

# Strategic Planning and Implementation (SPI) Consultant

## InterPride is seeking a consultant

InterPride is dedicated to the belief that all lives have equal value. We are committed to creating a workplace where employees thrive both personally and professionally. We also believe our employees should reflect the rich diversity of the global populations we aim to serve – in race, gender, age, cultures, and beliefs – and we support this diversity through all our employment practices. We are currently looking for Strategic Planning and Implementation Consultant.

### Position Summary

The Strategic Planning and Implementation(SPI) Consultant will support the Co-Chairs of the Strategic Planning Committee, in the research, completion, and implementation of tasks as defined by the Committee and/or the Board of Directors and Members, providing wide and varied administrative and organizational support. Efficiency, attention to detail, flexibility, time management, and ability to handle multiple projects and tasks while using good judgment are critical in this role, to ensure the smooth operation of the Committee and its goals.

**Contract Period:** End date: **31 December 2021** (potential for extension), including three (3) months of probation period.

**Fee:** Role with financial compensation Approximately \$1,500-\$1,750 USD per month (including transfer fee if the candidate is from outside of the United States of America)

### Core Responsibilities

- Assist in developing a five-year strategic plan and execution of the same, beginning the start of the fiscal year 2021 through the end of the fiscal year 2025.
- Ensure any previous strategic plan continues until replaced with a new or updated plan.
- Assist in scheduling and record-keeping for all related meetings, conferences, and presentations, which may include communicating with all participants, handling logistics, and preparing and disseminating materials.
- Provide communications support and assistance to ensure timely responses to inquiries and Committee emails.
- Maintain organized files, reports, other documents, and records, and create a system for tracking, monitoring, and prioritizing tasks, and projects.
- Work on special projects as needed. May include conducting basic research and analysis of data to respond to requests.
- Interact and communicate clearly and consistently with Committee members and Board members.

### Core Knowledge and Skills

- Sets priorities and meets deadlines while balancing the needs of providing support for multiple individuals.

- Excellent oral and written communication skills. Able to communicate effectively with internal and external contacts and the ability to adjust to a wide variety of working styles.
- Multilingual (English and another primary language).
- Knowledge of InterPride history; familiar with IP policies, constituents, and how they align with the goals of the organization.
- Proficient with MS Office Suite (Excel, Word, PowerPoint, and Outlook), as well as, Google Drive and G Suite.
- Strong networking skills and knowledge of cultural differences.

#### **Other skills, attributes, abilities and/or requirements**

- Experience with coordinating a variety of people and personalities.
- Adept at learning new software.
- Possesses good judgment, maturity, discretion, tact, and a sense of humor.
- A positive, collaborative approach to work.
- Has attended world and regional conferences.
- Excellent organizational skills.
- Ability to solve problems in ambiguous situations.
- Proactive, yet stays within their lane.
- Ability to move forward without all the pieces.
- Will set a timeline for goods deliverable, with benchmark reviews (to be conducted by the SPI Co-Chairs).

#### **Education & Experience**

- Two (2)+ years of similar work experience.
- Bachelor's degree or comparable work experience.

The deadline for sending in your application is **20 August 2020**. Interested candidates meeting the above criteria are requested to submit their application using [this link \[https://forms.gle/drS6ZqVw99jGJvLJ8\]](https://forms.gle/drS6ZqVw99jGJvLJ8).

All applicants and employees who are drawn to serve the mission of InterPride will enjoy equality of opportunity and fair treatment without regard to race, colour, age, religion, pregnancy, sex, sexual orientation, gender identity, gender expression, disability, natural origin.

# InterPride Annual Board of Directors Nominations Now Open!

If you're interested in serving on a hard-working Board of Directors as a leader in the international Pride movement, the following four (4) executive officer positions will be open for four (4) year terms starting October 2020 through October 2024:

- Co-President (Male Identified)
- Vice President of Member Services
- Vice President, Global Outreach and Partnership Management (Male/Non-Binary Identified)
- Secretary

Candidates need to submit a Letter of Intent (stating their full name, the name of the full member organization they are affiliated with, and the Board of Directors position they are seeking). The Letter of Intent should include why they are interested in the position, what they believe they will bring to InterPride, and what similar positions they have held previously.

The candidates also need to send a Letter of Endorsement signed by their affiliated full member organization (on letterhead), a high-resolution (preferably 300 dpi) headshot, a biography that does not exceed 400 words, and three (3) references.

If the nominees wishes, they can combine their letter of intent with the bio, as long as both together do not exceed 400 words.

**DEADLINE:** Please send nominations to [governance.chairs@interpride.org](mailto:governance.chairs@interpride.org) by 6:59 AM GMT on September 1, 2020.

# 2020 AGM and World Conference Updates

As previously announced, the InterPride and EPOA Annual General Meetings and World Conference that was to take place in Oslo in October 2020, is being moved to an virtual format and digital platforms due to the COVID-19 pandemic. Registration fees for the conference has been refunded. Please email [agm@oslopride.no](mailto:agm@oslopride.no) if your registration fee has not yet been refunded.

Oslo Pride is now assembling an online workshop program that will be held in conjunction with the Annual General Meetings of InterPride and EPOA on October 1-3, 2020.

## World Conference Registration

Conference Registration is now open. Because of the format change, everyone needs to re-register for the conference at the link below, and anyone registering for the conference will need to know the following:

There is no charge for registration, but all participants must be from a member Pride Organization.

Deadline to register is 20 September 2020 for all participants, for security and connection reasons, all participants will need to register in advance the Registrations received after that time will be charged \$50.00 USD that will be earmarked for the Solidarity Fund. All attendees need to register individually, even if they plan to attend by watching from the same device with someone else.

### [Registration Form](#)

The conference organizers are looking for people interested in presenting an online workshop during this year's World Conference.

You can indicate your interest in holding a workshop by [filling out this form](#) by **1 August 2020**. The team from Oslo Pride is planning to publish the workshop program on the conference website by early September.

Visit <https://interpride2020.org/> for updates.

## World Conference Caucuses

InterPride will continue the process of holding caucuses in conjunction with the conference. Earlier this year a committee worked to develop a list of caucuses to be held. We will schedule a ninety-minute session for each caucus the week prior to the conference with a shorter check-in scheduled during the conference weekend. The registration form has a place for you to select which caucus you are interested in attending.

The first week of September we will email those interested in each caucus to identify who will facilitate that caucus. The facilitator's main role is to keep the discussion moving so all individuals can participate in the discussion. Please email Hadi Damien [hadi.damien@interpride.org](mailto:hadi.damien@interpride.org) if you have any questions on the caucuses.

- People with a Communication disorders (related to Speech and Language: Autism Spectrum Disorder; Aphasia);
- Differently Abled; People with Reduced Mobility; People with Special Needs; People with Visual Impairments; People who have no hearing or are hard of hearing Caucus.
- Trans\*, Gender Non-Conforming Caucus.
- Women's Caucus.
- People of Color & Indigenous People Caucus (Lo Roberts is working to identify the facilitator for this caucus)

- People living with HIV Caucus
- Bisexual Caucus
- Small Prides Caucus
- Seniors/Elders Caucus

## 2021 AGM and World Conference

We are considering moving the 2021 Conference in Guadalajara to 2022 and holding a virtual conference in its place. Please click on the link below to complete the short survey based on what you know about the response and future plans from COVID-19:

[Questionnaire](#)

# MORE THAN 57 MILLION PEOPLE JOINED WORLD-FIRST GLOBAL PRIDE EVENT FOR LGBTQIA+ COMMUNITY

6 July 2020

**Global Pride, the 27-hour virtual Pride that took place on June 27, reached a worldwide audience of 57,050,978 viewers in at least 163 countries, organisers have confirmed.**

Broadcast on the YouTube channels of Todrick Hall and iHeart Radio, and on Facebook and Revry, Global Pride featured content from more than 500 Pride and LGBTQIA+ community organisations from 91 countries. Content included music and drag performances, speeches and messages from activists, and archive footage from Pride events around the world.

Major artists including Laverne Cox, Elton John, Denise Ho, Adam Lambert, Olivia Newton John, Pussy Riot, Kesha and Pablio Vittar appeared alongside world leaders including former US Vice President Joe Biden, Prime Ministers Justin Trudeau, Xavier Bettel, Erna Solberg and Leo Varadkar, HRH Crown Princess Mary of Denmark and President of Iceland Guðni Th. Jóhannesson.

The event gave focus to the Black Lives Matter movement in acknowledgement of the international response to the deaths of George Floyd, Tony McCabe and others that has prompted a historic demand for racial justice. Black Lives Matter founder Alicia Garza spoke during the Global Pride 'main stage' segments.

Read more [here](#).

## Prides come together to organize 'Global Pride' amid COVID-19 cancellations

Pride organizations around the world have come together to organize a 'Global Pride' event on Saturday, 27 June 2020, in response to the hundreds of Pride celebrations that have been cancelled or postponed because of the COVID-19 pandemic.

Global Pride will use online platforms to deliver a Pride in which everyone can participate, wherever they are in the world. It will include musical performances, speeches, and key messages from human rights activists. The event will be live-streamed, and people will be invited to join in the event from home.

**InterPride and the European Pride Organisers Association** – the world's biggest international Pride networks – are working with national organizations in Canada, Germany, Sweden, the United Kingdom, and the United States of America, and regional networks in southern Africa, Asia, Oceania, and Latin America, to bring communities and Pride organizations together for this Global Pride event.

**"We need community and connection more than ever,"** said J. Andrew Baker, Co-President of InterPride.

"This gives us an opportunity to both connect and celebrate the LGBTQIA+ community's resilience in the face of this pandemic and the true spirit of Pride," continued Baker. "Pride 2020 represents a milestone for Pride events, with many honoring the 50th anniversary of their first gatherings and marches, such as New York to the first Gandhinagar Pride this year and we would not let that pass without recognition and celebration."

Kristine Garina, President of the European Pride Organisers Association and Chair of Baltic Pride in Riga, Latvia, said: **"The unprecedented challenges of COVID-19 mean that most Prides will not take place as planned in 2020, but we're determined that this won't stop us from coming together as a united, strong LGBTQIA+ community to celebrate who we are and what we stand for."**

"Global Pride will show the LGBTQIA+ movement for the very best it can be, showing solidarity at a time when so many of us are mourning and strength when so many of us are feeling isolated and lonely. Above all, we will show our resilience and determination that Pride will be back bigger and stronger than ever before."

“For millions of people around the globe, Pride is their one opportunity each year to come together and feel a part of a community, to feel loved, connected and to know they aren’t alone. It’s essential this year that as Pride organizers, we ensure there is still the opportunity to connect, even if we are connecting from home.”

**“Annual Pride events in the United States engage and unite 20 million people who gather to celebrate the strength and resilience of the LGBTQIA+ community and to raise awareness for social justice and equal rights of all individuals,”** said Ron DeHarte, Co-President of the United States Association of Prides.

“Through the pain and disruption caused by the novel coronavirus, we will deliver a virtual message of hope, comfort, love and we will have an opportunity to show our appreciation to first responders everywhere.”

Ernie Yuen, President of CAPI and a member of the Global Pride organizing committee, **said that more detail would emerge in the coming days and weeks, saying that the need to ‘respond urgently’ to this global crisis was key.**

Uwe Hörner, a board member of CSD Deutschland [German Pride network], said: **“Especially in these difficult times full of uncertainty and insecurity, we need to show visibility. Social distancing must not lead to the disappearance of diversity. We are happy to demonstrate with “Global Pride” to be part of a large community, and we want to send out a strong sign of solidarity and human rights.”**[nbsp]

Jenny Dewsnap, Co-Chair of the UK Pride Organisers Network, said: **“We are enormously proud that UK Prides will be a part of this global event. Our communities and our pride organizers now have something to look forward to this summer and a chance to be a part of this unique demonstration of worldwide solidarity and unity.”**

Maria Jern, Vice-Chair of Svenska Pride [Swedish Pride network], said: **“In these times, it is even more important that we can demonstrate the power and strength of a joint Pride celebration around the world. Let the rainbow flag light up the world.”**

Dana Marsh, President of Fierté Canada Pride, said: **“It’s easy to feel isolated right now, especially with so many of our local Pride celebrations announcing cancellations or new dates. Pride celebrations bring our communities together in a show of solidarity and unity. Now, more than ever, we need to be loud and proud!**

Pride is not just a celebration, but a homage to our origins; the defiance and resistance against all systems of oppression. We acknowledge the intersections that join us in the global fight against homophobia, biphobia, transphobia, gender discrimination, racism, sexism, classism, and colonialism.

We must show that our global movement will persist, even when faced with new and unexpected challenges. Prides across Canada look forward to connecting with Two-Spirit/Indigenous, LGBTQIA+ communities from around the globe. Pride lives in us all.”

“For OLA (Orgullo Latinoamericano), the Regional Network of Latin American Pride organizers, this project, in particular, has encouraged us to work closer and join efforts from all over the Latino diaspora with the Global Pride Movement to deliver hope and solidarity for the LGBTQIA+ community”, said Emmanuel Temores, Co-Chair of OLA.

We are community and fight for solidarity and diversity as long as we can. Also, in times where we have to spread our voice online.

**Pride Organizations from around the world are encouraged to participate. Prides can express interest to participate at this link: <https://forms.gle/YDeCA9shTDMdK5RP9>**

# COVID19 International Coordination Group

18 March 2020

COVID19 is bringing unprecedented challenges for the Pride movement and the international and national Pride networks are working together to ensure a coordinated approach. EPOA and InterPride are leading a **COVID19 / Pride International Coordination Group (CPICG)** which will meet regularly to discuss the impact of COVID19, how our organisations and members are responding, and what resources and support is needed. The first meeting is scheduled to take place Friday 20 March.

The following organisations have been invited to join the Group: CSD Deutschland, Fierté Canada Pride, UK Pride Organisers Network, and US Association of Prides. All participating organisations will be asked to cascade information and report back to their members and communities.

Please send any enquiries about the Group to [cpicg@interpride.org](mailto:cpicg@interpride.org).

# STATEMENT FROM INTERPRIDE RE: COVID-19 IMPACT ON GLOBAL PRIDE ORGANIZERS

12 March 2020

Along with our friends, family and colleague organisations, InterPride has been closely monitoring the increasingly serious pandemic of COVID-19 around the world.

We understand that there is a great deal of concern around planning for the 2020 Pride season. InterPride recently partnered with the European Pride Organisers Association (EPOA) to discuss the impact and ramifications of the COVID-19 pandemic on Pride organisations and offered advice and resources, sharing best practices as Pride organisers make decisions regarding their events over the next few months.

InterPride is here to help support all our member organizations. We are here for you. And we are open to feedback and ideas from members on the different ways we can work together as well as how InterPride can assist Pride organisers in these challenging times.

In Pride, your Interpride Co-presidents,

J. Andrew Baker  
Linda J. DeMarco  
Julian Sanjivan

# Coronavirus Disease 2019 (COVID-19) Update

11 March 2020

On March 09, 2020, more than 70 Pride organizations joined our webinar - jointly hosted with European Pride Organisers' Association (EPOA) - to consider the potential impact of the Coronavirus Disease 2019, also known as COVID-19. We discussed potential preparations to mitigate the impact as Pride organizers.

As a result of the webinar and the feedback we received, we took a number of actions steps and made some key commitments:

1. You can watch the hour-long [webinar](#) via GoToMeeting, where we outlined the World Health Organization (WHO) recommendations and heard from some Pride organizers on their plans.
2. A private [Facebook group](#) has been created where Pride organizers can share updates, information, and discuss the impact of the Coronavirus Disease 2019. We recommend one or a maximum of two people from each Pride join the group.
3. For the latest general, international information on the situation, please refer to this website by EPOA: <http://epoa.eu/coronavirus/>
4. Listening to our members, we are happy to host further webinars in the future if there are Coronavirus-related topics that we should consider. Members can always email us at [info@interpride.org](mailto:info@interpride.org) to provide suggestions.
5. It would be helpful to know of any changes you make to your Pride plans because of the Coronavirus Disease 2019. Please email [info@interpride.org](mailto:info@interpride.org) to update us. Additionally, please let us know if the information shared is confidential.

This is undoubtedly a difficult time for all of us, and one that is continuously evolving. As a movement, we are strongest when we work together. We hope you are reassured that InterPride and EPOA are monitoring the situation closely and will do all we can to support our members in the weeks and months ahead.