbao and the forthcoming InterPride AGM in Athens. We are a part of a global network and we continue to build and develop lasting relationships to empower Pride organisers and our communities.

In addition to establishing partnerships and securing crucial financial support for UKPON, a personal highlight of 2019 was being invited to sit on the Grants Committee of the LGBT+ Futures Fund Small Grants Programme. This Committee made recommendations to the UK Government Equalities Office for the dispersal of £600,000 committed under the UK's LGBT Action Plan 2018 to support sustainable development of LGBTI groups, youth projects and Prides across England. Of the hundreds of applications, 12 Pride organisations successfully received funding. It is anticipated that this opportunity will be repeated and expanded in the future.

Every year it is someone's first Pride and being part of the team of volunteers that help make that possible is both challenging and rewarding. We are the custodians of Pride, and each new person that joins a committee helps to make and share in many special moments. It's great to see so many volunteers continuing each year plus all the new enthusiastic people that get involved with Pride events to help celebrate diversity and inclusion, and to encourage visibility of LGBT+ communities.

As I make way for a new UKPON co-chair she can be assured of my support in any way it is required and of my ongoing dedication to this Network and the help it has given to so many Prides. I would also like to confirm that after almost 15 years in various roles, including Chair and Trustee, I have stepped down from having any committee position with Oxford Pride. I will however continue to help and advise our smaller local Prides as they grow and reach out to their communities.

In addition to spending more quality time with my son and wife I'm returning my focus on photographing our beautiful diverse Pride community around the globe and will, no doubt, see many of you in these travels.

It has been quite a journey and I wish you all great success for the future.

Together we make Pride!

Mazz Image, Co-Chair

In 2016 a group of individuals got together to share a vision of a network that linked Pride organisers from every part of the UK in such a way that members could share knowledge and experiences and get support from each other. I joined the board last year at a point where there were challenges to the survival of the network and there were questions about the benefits of the organisation.

A year later and we have seen the network grow in terms of membership, structure and security.

In April the membership adopted a Constitution for the first time in its history giving the network its basis for governance. Leading on from this we have been able to develop further processes in the way of developing financial controls and by-laws. We are currently waiting on an application for UKPON to be registered as a CIO so that it can benefit from having a charitable status.

Over the last year, UKPON has developed its profile which has been reflected in our media and online presence and this is going to be further built on over the forthcoming year. UKPON is becoming more financially stable with the organisation having secured sponsorship from Pridelife, donations from other organisations and an income via its relationship with the Consortium.

There has been an incredible growth in the number of Pride events being held around the UK this last year with over 130 active Pride events having taken place. 2019 saw us remembering 50 years since the Stonewall uprising and there has been a real sense of community and strength in the Pride movement around the UK this last year. We have seen an increasing number of Pride organisers travelling around the UK to support each other and to take part in each other's events and this shows the strength of support and community between the members of this network.

A particular highlight of the year for me, apart from my own Pride event, was travelling to Newry

and being part of UK & Ireland Pride. It was an amazing experience and I want to thank Newry and the team for all their hard work and commitment to making sure the event happened in the face of adversity from their local politicians. The event was a testimony to what can happen when members of the network support each other and work together.

Despite the increased number of Pride events having taken place this year, as a community we have all been faced with similar challenges be it financial, organisational or political. Many of us have had to plan for protests from less than welcome groups of individuals who don't accept what we stand for. We have all seen the reported increases in hate crime and discrimination against the LGBT+ community and we all know the strength required to stand up against that opposition. Being a Pride organiser is challenging, it is hard, it puts stresses on our personal lives and our friendships and it can give you sleepless nights. I joined the board believing that by being a part of this network and being able to share experiences with others who understand these stresses, we can all benefit from the support and the strength that we can give each other.

I want to say a massive thank you to my fellow board members for all their support and commitment over this last year. I'm really happy to see that we have finished the year with more board members than when we started... I am looking forward to the next year and working as part of the team to develop and grow UKPON further. I am especially looking forward to attending more Pride events next year and to meet everyone attending the conference at Doncaster.

Gian Molinu, Co-Chair



WELCOME TO DONCASTER!

An historical market town, at the southern edge of Yorkshire, Doncaster is renowned for its horse racing, rich railway heritage and its wealth of Georgian and Regency architecture on the Great North Road.... oh and of course its Pride event!

Doncaster... did you know?

- Sir Nigel Gresley, one of the foremost railway engineers in history lived and worked in Doncaster and it's here where he designed the world famous Flying Scotsman, as well as the Mallard – the fastest steam locomotive in the world.
- Who thought Paddington Bear was from Peru? Wrong! The original bears were made in Doncaster in the 1970s in a factory owned by Jeremy Clarkson's mum!
- The St Leger, the world's oldest classic horse race, is held in Doncaster; dating back to 1776 and runs every year in September.
- There is a common belief that Doncaster is technically part of Scotland! This is because the town was signed over to King David I in the 12th Century in the Treaty of Durham, and was never officially given back.



- The only polar bears living in the UK are from Doncaster – these are the famous Viktor, Pixel, Nissan and Nobby living at Yorkshire Wildlife Park... about 10 mins drive from where you are right now!
- Doncaster is proud to be the birthplace of the toilet. This accolade is due to Thomas Crapper, the man who popularised the modern flushing toilet.
- The town is also home to Britain's favourite corner shop. First run by Ronnie Barker as Arkwright, and more recently by his nephew Granville, a tiny hairdresser's shop in Balby is transformed into "Arkwrights" from Open All Hours when filming starts. The shop has been used since the very first series in the 1970s and continues today.
- One Direction's Louis Tomlinson is a Donny lad too!

Doncaster Pride

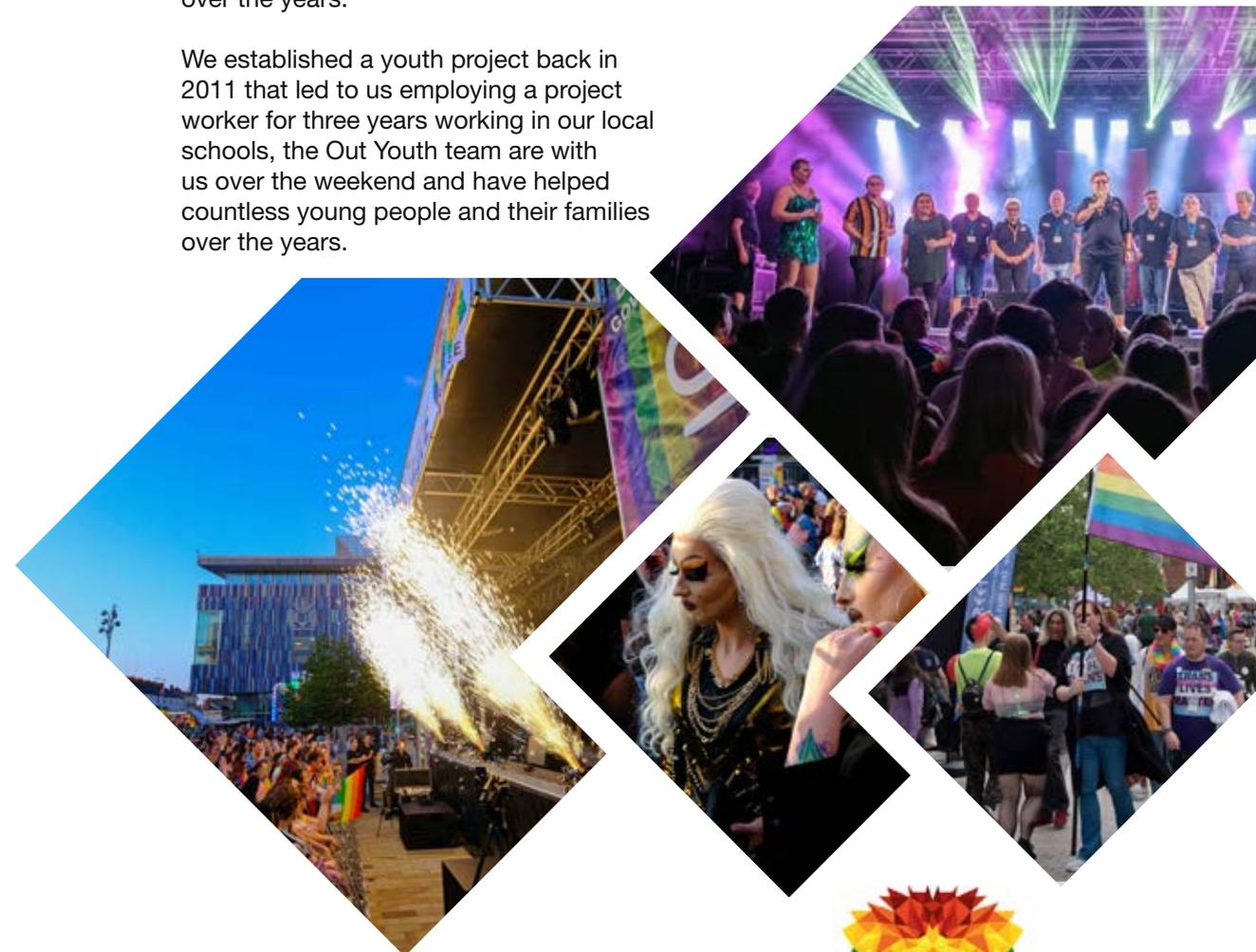
Established in 2007 Doncaster Pride was the first Pride event in South Yorkshire. Three of the original year one members are still on the committee today: Trevor, Cath and Jen.

Doncaster Pride isn't just about the annual event – we have a number of Pride Projects that we are very, very proud of over the years.

We established a youth project back in 2011 that led to us employing a project worker for three years working in our local schools, the Out Youth team are with us over the weekend and have helped countless young people and their families over the years.

We have established a Trans Group (Trans Mission) who meet twice a month in Doncaster and provide help and support to the community year round.

We have made a film, we have produced two books and we have more projects in the pipeline.



VISIT DONCASTER



AGENDA

UKPON 2019 AGM & Conference

11th – 13th October
Hosted by Doncaster Pride
at Mercure Doncaster Centre Danum Hotel DN1 1DN

Doncaster Pride and UK Pride Organisers Network Board look forward to welcoming delegates to the 2019 AGM & Conference.

The conference agenda is enclosed along with the social programme. Further information can be found at www.doncasterpride.co.uk/ukpon-autumn

To view the bids for UK Pride 2021 please go to ukpon.lgbt/ukpride

Registration on Saturday 12th October takes place between 9am and 9.30am, please bring **£5 per day in cash** to pay the delegate fee, and please bring items from your Pride for the 'bring and share'. This small fee covers the conference and all food and events, thanks to the generosity of the conference sponsors.

UKPON is grateful to Doncaster Pride and all the sponsors for supporting the 2019 conference.



CONFERENCE SPONSORS



CONFERENCE PROGRAMME

SATURDAY 12th OCTOBER

09:00 Registration & Refreshments

09:30 **Welcome to Doncaster**

09:45 **Introductions**

Each Pride has 60 seconds to tell us the following:
Name of Pride?
How many attendees in 2019?
One highlight of this year's event?
Date for 2020?

10.45 Comfort break

11.00 **Bid Presentations**

Bids for UK Pride 2021 (20 mins per bid include questions)
Bids for UKPON Conference 2020 (5 mins)
Nominations for Co-Chair (5 mins)

VOTING WILL BE OPEN UNTIL 14:45
PLEASE PLACE VOTING PAPER IN THE BOX

12:30 Lunch

13:30 **UKPON AGM**

Introduction of UKPON Board
2019 Board Report

Pride around the World; updates from:

UK & Ireland Pride 2019 – Pride in Newry
UK Pride 2020 – Northern Pride
EPOA / EuroPride
InterPride / WorldPride

14:30 Break

VOTING CLOSSES AT 14.45

14:45	Plenary – Bi Inclusion
15:15	Announcement of election results
15:30	<p>Plenary – UKPON: a review and discussion of the Network The Pride Organisers Survey - a snapshot of 2019</p> <p>Pride Toolbox – an interactive space throughout the weekend to share ideas for the development of an online portal of information and reference documents to help support sustainable development of Prides.</p>

SUNDAY 13th OCTOBER

10:00	Bring & Swap - Bring & Share items from your Pride
10:30	Welcome from new UKPON Board
10:40	Pride in the Planet: environmentally friendly events
11:20	Break
11:25	Sponsor Presentation – Online bookings
11:45	<p>Workshop 2A – Youth at Pride</p> <p>How can Pride events and organisations be more inclusive of LGBT+ youth people? Can we organise around the needs of LGBT+ youth? What would this look like? Join Andy from Out Youth and Liv from The Proud Trust for a sharing of best practice. We will discuss Andy’s experiences in Doncaster and workshop how we can all improve together for future Prides.</p> <p>Workshop 2B – Getting fit for funding</p> <p>This workshop with Paul Roberts from Consortium will explore how to find and identify funders, top tips for when you write a grant application, how to communicate your work and useful things to remember when fundraising.</p> <p>Workshop 2C – Accessibility at Pride</p> <p>Workshop to explore ways to improve accessibility at your Pride and share good practice.</p>

12:25	Break
12:30	<p>Workshop 3A – Pride in Public Service</p> <p>This workshop with Charlotte Stacey and Andy Parkin is about the experience of getting public sector involved in equality, diversity and inclusion (EDI) activity - a presentation on what/why/how, and the developing networks amongst the public sectors that will support increasingly joined-up involvement and attendance at Prides.</p> <p>Workshop 3B – Demonstrating Change</p> <p>This workshop with Paul Roberts from Consortium will help participants to understand the language of outcomes and impact, have a better understanding of why you need to measure change, explore what to measure and how and how to communicate change affected by your work.</p> <p>Workshop 3C – Bi Inclusion at Pride</p> <p>A workshop on Bi inclusion at Prides led by Bi Pride UK</p>
13:10	Lunch
14:10	<p>Workshop 4A - Pride in Public Service</p> <p>Workshop 4B – Youth at Pride (description as above)</p>
14:50	Break
15:00	<p>Discussion of feedback for the Pride Toolbox</p> <p>AOB / Q&A with UKPON Board</p> <p>Closing Remarks – Doncaster Pride / UKPON Board</p>
16:00	Close of 2019 Conference

Agenda subject to change beyond our control



UPDATES

VENUE

The conference will be taking place at the Doncaster Mercure Hotel in the centre of Doncaster. There is no car parking at this hotel but there are a number of car parks close by.

Mercure Doncaster Centre Danum Hotel
High Street, Doncaster
DN1 1DN
Tel: 01302 342261

ACCESS

If you have any specific access needs then please don't hesitate to get in touch with the Secretary to discuss these.

VOTING

Each Pride has one vote which will be made by secret ballot at the AGM. A proxy vote may be held on behalf of up to two other Prides, these must be registered in advance with the Secretary.

CONTACT

If you have any queries before or during conference, you can contact the secretary either by email secretary@ukpon.lgbt or phone 07739705065.

INFORMATION

An update of the Agenda will be sent out on Friday 11th if any details have changed.

SOCIAL MEDIA

During the conference please use **#UKPON2019** for all your social media posts. The post that best tells the story of UKPON will win a lovely little Prize! Judged Sunday afternoon by the UKPON board.

We'll be checking Instagram, Twitter & Facebook so happy posting and remember 'Together we are UKPON.lgbt'

The AGM & Conference Programme was produced by Pride Life and Bishops Printers on behalf and in support of UK Pride Organisers Network.

SOCIAL PROGRAMME

FRIDAY 11th OCTOBER

19:00

Meet up with Pride at the Wool Market

Informal get-together at this venue which has a variety of food and drink stalls. Casual dress code.

21:00

The Queen Craft House

1 Sunny Bar, Doncaster DN1 1LY

SATURDAY 12th OCTOBER

19:00

Civic reception and dinner sponsored by Visit Doncaster and hosted by the Civic Mayor

Free for delegates

Our venue for the Saturday Civic Reception is Doncaster's fine Georgian Mansion House. Dress Code: Smart Casual.

Drinks Reception 7pm - Dinner served 7.30pm. (Hot & Cold Buffet)

21:00

Gala event (free for delegates)

After dinner, we will be moving back to the Mercure Hotel for a night to remember. Expect the unexpected with entertainment, dancing and the odd drink or two. We are inviting the local community to come and join us to celebrate Diversity in Doncaster. The night will finish around 1am. For those that wish to carry on the party, you are in the centre of town with plenty of venues open till the small hours.



UK & IRELAND PRIDE 2019

Newry's position as a border city in Northern Ireland, the threat of a potential no deal Brexit, the current political and economic status, and the ongoing lack of basic human rights such as marriage equality made its hosting of UK & Ireland Pride incredibly important

In a year where the world commemorated the 50th anniversary of the Stonewall Riots, this event was vital for raising the visibility of issues faced by the LGBT+ community in Northern Ireland. Since winning the bid for UK & Ireland Pride 2019 there has been overwhelming support for the fight for equality in Northern Ireland.

Across the last week of August, Pride in Newry welcomed tens of thousands of people to ten days of LGBT+ focused events throughout the city including:

- Queer Question Time
- Down Under Divas (hosted by Sydney Mardi Gras)
- Pride in Trad
- Football vs Homophobia

The incredible parade was the longest and most colourful march in its history with representation from all across Ireland, the UK and across the globe. The concert with Heather Small, B*Witched, Claire Richards, Saara Aalto and others concluded with an impressive fireworks display.

UKPON board members joined the team at Newry together with other members of the network including Pride Cymru, Bi Pride,

Pride in Gloucestershire, Pride Edinburgh and Weston Super Mare to name a few. Newry also welcomed members of the EPOA board and InterPride.

Most members will know of the political and financial issues that the team in Newry faced in putting on the event. Organising a Pride event is never an easy task but to have organised and hosted such an important event on such a huge platform in the face of such adversity is an incredible task and we want to thank the entire team of Pride in Newry and their volunteers for their hard work and commitment.

As hosts of UK & Ireland Pride, the team at Newry attended Pride events all across the island and, as in the UK, Ireland celebrated more Pride events than ever before, taking place in Limerick, Dundalk, Dublin, Cork, Drogheda, Mayo, Carlow, Youghal, Clonakilty, Tipperary, Galway, Sligo, together with Trans Pride Dublin and The Outing Festival.

Rory Rafferty, Inclusions



UKPON MEMBERSHIP & OUTREACH REPORT 2019

What a year 2019 has been. This year was the first year of the new role with the addition of outreach and it has been an incredible year for Prides across the network.

Our membership has increased significantly, now becoming the largest national Pride network across the globe, yes, our membership is open, but what a fantastic thing!

The network is working together more and more this year and it shows. Our own Facebook group has helped and supported new Prides across the network, and it makes it easier for those new committees and organisers to tap into the wealth of knowledge that we all have to share. Skills and expertise are being shared to help each Pride improve every year as well as sharing training opportunities, for instance Pride in London and Pride Cymru opening up to help other Prides committee members train in certain roles and giving them key skills to take back to their own Prides.

With such a large and ever-growing network the coming year of UKPON will be focussed on a higher level engagement with Prides, especially new Prides in their first years, or those heading into their first events in 2020. The nurture from UKPON and its members should help keep us a thriving nation of Prides.

UKPON going forward having its regions will also strengthen working relationships geographically as well and will make it easier to come together on a regular basis if regions wish to do their own smaller get togethers or working groups to help each other out. Scotland over the last few years has

increased its amount of Prides significantly and 2019 saw 22 events happening! The social impact this must be having on the local is something UKPON must strive to look into in the following years, as with the rest of the network.

On a personal level this year I visited 22 Prides, taking my three year total to 76 whilst in this role. I must apologise to those in Scotland for not being able to attend a Pride there this year, remembering we are all volunteers!

I have engaged with many Prides this year acting as a signpost to those who have asked for help and pointed them in the direction of those organisers or Prides with the relevant expertise, this showing that the network truly works.

As many of you knew I had stood in the recent EPOA elections for the same role, and was unfortunate not to be elected, however the winning candidate rightly deserved to win and I wish her all the best for the coming year and will work closely with her to build the bond between EPOA and UKPON, together we can be stronger. I had the privilege of running a workshop whilst at the EPOA conference on networks, speaking about the hard work of UKPON and all its members giving other countries an idea of what we do and what we are about.

Together as a network we have so much Pride and we need to continue to work together and fly our flags high.

Jayjay E Potter-Peachey,
Membership & Outreach

COMMUNICATIONS

I **joined** the board in 2018 taking on a role that had been empty for many months. Over the last year I have been totally committed to developing all aspects of our external communications including the website and our social media accounts that had been pretty much left dormant.

We have developed relationships with LGBT+ radio broadcasters who have given UKPON a voice across the year and our engagement has increased significantly across our platforms. We launched LGBTQ+ news feeds on the UKPON.lgbt website which has increased website traffic by 72% since the launch. We've published 27 unique news articles provided to us by Pride organisers and have over 1,500 news articles aggregated and linked back to other sources.

One of our primary social media platforms is Twitter. Over the course of 2019 our Twitter impressions number:
January 1st - April 1st: 76,000
April 2nd - June 30th: 292,000
July 1st - September 29th: 174,000
September 30th to date: 1,220

With 49,709 impressions the below tweet was the most effective with a significant engagement rate through retweets and likes. Other successes include UKPON tweeting photos of all government officials that were hired under Boris Johnson's new government who had a history of voting against legislation that would benefit LGBT+ community. We've found the more controversial and protest-like our engagement is, the higher the community interest.

Despite health problems this year, I have been able to attend some wonderful Pride

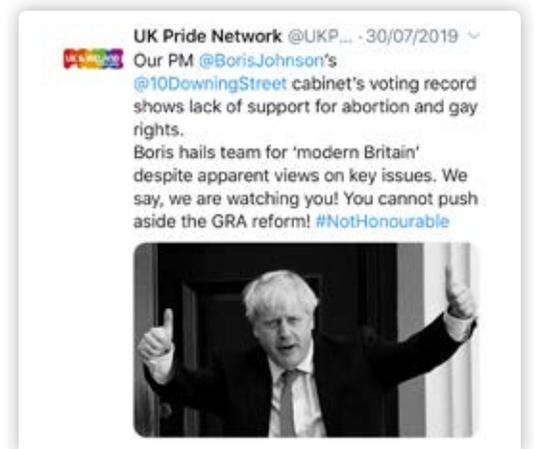
events over the year and I can't wait to be part of more events next year.

Moving forward, we are going to work hard on developing our reach and engagement as we develop our communications and media strategy for the next year.

During the conference please use **#UKPON2019** for all your social media posts. The post that best tells the story of UKPON will win a lovely little Prize! Judged Sunday afternoon by the UKPON board.

We'll be checking Instagram, Twitter & Facebook so happy posting and remember "Together we are UKPON.lgbt"

Stephen Ireland, Communications



FINANCIAL REPORT

The organisation's year end is 31st January, and this financial report is for the year ending 31st January 2019.

All amounts are shown in pounds (£).

Income and expenditure 2018

Income

Conference	2,175.60
Grant	0.00
Sponsorship	5,190.00
Donation	0.00
Paypal	500.01
Total	7,865.61

Expenditure

Conference	4,737.20
Bank Charges	72.00
Board Expenses	2,650.40
IT hosting	0.00
Total	7,459.60

Balance 406.01

Current account

Balance at 1 January 2018	482.00
Income during year	7,865.61
Expenditure during year	7,459.60
Balance at 31 December 2018	888.01

PayPal account

Balance at 31 December 2018	913.54
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Summary 2018

In comparison to 2017 UKPON financial standing has grown, with more sponsorship being achieved, and the relationship with PrideLife Magazine starting, this income has been important for providing a solid foundation for UKPON to start building from.

The most significant expenditure for UKPON in 2018 was the costs associated with the Glasgow AGM. The income from the conference was to cover UKPON's ongoing costs, but this was needed to cover all costs of the AGM. These expenses exceeded the sponsorship leaving the opening balance for 2019 short, adding extra pressure to achieve more in 2019.

The board expenses claimed in 2018 equates to approximately £378 per board member. It is important for the board to meet face to face during the year and where possible these meetings have been combined with other events.

UKPON membership continues to be free, with membership growing in 2018.

The financial report for 2018 will be presented to Companies House after the AGM, and this information will be shared with members.



Looking forward into 2019

Already in 2019, we have established a new partnership as sub-contractors with Consortium as Sub-contractor as part of the Government Equalities Office (GEO) contract following the GEO commitment to the July 2018 'LGBT Action Plan'. Our role within this assists with a commitment to Skills Development and Training, and this has been achieved with sessions delivered at the UKPON EGM in London and the upcoming workshops available at the UKPON AGM in Doncaster (Oct 2019). Also, we are working with Consortium to develop a Pride Toolkit that will be available online to help support the sustainable development of Pride organisations.

The 'Pride Pot', which is the UKPON support fund, provided funds to support smaller Pride Organisations to attend the AGMs. We're in the process of developing this further and establish a greater pool of money to support more of the developing Prides.

Positive relationships with sponsors have continued to be negotiated and established by co-chairs, including those with PrideLife magazine and Unite.

We had a lovely donation from YO! Sushi, who had a fantastic fundraising campaign within their stores during Pride London. The campaign was called 'No Labels. Just Pride'. UKPON would like to thank them and everyone else for supporting the Network.

On a personal note; I have met some wonderful Pride Organisers through my short term as Treasurer so far and feel very positive for the Pride movement and UKPON going forward. I would like to thank Mazz Image for her support when I joined UKPON, I will truly miss you and wish you luck in your future endeavours.

Jo Sharp, Treasurer

UKPON BOARD

Co-Chairs:

Gianpiero Molinu, Pride Cymru and Mazz Image, Witney Pride

Secretary:

Elliot King, Swansea Pride

Treasurer:

Jo Sharpe, Swindon & Wiltshire Pride

Membership & Outreach Coordinator:

JayJay Potter-Peachey, Pride in Gloucestershire

Communications Coordinator:

Stephen Ireland, Pride in Surrey

Inclusion Coordinator:

Rory Rafferty, Pride in Newry

What we do

The UK Pride Organisers Network (UKPON) is an online community for all Pride Organisers in and around the UK. The main organisers are invited to become Members and there by access the knowledge and support from within the Network. This is possible via online networking, being present at other Prides, and attending the AGM where the UK Pride and conference hosts are awarded. All Pride organisations are eligible and there is no membership fee.

The Board represents the interests of Members and supports the ongoing development of the Pride movement by helping facilitate interaction between Pride organisers and encouraging skills, knowledge and experiences to be shared. UKPON is an Associate Member of the **European Pride Organisers Association** and **InterPride**, and a member of the **LGBT Consortium** and **ILGA**.



THANK YOU

A big thank you to all our active Members and for all the support the Board has received across 2019. We are looking forward to next year and seeing the growing support and friendships across the network. We can't wait to see everyone at UK Pride 2020 in Newcastle hosted by Northern Pride.

"We who can come out holding hands to march on the streets must do so for the many people around the world who cannot. Political policies change, both for and against our community so we must continue to be visible to honour those before us and to ensure a future for those who will follow in our footsteps. May we all be free to love, and to be loved."



UKPON is inviting all Pride organisers in and around the UK to complete an online survey to help confirm a list of Prides - a snapshot of Prides in the 50th year since the Stonewall uprising. More details at www.ukpon.lgbt



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