

ANNUAL REPORT 2019



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CHAIR'S FOREWORD



Dear friends of Prague Pride,

of the whirl of activities and events we held in 2019, there are two that I consider absolutely game-changing and that have greatly impacted our lives. The first one concerned all LGBT+ people living in the Czech Republic, and the second one was significant for our organisation.

On Friday 17th May, on the International Day Against Homophobia, Biphobia and Transphobia, ombudsman Anna Šabatová published the results of the most extensive survey of discrimination against LGBT+ people in the Czech Republic (for more details see page 18). Her office has been working on this project jointly with Prague Pride and Queer Geography since autumn 2018. Along with the data obtained, the ombudsman published a series of recommendations for public administration institutions, nonprofits and employers. What has the research shown? Above all, a fundamental difference in how discrimination against LGBT+ people is perceived by the general public and the LGBT+ community themselves. Just 11% of Czechs think we are still discriminated against these days. But the reality is that three quarters of us have been the object of a (verbal) attack over the past five years. Up to 15% of us have experienced physical or sexual violence – that's about 150 respondents.

Prague Pride, too, was the target of an unusually high number of attacks during last year's summer festival. A pair of scoundrels set fire to the rainbow flag hanging from the Legions Bridge and subsequently shot Roman candle fireworks into the crowd of visitors at the evening Pride Village. Rainbow flags were torn down from lamp-posts in the streets, and our e-shop came under attack, too. On Saturday morning, someone poured 50 litres of oil onto the steps leading to Letná Plain, along which a rainbow parade was due to pass in a few hours. A group of extremists then attempted to break into the parade crowd, but they were stopped by the police. Some of these incidents really put our lives and health at risk. And I cannot understand how much the perpetrators must hate us simply for who we are.

So why is there such a marked difference in how the majority of society perceives discrimination and how the LGBT+ community sees it?

The answer is obvious: because we did not report 91%(!) of attacks. The victims did not turn either to nonprofit organisations nor to the office of the ombudsman, and never to the police. So the public has no way of learning that these incidents are happening at all. If we don't change this, the public's attitude towards us probably won't change either. There are many reasons why LGBT+ victims of assault keep these negative experiences to themselves. Some of them think that the police won't investigate anyway, and some just shrug their shoulders and say it was a trivial case. But the fact is that any attack targeted against us leaves certain internal wounds. That's why we should deal with experiences like this and draw a line under them. So the lesson is: let's not keep the harm suffered to ourselves. Let's report the attacks that we experience or witness. It doesn't take great courage – the organisation In Iustitia has an anonymous form on its website which is easy to fill in.

The second major event of 2019 was the annual conference of the international organisation ILGA-Europe (for more information, go to page 52), co-organised by Prague Pride. Six hundred activists from across Europe and Central Asia came to Prague to discuss the situation of LGBT+ people. This was a major milestone for our association. Never before has such a large pan-European LGBT+ event been held in Prague and we are proud that we were able to bring it to the Czech Republic.

I and all the Prague Pride team would like to thank you for your support, partnership and good will. Thanks to this, we can assure all our backers, and especially our opponents, that we will continue to work hard to ensure that LGBT+ people have a better life in the Czech Republic.

Czeslaw Walek
Chair of the Prague Pride z. s. Committee

01 LOOKING BACK





It's been a year of growth for Prague Pride

In 2019, we plunged enthusiastically into new projects and activities. This was our response to the demand from different groups of society. We established a new tradition — the FILIP20 community event for queer young people we systematically started developing an educational programme, launched a discussion about growing Sbarvouven.cz, a project aimed at helping people to come out, we decided to strengthen and strategically focus on negotiating and communication on the issue of HIV/AIDS, which had previously been rather more marginal activities.

The internal organisation structure also underwent changes. The association was originally formed for the purpose of hosting a summer festival, and therefore in its early years it consisted of a single team. As additional activities were added, a new team was assembled for each one, with some individuals working in several teams simultaneously. With the new robust organisational structure, this configuration was no longer effective. The topics we are dedicated to have started to spread across the various programmes, which is why the need arose to streamline teams and processes. We overhauled the structure of the organisation and a new organigram was created, with nine programmes and seven service departments providing services to all programmes (finance, fundraising, communication, IT and administration, legal, production, volunteers).

The creation of a separate department focusing on corporate and individual fundraising made this possible. The entire association's output was consolidated and a communication team assumed responsibility for all the association's programmes.

We could also afford this development thanks to the facilities of the office in Výtoň, in which many teams met throughout the year and where we could safely store materials for our events. We even began to foster a discussion about building an LGBT+ community centre following the model of the Rainbow Houses which operate in most western capitals. The first step in that direction was to open our office space to smaller LGBT+ associations, who started using them free of charge in the evenings.

THE TEAM

Chair of the Association Committee:
Czeslaw Walek

Chief Financial Officer:
Kateřina Saporová

Corporate Fundraising:
Lenka Bártová

Individual Fundraising:
Tereza Pelechová

Communications Manager:
Bohdana Rambousková

Web & Social Media Editor:
Hynek Toman

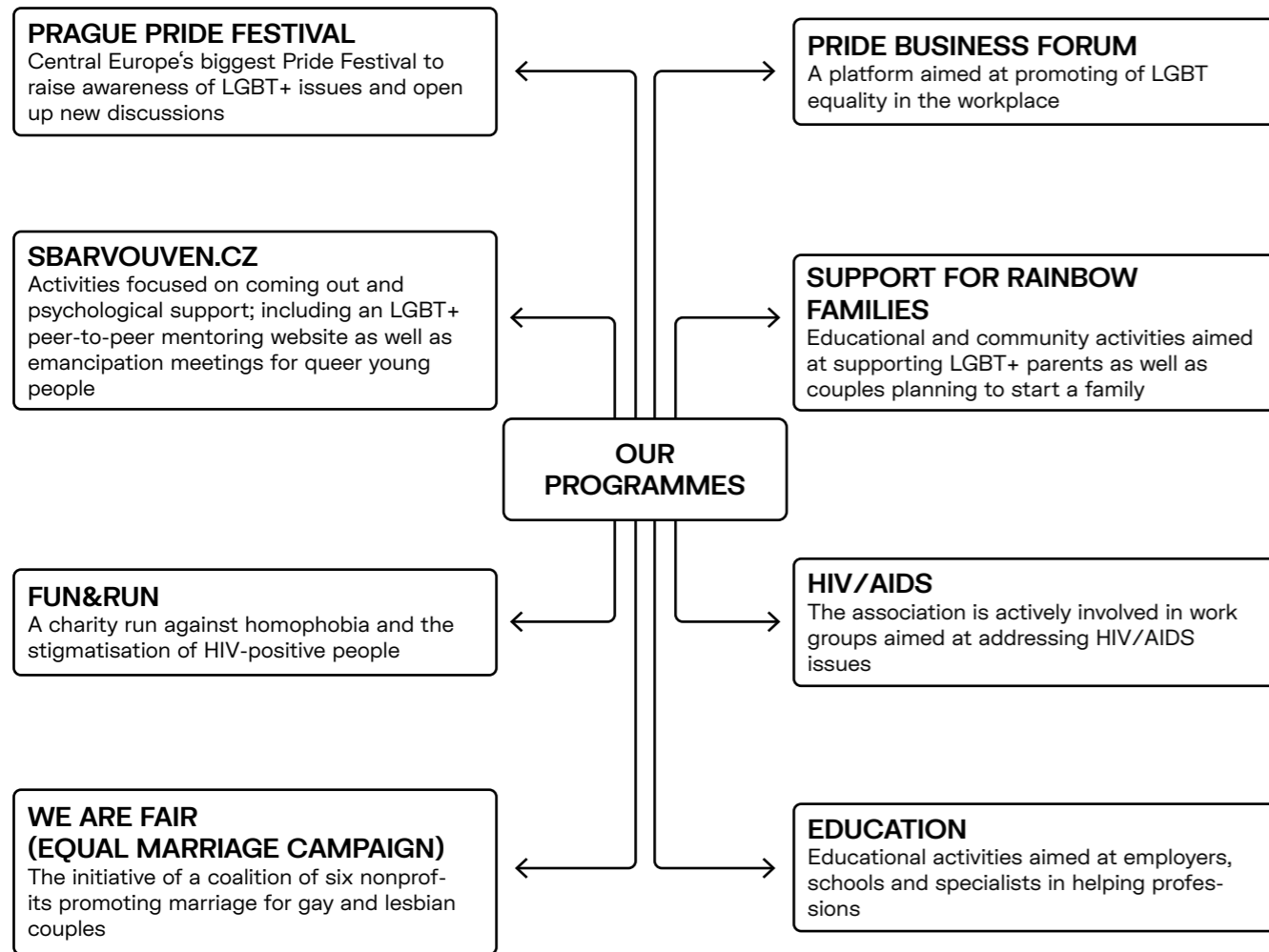
Legal Service:
Petr Kalla

Office Manager:
Jitka Šaršounová

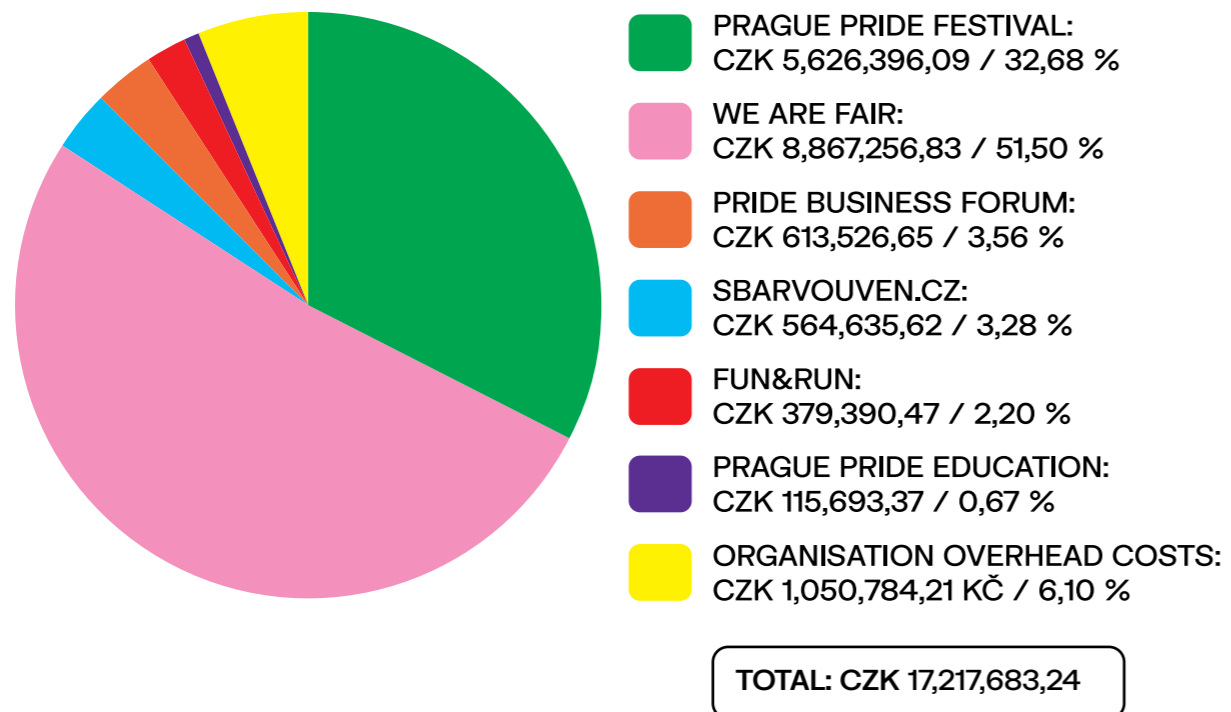
IT:
Tomáš Studený

Volunteer Coordinator:
Jana Kmuničková

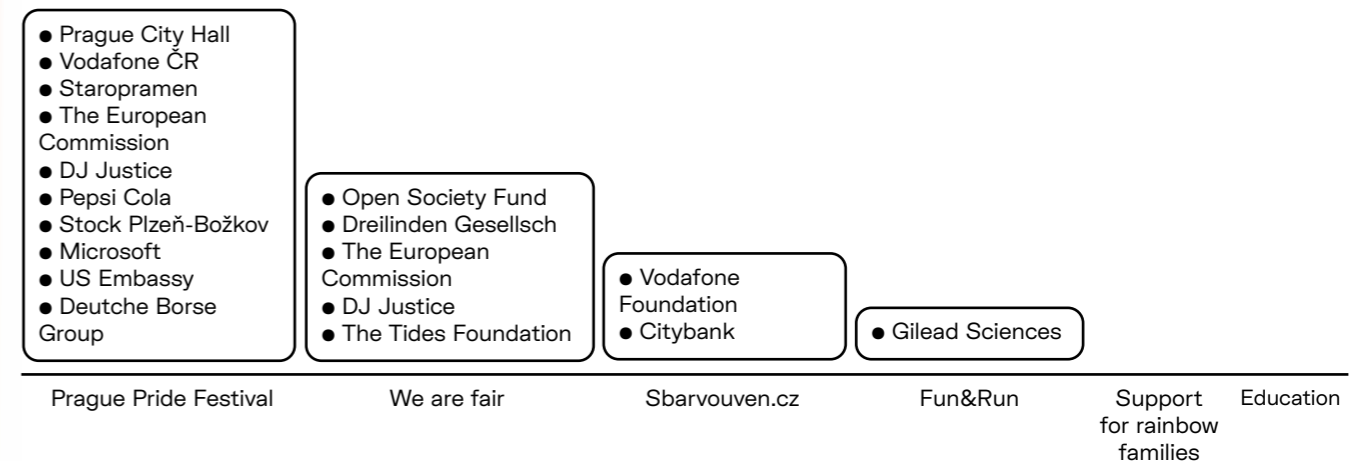
01 What we have been doing



02 Programmes by budget



03 Partners over CZK 100,000 by programme



04 Our partners



05 Organisational bodies

COMMITTEE

Committee Chair:
Czeslaw Walek

Committee Deputy Chair:
Kateřina Saparová

Committee Member:
Petr Kalla

AUDIT BOARD

Chair:
Markéta Navrátilová

Deputy Chair:
Kamila Fröhlichová

Member:
Marian Kramařík

MEMBERSHIP BASE

24 members of the association

06 This was our year — an overview of activities

JANUARY

- Czeslaw's New Year's video message to Prague Pride supporters
- We Are Fair at the French Institute Live the City event: Night of Thoughts
- Participation in the HRC Engaging Employers as Allies for Equality Conference (Tirana)



APRIL

- Start of Parental Prep spring course
- Prague Pride at the Living Library IKEA employee workshop
- Participation in the European Lesbian Conference in Kiev
- Attending the Stonewall Conference on LGBT equality in the workplace (London)



FEBRUARY

- Fourth birthday of Sbarvouven.cz, the peer-to-peer mentoring website
- Pride Business Forum: Vodafone workshop on LGBT equality in the workplace
- Beaver winter party for lesbians
- Supervision meeting of the Sbarvouven.cz mentoring team
- Prague Pride donors' meeting



MAY

- Fun&Run – a run against homophobia and the stigmatisation of HIV-positive people
- Ombudswoman's press conference on the research Being LGBT+ in the Czech Republic



MARCH

- The second debate of the Chamber of Deputies on marriage for all
- FILIP20 – afternoon for queer teenagers
- Pride Business Forum: Executive Cocktail Party
- Presentation of Prague Pride at the Queer Ball in Prague and Brno
- Association meeting with a lecture on transgender issues



JUNE

- Pride Business Forum annual conference
- LGBT Workplace Equality Heroes and LGBT Friendly Employer award ceremony
- Our LGBT supplement was published in Deník (a daily newspaper)
- Supervision meeting of the Sbarvouven.cz mentoring team
- Workshop for Footshop – Understanding Your LGBT+ Employees Better
- Event for marriage for all in Malostranské Square
- Meeting of the association in the Pride Voices format (sharing of stories)



JULY

- The Prague Pride Mag festival magazine was published
- Understanding Your LGBT+ Employees Better workshop for ABInBev



OCTOBER

- International Conference of ILGA-Europe in Prague
- Pride Business Forum: IBM and RWS Moravia workshop in Brno
- Pride Business Forum: Clearstream SAP workshops in Prague
- Prague Pride donors' meeting
- Weekend teambuilding for the festival team



AUGUST

- Raising the rainbow flag on the Prague City Hall building
- Prague Pride Festival
- Pride Business Forum: ERG's networking meeting
- Participation in Pilsen Pride
- Organisational assistance for Ostrava Pride



NOVEMBER

- Parental Prep – weekend crash course
- Presentation at the Mezipatra queer film festival
- Steering Committee Pride Business Forum planning meeting
- Parental Preparation weekend crash course
- Meeting of the association to become more familiar with the Sbarvouven.cz project



SEPTEMBER

- International Marriage For All conference in the Senate
- We Are Fair demonstration in Malostranské Square
- Supervision meeting of the Sbarvouven.cz mentoring team



DECEMBER

- Pride Business Forum: Film screenings and discussion on the World AIDS Day
- The results of Median Agency's research into public attitudes towards LGBT+ people
- We demand marriage for all – the nationwide campaign writing postcards to politicians organised by We Are Fair
- Prague signs the Fast-Track Cities membership agreement
- Prague Pride Christmas party with an opening ceremony to celebrate the association's ten years of existence



02 RESEARCH WITH PRAGUE PRIDE'S INVOLVEMENT



Data from credible surveys is crucial to our work. In 2019, we were involved in two research surveys, as a data collection partner or directly as the principal. We carefully interpreted the data obtained and will use it in awareness and advocacy activities, as well as when planning the association's other activities.

01 Being LGBT+ in the Czech Republic

Research by the ombudsman, Prague Pride and Queer Geography

In autumn 2018, the ombudsman conducted one of the most extensive surveys among lesbians, gays, bisexuals and trans people in the Czech Republic. Prague Pride was responsible for disseminating the questionnaire among the LGBT+ respondents. The results of the survey were announced by the ombudsman on 17th May, on the International Day Against Homophobia, Biphobia and Transphobia. The ombudsman also appended specific recommendations for various institutions on how to improve the situation of LGBT+ people in the Czech Republic.

The questionnaire focused on finding out what problems and barriers LGBT+ people have struggled with over the past five years, how accepted they feel by society and what they believe would improve their situation. 1,981 lesbian, gay, bisexual and trans people participated in the survey.

GAYS AND LESBIANS CALL FOR MARRIAGE

Gays and lesbians consider the most fundamental issue to be the right of same-sex couples to co-habit, that is, get married and raise children together. They see marriage as an acknowledgement of equality and believe that this would see a number of other problem issues associated with discrimination, insults or harassment becoming less serious. → GRAPH

STATUS IN SOCIETY: PREJUDICE, INSULTS, DISCRIMINATION

Overall, LGBT+ people are mostly of the opinion that their position in the Czech Republic is satisfactory, but not without problems. They still encounter prejudice, insults and threats. They routinely face various reactions in their surroundings (people watching them in public, treating them less politely). They routinely hear that they should not publicly display their sexual orientation or that homosexuality is unnatural. More than a third of the survey participants have experienced discrimination in the past five years, which is three times more than the general population. → GRAPH

The majority of the respondents, up to 91%, did not take their experiences further. As the reason for this they most often cited their belief that these were trivial matters, not worth reporting, combined with an overall scepticism and concern that reporting discrimination changes nothing.

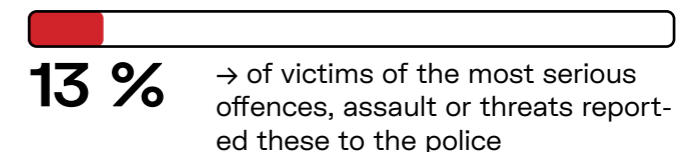
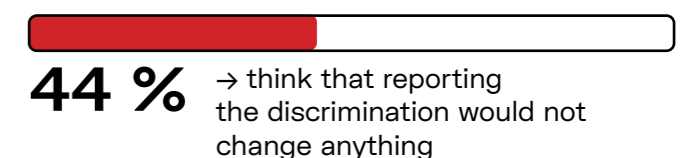
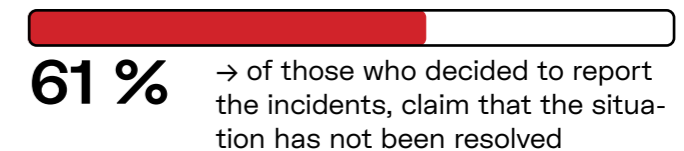
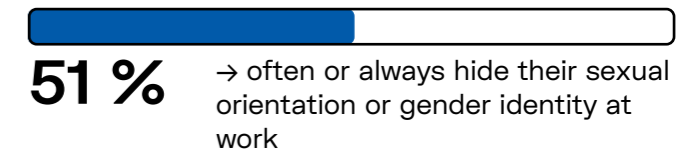
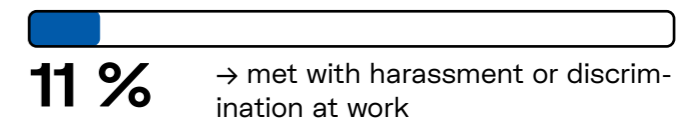
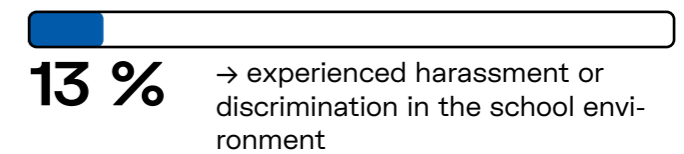
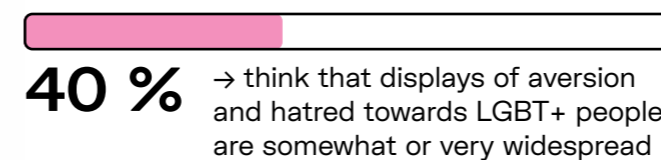
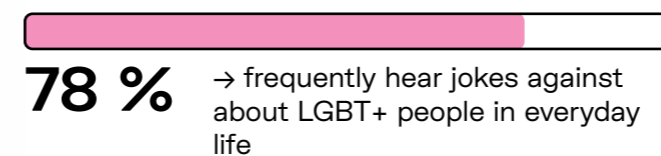
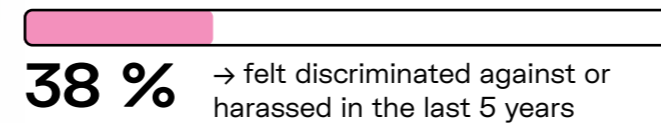
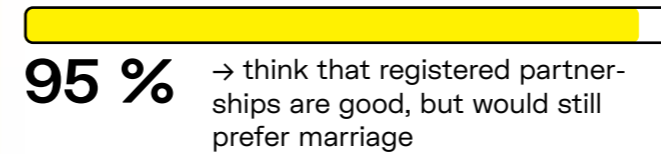
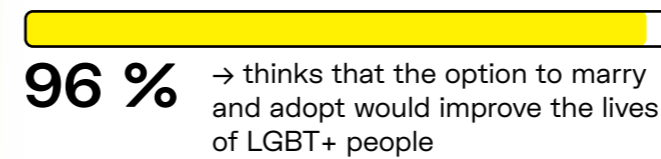
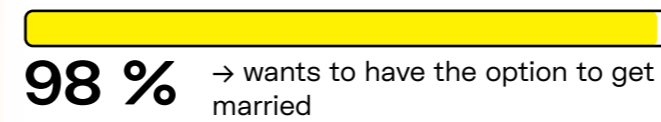
DISCRIMINATION MOST OFTEN HAPPENS AT SCHOOL AND AT WORK

LGBT+ people most often experience discrimination or bullying in school and at work. In school, this typically means ridicule, threats and bullying by classmates, but the interviewees also described incidents of being ridiculed or subjected to grossly offensive behaviour by the school staff. Nearly a quarter of those surveyed said they often experience negative attitudes towards LGBT+ people at work.

VICTIMS DO NOT REPORT INCIDENTS

Harassment, threats or violence are most often committed by an unknown adult in a public place (street, square), which makes it difficult to deal with these incidents. Harassment also frequently occurs in schools, online, and on transport; assaults and threats often happen in places like cafes, restaurants or clubs. The vast majority (91%) of those who experienced something like this did not report the incident and did not seek help. → GRAPH

The complete results are available for downloading at: www.ochrance.cz/discrimination/vyzkum/



02 Attitudes to LGBT people

Research by the Median Agency for Prague Pride

The Median Agency conducted research on Czech society's attitudes towards LGBT+ people in autumn 2019, with an emphasis on awareness of LGBT+ issues and perceptions of LGBT+ people. It followed on from similar research from 2018, so for most variables it offered comparisons in time. The research was commissioned by the Prague Pride association.

The survey involved 1,017 respondents, online or by phone. The research is representative of the population of the Czech Republic over the age of 18.

KNOWLEDGE ABOUT AND THE PERCEPTION OF LGBT+ PEOPLE HAS IMPROVED

A major part of Czech society views homosexuality as innate and as a normal part of human nature. The proportion of those who are strongly convinced of this has risen slightly, as have those who certainly do not see homosexuality as a threat to morality. The perception of the traditional family has shifted significantly — the number of people for whom it is not a necessary precondition for a child to develop successfully has risen. → GRAPH

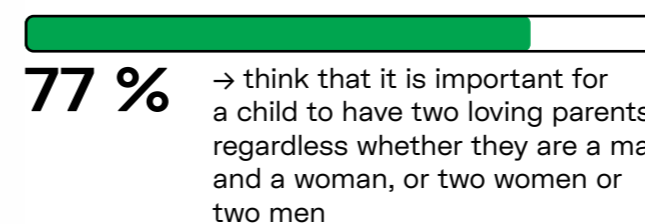
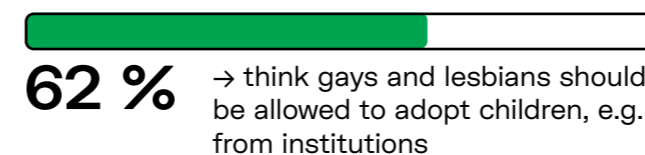
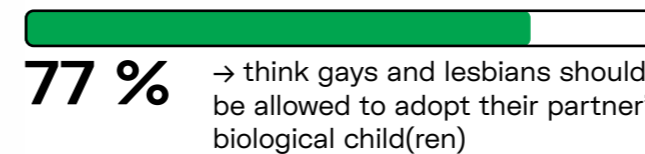
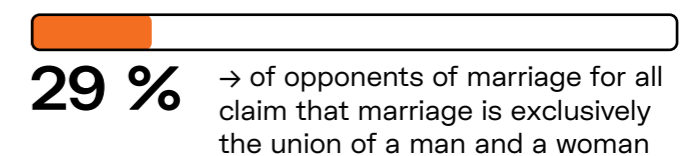
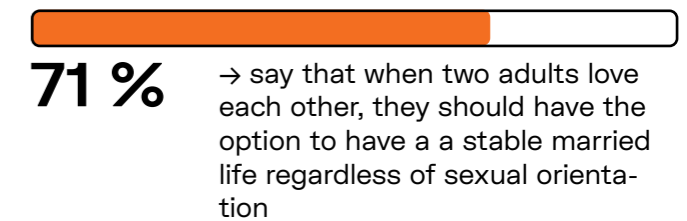
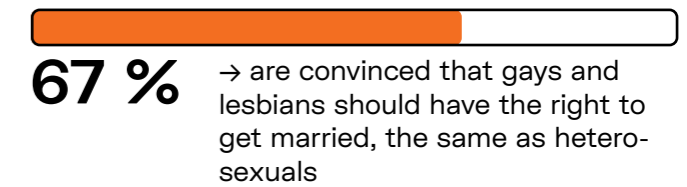
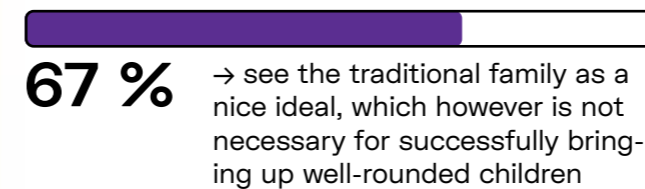
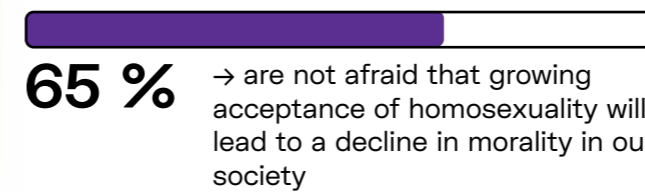
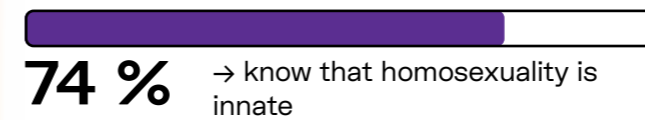
SUPPORT FOR MARRIAGE FOR ALL GREW TO 67%

Marriage for all is steadily supported by two-thirds of society. Against the previous year, the number of supporters increased by two percentage points. The positive attitude increased the most in the middle-aged people group to 74% (up from 65% in 2018). So equal marriage is no longer supported only by young people, but also by other generations. Conversely, the number of people insisting that marriage can only be the union of a man and a woman has decreased (compared to 65% in 2018 to 58% in 2019). → GRAPH

SUPPORT FOR THE RIGHT OF GAY AND LESBIAN COUPLES TO ADOPT CHILDREN HAS RISEN

Compared to 2018, the number of those who definitely agree with the possibility of allowing gays and lesbians to adopt their partner's children

has risen. The option of adopting children from children's homes and institutes enjoys somewhat lower support. The upbringing of children by gay and lesbian couples registered a greater shift overall than other surveyed areas. The fact that the most important thing for a child is to have two loving parents regardless of their sexual orientation was certainly agreed with by more people than a year ago; for families of two women as well as two men. → GRAPH



03

OUR

PROGRAMMES

AND ACTIVITIES





Prague Pride Festival Celebrating 50 years since Stonewall in a violence-inflamed atmosphere

The ninth year of the festival began with the rainbow flag being raised on the building of Prague City Hall. It was the first time in history that a Prague Mayor had taken this symbolic step. We expanded the audience to include older LGBT+ people for whom we created a new festival venue, Pride Life. Throughout the week of 5th–11th August we were troubled by rainy weather. The weekly programme was attended by 75,000 visitors, with 30,000 people walking in the rainbow parade in the rain. For the first time we experienced some more serious attacks and efforts to damage the festival, but thankfully, nobody suffered any harm.

THE RAINBOW FLAG FLUTTERED IN THE WIND OVER THE CITY HALL FOR THE FIRST TIME

We celebrated the 50th anniversary of the Stonewall riots that led to the launch of the modern LGBT movement with a call for the more visible presence of LGBT+ people in the public space. The festival campaign, with the image of hands almost touching and the slogan Together Within Reach, also carried that message. Excellent visibility was guaranteed to LGBT+ people by Prague Mayor Zdeněk Hřib, who for the first time in history let the rainbow flag fly over on the building of the City Hall. Prominent LGBT+ activists attended the ceremony.

THE PROGRAMME ADDRESSED NEW AUDIENCE GROUPS

We expanded the festival audience in partnership with the organisations LIFE 90 and PROUD to include older LGBT+ people. As part of Pride Life, they could attend public readings, theatre

performances, intergenerational refreshments as well as a retro party. We also concentrated on events for other groups from the wider queer spectrum — there was an exhibition of photographs of non-binary people by photographer Parker Hirschmueller, a picnic for pansexuals, a discussion on bisexuality, a discussion of asexuality with British model Yasmin Benoit, and a screening of a documentary about the lives of intersex people.

The Prague Pride 2019 programme comprised a total of 140 events, which took place in 35 venues throughout Prague. 56 non-profits, groups, companies and individuals participated in organising the festival.

THE FESTIVAL BROUGHT IN IMPORTANT FOREIGN GUESTS

The most prominent foreign guests featured in the inspirational talkshow Pride Voices held at the Theater Royal. Among them were Italian trans politician Vladimir Luxuria, transgender stand-up comedian James Jurgensen, American singer Tom Goss and Alvaro Gonzales of San Francisco Pride. At the opening concert, a DJ set accompanied Daniela Sea, known for the role as the trans character Max from the cult series The L Word (Love Is Love). The star of the evening was 80-year-old DJ Wika from Poland. At the reception, European Commissioner Věra Jourová gave a speech.

30,000 PEOPLE ATTENDED THE PARADE

Despite the rainy weather, thousands of people came to take part in the Saturday's parade. It included 23 cars, a children's train, a 50-foot rainbow flag and two glass-roofed buses intended for seniors. The parade also featured three personalities awarded the title of Prague Pride Marshal for their work for the LGBT+ community: longtime gay activist Jiří Hromada, former Minister of Local Development and later of Defence Karla Šlechtová and Roma activist David Tišer.

PRIDE PARK INTRODUCED A COMMUNITY ZONE

The parade finished in Pride Park in Letná, where four stages were set up for musical entertainment, there was an international competition in vogue dancing, non-profit organisations presented themselves at JarmarQ, and those interested were able to enjoy the view from the Pride Eye Ferris wheel. New this year was the Community Zone, which ran discussions and meet & greet events across eight, focusing on various topics. A total of 449 people got tested in Letná for HIV, syphilis and hepatitis B and C. According to T-Mobile statistics, over 22,000 people were at Prague Pride during the busiest part of the afternoon.

FOR THE FIRST TIME, THE FESTIVAL SAW ATTACKS BY OPPONENTS

In July, the world was horrified by the brutal extremist attack on the Pride parade in the Polish city of Białystok. We invited its organisers to Prague to express solidarity and arranged a meeting with the Mayor of Prague. However, even our festival did not avoid several incidents, for the first time in nine years of its existence. Rainbow flags were torn down in the streets, unknown perpetrators set fire to a rainbow flag and shot Roman candles into the crowd of visitors at Pride Village,

Prague Pride e-shop was attacked, on Saturday morning someone poured oil onto the steps to Letná to prevent us from passing that way. A group of extremists attempted to infiltrate into the parade and mingle with the participants, but angels blocked them with their giant wings. The police handled all the events very well.

PRAGUE PRIDE MAG PUBLISHED 6,000 COPIES

Czech-English festival magazine Prague Pride Mag was published for the audience, foreign visitors received an English map of Prague Pride, participants from regions of the Czech Republic were able to download a pdf version of a practical guide for those coming to Prague. The festival campaign appeared on the streets of Prague on street adboards, posters on phone booths, banners on the sides of trams and billboards. Our Facebook profile gained 1,800 likes, on Instagram we got more than 10 thousand followers. Over 500 items were published in the media in connection with the festival. Among the most interesting is the article Coming Out Later In Life in DNES Magazine, an interview with Yasmin Benoit on Aktuálně.cz or a Czech TV report on how a gay couple is going to emigrate after the festival in order to be able to get married.

PRAGUE PRIDE TEAM 2019

Festival Director:
Hana Kulhánková

Chief Financial Officer:
Kateřina Saporová

Treasurer:
Radek Miřáček

Individual Fundraising:
Tereza Pelechová

Corporate Fundraising:
Lenka Bártová, Marian Kramařík

Fundraising Assistant:
Kristýna Dejlová

Legal Services:
Petr Kalla

Office Manager:
Jitka Šaršounová

Programme of the festival:
Hana Kulhánková, Tereza Pelechová,
Kateřina Turečková, Jakub Chramosta

Guest Service:
Koen Beayens

Pride Village:
Kamila Fröhlichová, Matyas Schenker,
Peter Szabó, Kristýna Dejlová

Pride House Production:
Rafaela Radojčić

Pride Life Production:
Tereza Lavičková, Štěpánka Lavičková

Pride Voices Coordinator:
Czeslaw Walek

Beaver Party Production:
Kamila Fröhlichová, Kateřina Turečková

Exhibition Coordinator:
Ella Einhornová

Dance Performance Production:
Jan Malík

Theatre Performance Production:
Luke Štěpánek

Parade:
Olda Bureš, Nikola Dašková,
Nikola Láryšová

Pride Park Programme:
Kamila Fröhlichová

Pride Park Production:
Kiro Tomoski, Cyril Hořánek

JarmarQ Assistant:
Matyas Schenker

VIP Zone:
Marian Kramařík

Community Zone:
Kateřina Turečková

Rainbow Decoration:
Veronika Pločicová

Official Afterparty:
Míra Valeš

Volunteer Coordinators:
Jana Kmuničková, Matěj Schamberger

Pride Village Volunteer Zone:
Michaela Bělicová

Audience Survey: Jan Morávek

Festival Magazine, Distribution:
Markéta Navrátilová

Press Production:
Jiří Vanický, Pavel Ubrankowicz

Promotion and Media:
Bohdana Rambousková

Facebook:
Hynek Toman, Simona Kamarýtová

Instagram:
Zuzana Slavíková

Merchandising:
Marek Nepožitek

Web and Copywriting:
Martin Lyko

Online Marketing:
Marek Nepožitek, Ondřej Urbanec

Photo Editor:
Petr Mráček

Parade live stream:
Dan Kupšovský

122 Czech and foreign volunteers
were involved in organising the festival.





PARTNERS OF PRAGUE PRIDE 2019

General Partner



Main Partners



Strategic Partners



Funded under the We Are Fair project (No. 777228) of the European Union's Rights, Equality and Citizenship Programme (2014-2020).



DEUTSCHE BÖRSE GROUP



embassy

Main Hotel Partner



Festival Carrier



Partners



MĚSTSKÁ ČÁST PRAHA 1



Kingdom of the Netherlands



Supporters



Britské velvyslanectví v Praze



SINCE 1851



www.queershop.cz



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THE EMBLEM HOTEL



NAPIŠ VZKAZ

FILIPŮVI

OSTATNÍM

SVÉMU
BUDOUCÍMU
JÁ

Tohle je pro Tebe

Dnes jsem si to užil/a. Doučím, že
jedenkrát dožít, než budu něco a
svědomí se vrátit. Do té doby budu
zabývat spíš o tom, do kdy budu
mít nějaké věci. Když se vrátím, se
když budu v nějaké situaci, se
taky doučím, že jednou někdo přijde
někdo se vrátí, se a pak to bylo
jako je. Doučím, že někdo někdo
se už užít má někdo, Filipa. Každý
si to může užít. Každý si to může užít.

DEJ JÍ PUSU

Bude líp
anebo hůř

Jsi pořád s námi

MYSLÍM NA TEBE,
KÉŽ SE MÁŠ DOBŘE

V životě jsem
okolo sebe neviděl
vše krásy

mě je ei, aby si mohl
cho padnout a dovit
v lepší společnosti
- Lucinka

LÁSKA JE
JEN JEDNA

FIXY

NEBOJ SE
VŠECHNO DOBŘE
DOPADNE
- VŽDY - STAČÍ MÍT
SADCE OTEVŘENÉ

JUST,
LIVE

Variecas
deberat
deberat

Hej, snad si NE pamatuješ
Poslední co jsem se viděl, bylo
nám obom 5 nebo 6. Pak jsem
se odstěhoval do Anglie a ty k
Hradci. Několikrát jsem na tebe
vzpomínal, kde jsi, co děláš, kam
tvo život zavádí. Až tento rok
jsem se dozvěděl, že tvá cesta byla
velice podobná mé. Přemýšlám nad
tím, jaké by to bylo, kdybychom
neustránil kontakt. Bude to mít
v srdeci na věky, můj první kamarád
S láskou - Mikuláš

The Sbarvouven.cz project Additional support activities have been added to the peer-to-peer mentoring website

In 2019, the second highest number of clients turned to the LGBT+ peer-to-peer mentoring website which, except for its first year of existence, received more messages than ever before. We began to expand the project services. In March, we organised the first annual FILIP20 event for queer teenagers and launched the preparations for the support group Find Your Colour, which is to help with coming out, under the expert supervision of psychologists.

WE HELPED 555 LGBT+ PEOPLE UNDER THE AGE OF 25

Throughout the year, 627 clients turned to the LGBT+ peer-to-peer mentoring website Sbarvouven.cz. As in previous years, most were aged 15-18 (40%). Most often they turned to the mentors to clarify their own identity (25%) and with fears about not being accepted (22%). Three transgender mentors joined the mentoring team. In February, the LGBT+ peer-to-peer mentoring website celebrated four years of its existence. On that occasion, a number of media outlets published personal stories of the mentors voluntarily help others through the LGBT+ peer-to-peer mentoring website. The audience of Radio Wave, Czech Television, MF Dnes, Student.cz or Lui.cz thus learned about Sbarvouven.cz. In November, we put up posters of Sbarvouven.cz in secondary schools in various regions.

In the course of the year, the mentors participated in three weekend meetings with expert supervisors. The guest at February's supervisory weekend was Vitek Sliva from the organisation PROUD, who presented research on homophobia and transphobia in schools. In June the guest was Sylvia Stretti of Vigvam Counselling, who spoke about death in the family and how to cope with it. In September, the expert supervisors trained the mentoring team

in skills in working with emotions in an online environment.

WE HAVE SET UP A SUPPORT GROUP FOR COMING OUT

We decided to expand our online advisory services with a support group that will meet in person and with sessions led by experts. We gained a good experience with this format at the summer Prague Pride festival, where there were similar meetings called Head Full of Coming Out for several years in a row.

We started recruiting interested people for the first course in December 2019, and the first meeting took place in January 2020. The group was given the name Find Your Colour; it is led by Peter Porubský and Lucie Bukovská from Safety Helpline. One course comprises six meetings, the maximum number in the group was 12 people. There was so much interest in the group that some people, unfortunately, were disappointed.

WE SET UP FILIP20, AN EVENT FOR QUEER TEENAGERS

Filip Havlíček, whose suicide shook us and led to the founding of the LGBT+ peer-to-peer mentoring website, Sbarvouven.cz, would have celebrated his twentieth birthday on 21st March 2019. On that occasion, we threw a party for young queer people who, like Filip, feel rejected, hated and lonely. Filip never had a chance to attend such an event, but we are sure that he would have enjoyed it very much.

The programme included an art workshop by Queer&Trans Youth, screenings of Me, Simon, as well as shorts films from the Mezipatra Festival, also musical performances by Noisy Pot, Daydreams, Matt Pardus, Pam Rabbit and Eva Gadhof. Also present was the patron of Sbarvouven.cz, the LGBT+ peer-to-peer mentoring website, and the family of Filip Havlíček. The event was attended by 82 people aged between 15 and 23. For a number of them, in their own words, it was the first queer event in their lives. Based on their positive responses, we decided to hold FILIP20 for young queers on an annual basis.

THE SBARVOUVEN.CZ TEAM

Project Manager:
Oldřich Kundera

Professional Supervisors:
Aleš Kabilka, Irena Smetáčková,
Josef Smrž

23 mentors

Website Management:
Jan Hryz

Texts:
Patrik Karkoš, Jana Matoušová

FILIP20 TEAM

Head Coordinator:
Kateřina Saparová

Production:
Oldřich Bureš

Programme:
Ester Janečková, Cyril Janeček,
Kateřina Saparová

Graphics:
Eliška Podzimková

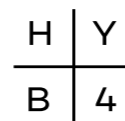
SBARVOUVEN.CZ PARTNERS



KPMG

Since November 2019, MONETA Money Bank has added a new function to its Smart Bank mobile banking app that allows clients to send a donation to a selected non-profit organisation when entering a payment. Sbarvouven.cz has become one of six projects that can be supported in this way. The projects were selected by the bank's employees. In this way, we bank's employees. several thousand crowns for Sbarvouven.cz by the end of the year.

FILIP20 PARTNERS





Fun&Run – Run Against Homophobia The site of the run was created in Letná

A record number of 533 runners registered for the 9th year of the run against homophobia and stigmatising people with HIV. The event took place on Letná Plain, and in addition to running routes for adults and children, a food market, an HIV testing zone, a children's play area and a music stage with DJs were set up here.

THE CHARITY RUN RAISED CZK 193,000

Fun&Run 2019 was held on Saturday 18th May to mark the International Day Against Homophobia, Biphobia and Transphobia. 533 people registered for the run, 407 runners turned up for the start. 45 children competed in the children's run. The event raised a total of CZK 193,000, which we used to run the LGBT+ peer-to-peer mentoring website and the House of Light. The organisers of the run included Prague Pride, Czech AIDS Aid Society (ČSAP) and Alcedo Prague.

141 PEOPLE WERE TESTED FOR HIV

The medical staff of ČSAP conducted speed tests for HIV and syphilis in two ambulances with a mobile lab. A total of 141 people were tested, all with a negative result.

THE PROGRAMME CONTINUED INTO THE AFTERNOON

In the marquee village there were facilities for runners, attractions for children and refreshment stalls. The food market supplied both food and beverages and included a Ben&Jerry's ice cream truck with free ice cream. Children were entertained in the play corner and some of them took part in the run. The whole programme was hosted by Nasty, a popular presenter and performer. On the stage, coach Poby took care of warming up for the runners. After the winners were announced, Ohm Square DJ Set and DJ Arnø played for dancers and listeners alike.



FUN&RUN 2019 TEAM

Chief Coordinator:
Lenka Bártová

Organisers:
Eva Švorčíková,
Jiří Pavlát,
Miloš Štefančík

Children's Run:
Štěpán Tůma,
Marian Kramařík

PARTNERS



Gilead Sciences s. r. o. provided support through a grant.

Media Partners:





We Are Fair Initiative

Support for equal marriage has risen among the population, but the Chamber of Deputies has not voted

Support for equal marriage has increased among the Czech general public, as has support for allowing gay and lesbian couples to adopt children. But the Chamber of Deputies did not respond at all to this positive trend, putting marriages for all on the meeting agenda only once in the course of the entire year. The deputies did not get as far as voting, and the bill only achieved a first reading. Marriage for gay and lesbian couples has also been publicly supported by Prime Minister Andrej Babiš. We have won the support of dozens of Mayors across the Czech Republic and held an international conference in the Senate.

SUPPORT FOR MARRIAGE FOR ALL GREW TO 67 %

The society-wide debate on marriage for all has borne fruit. Support for equal marriage among Czechs rose to 67% (data from the research by the Median Agency from the end of 2019). Public support for the adoption of children by gay and lesbian families has also increased, both in terms of the other partner's biological children (to 77%) as well as children from care homes (to 62%). The main reason for positive attitudes is the right of children to grow up in an affectionate and stable family environment, whatever form it takes. Support rose the most among the group of middle-aged people, to 74% (up from 65% in 2018). Another generation has thus been added to the unequivocally growing support among young people under 34 (75%). In addition, acceptance of marriage for all could bring a minimum of CZK 2.7 billion to the state budget, according to an analysis by the Open For Business research organisation.

THE YEAR 2019 WAS FAIR, THOUGH NOT IN THE CHAMBER OF DEPUTIES

3100 media outputs about marriage for all were published throughout the year. The representatives of We Are Fair went to more than a hundred events across the Republic to talk to people on the subject. Our supporters wrote hundreds of emails and postcards addressed to politicians. Our TV spot with the Čech family, who barricaded themselves in their house to protest against marriage for all, was watched by hundreds of thousands of people.

We were also supported by the President's daughter Kateřina Zemanová, Prague's Firefighters and the British rock band Skunk Anansie. The Council of the Government for Human Rights declared itself in favour of equal marriage, did President of the Chamber of Deputies, Radek Vondráček, to whom we handed postcards written to him by our supporters from across the entire Republic in December.

THE CHAMBER OF DEPUTIES HAS DEBATED MARRIAGE FOR ALL ONLY ONCE

On 26th March 2019, the Chamber of Deputies debated marriage for all for only the second time. The Deputies thus continued the debate on the amendment to the Civil Code, which would allow marriage for all. Opponents of the amendment in particular capitalised on the heated discussion, which went on for more than three hours, with two thirds of the time were spent on dissenting arguments. Therefore, the Chamber of Deputies had no time to vote on the amendment and had to wait for the next round. The marriage debate was adjourned, and the deputies did not return to it again before the end of the year.

PRIME MINISTER ANDREJ BABIŠ BACKED MARRIAGE FOR ALL

Speaking on the TV Prima show Partie in April, Prime Minister Andrej Babiš publicly supported marriage for all. He said he had no problem with the amendment to the Civil Code, and that gay and lesbian couples should have the same rights as heterosexual couples. He became the first Prime Minister in the former Socialist bloc to do so.

WE HELD AN INTERNATIONAL CONFERENCE ON MARRIAGE IN THE SENATE

In September there was an international conference on marriage for all in the Audience Hall of the Wallenstein Palace of the Senate of the Czech Republic, which fully booked. Iowa Senator Zach Wahls, founder and president of the US Freedom to Marry initiative, Evan Wolfson, Dutch Senator Boris Dittrich and British Conservative MP Nick Herbert, all spoke at the conference. They shared their experience of acceptance, and the impacts and importance of marriage for all abroad. Czech Deputies, Senators and many political personalities also participated in the conference.

WE ARE FAIR TEAM

Initiative Director:
Czeslaw Walek

Communications Manager:
Filip Milde

Production Coordinator:
Jana Leitnerová

Social Networks Coordinator:
Pavel Ubrankowicz

Event Coordinator:
Lukáš Haupt

Volunteer Coordinator:
Lukáš Jadrníček

Donor Coordinator:
Sabina Sedláčková

Office and Database Manager:
Markéta Navrátilová

Lawyer, Head of Public Relations:
Adéla Horáková

Public Relations Manager:
Daniel Vondra

Ambassador Coordinator:
Veronika Dočkalová

WE ARE FAIR'S PARTNERS



Funded under the We Are Fair project (No. 777228) of the European Union's Rights, Equality and Citizenship Programme (2014-2020).

EQUALITY WITHOUT BORDERS



Over the year, hundreds of small donors have financially supported the We Are Fair initiative.





Pride Business Forum

A record number of firms committed to LGBT+ equality principles

The Pride Business Forum Memorandum was signed by 14 entities in 2019. The total number of platform members grew to twenty-six. The annual conference, in which foreign inclusion and diversity leaders participated, also enjoyed a high degree of interest. We started awarding LGBT Workplace Equality Heroes awards and the first workshop took place within Pride Business Forum outside Prague.

NEW SIGNATORIES ARE NO LONGER JUST FROM BUSINESS

During 2019, we succeeded in doubling the number of entities who committed to implement LGBT+ workplace equality principles by signing the Pride Business Forum Memorandum. The list of commercial firms has also been newly expanded by the non-profit organisation People in Need and the cultural-educational institution The British Council. The signing ceremonies took place at the March executive cocktail, the LGBT+ internal employee group networking in August, and a steering committee meeting in November.

NOT ENOUGH SEATS IN THE CONFERENCE HALL!

The ninth annual Pride Business Forum conference was held on 21st June at the Hilton Old Town Hotel. The event with the theme Equal Conditions in the Workplace: Easier than You Think was attended by 237 participants and 24 speakers took a part in the programme. The main speaker was Masen Davis of Freedom for All Americans. Among the foreign guests taking part in the panel discussions were Javier Leonor of Accenture, Simon Clerc of Google, Miguel Castro of SAP, Robert Krygsman of the Hilton Warsaw Hotel and Tori Dean Clements from Amazon. The conference programme was livened up by stand-up appearances by Accenture employee, James Jurgensen, and Prague-based American

comedian, Isaac Ham. The afternoon programme included workshops in which companies shared their experiences.

WE PRESENTED A NEW AWARD FOR COMPANY MANAGEMENT

The winners of the LGBT+ Friendly Employer awards were announced at the June conference. They included Vodafone (Champion category), ExxonMobil (Employee Driven Initiatives) and In-nogy (Jumper of the Year). The awards were presented by actress Jitka Smutná.

On the day before the conference, the first winners of the new prizes for top management staff of companies actively promoting a level playing field for LGBT+ employees, both internally and proactively as part of other initiatives, were announced at the US Ambassador's residence. The title of LGBT+ Workplace Equality Hero was accepted by Roman Kocián (Primeros), Christian Noll (IBM Central and Eastern Europe), Alena Sochorová (Microsoft Czech Republic & Slovakia Central and Eastern Europe), Edita Šilhánová (Staropramen Breweries) and Martin Hausenblas (Adler International).

FIRMS SHARED EXPERIENCE IN WORKSHOPS

Over the year, eight workshops and networking events were held under the aegis of Pride Business Forum. The member firms organised four workshops that covered topics such as LGBT+ in the workplace for beginners, approaches to transgender employees, or approaches to HIV-positive people. In October, under the direction of RWS Moravia and IBM, the first workshop outside Prague took place in Brno, which offered advice on how to create a work environment without discrimination and prejudice. The event was open to the public, and 26 attendees signed up for it.

The networking meetings were intended for member companies and included an executive cocktail party for top management, breakfast for the CEO or events for members of LGBT+ internal employee groups.

The topic of LGBT+ equality in the workplace is still new in the Czech and to be explained to HR workers and members of senior management. Therefore, Pride Business



Forum launched a media partnership called ProfiFR – we published information in the electronic newsletter, and the printed version contained an interview with Jana Vychroňová from Vodafone. The September issue of the Modern Management magazine published, an article on employee benefits, which was jointly written by Accenture, Vodafone and Allen & Overy. The conference received media coverage in Forbes, Blesk.cz, Euro and Marie Claire.

SIGNATORIES OF THE PRIDE BUSINESS FORUM MEMORANDUM IN 2019:

CitiBank, Johnson&Johnson, British Council, ExxonMobil, Microsoft, Allen&Overy, Déhora, RWS Moravia, ADP, Brown Forman, Emblem Hotel, ČSOB, BAT, Člověk v tísni

PRIDE BUSINESS FORUM TEAM

Organising Committee Chair:
Christian Schwenke

Organising Committee:
Jana Vychroňová (Vodafone),
Blanka Litošová, (IBM),
Dita Stejskalová (Ogilvy),
Pavína Kalousová (Business pro společnost),
Christian Schwenke (Hilton Prague Old Town),
Czeslaw Walek (Prague Pride),
Marian Kramařík (Prague Pride),
Petr Kašpar (Prague Pride)

Coordinator:
Lucie Königsmarková (Prague Pride)

PRIDE BUSINESS FORUM MEMBER FIRMS

Premium members

Hilton Prague,
Hilton Prague Old Town,
Vodafone, IBM,
RWS Moravia,
Johnson & Johnson

Members

Ogilvy, Accenture, Clearstream Operations,
SAP, Amazon, innogy, ExxonMobil,
British Council, CitiBank, Allen&Overy,
Microsoft, Déhora, ADP, Brown Forman, Emblem
Hotel, ČSOB, BAT, Člověk v tísni

PARTNERS



Support for rainbow families

We gave presentations to parents and couples who are planning a family

Sixteen gay and lesbian couples who planning to start a family took part in the Spring and Autumn Parental Prep course. A daughter has already been born to one couple. As part of the Prague Pride summer festival, we organised presentations for parents of young children as well as the popular children's day. We seek to improve the position of rainbow families through strategic litigation, where we take specific cases to court and try to improve approach of public administration to LGBT+ parenting.

BOTH COURSES WERE FULLY ATTENDED

In the spring, we ran a classic Parental Prep course, consisting of eight regular meetings. It was attended by eight gay and lesbian couples. They had the opportunity to meet five guests — three LGBT+ parents who shared their own experiences of starting a family and raising children, as well as a lawyer who provided a detailed insight into the legal situation of rainbow families in the Czech Republic, and also with a psychologist with whom they discussed the child developmental psychology and its needs. We are delighted that the wished-for baby girl was born to one couple during the spring of 2020.

In the autumn we held a Parental Prep crash course so that attendees from outside Prague could also participate. One whole-day course devoted to lesbian parenting took place on a Saturday; it was attended by eight couples.

PRESENTATIONS FOR PARENTS AS PART OF THE FESTIVAL

We included two presentations on LGBT+ parenting in the Prague Pride Summer Festival programme. The first was about a so far fairly untraditional topic — breastfeeding by a non-biological mother. We also devoted space to the topic in the

festival magazine, Prague Pride Mag. The second presentation was on child developmental psychology, a topic that LGBT+ couples planning to start a family are very interested in. The presentation by Irena Smetáčková, head of the Department of Psychology of the Faculty of Education at Charles University, was attended by 40 participants. The festival programme also included a traditional children's day at Pride Village.

WE HAVE TAKEN THE FIRST STEPS TOWARDS PRESENTING CASES OF STRATEGIC LITIGATION

Prague Pride has an interest in developing strategic litigation on issues of LGBT+ parenting. We want to present specific cases in proceedings before public administration bodies and the courts in order to improve the position of rainbow families. The outcome of strategic litigation would ideally be public authorities improving and coordinating their practice, or even a change in legislation such as the repeal of a legal regulation or part of a regulation by the Constitutional Court.

Prague Pride collaborates on strategic litigation with member, Petr Kalla, who is also a lawyer involved in LGBT+ parenting issues since 2010. For example, he represented a same-sex couple who sought recognition in the Czech Republic of their two children adopted from abroad. The case was decided in 2015 with a positive result by the District Court in Prostějov. Petr was also a barrister in a case in which the Constitutional Court struck down the provisions of Section 13(2) of the Registered Partnership Act in 2016. He also represented a couple who sought to be recognised in the Czech Republic as the parents of a child born to a surrogate in the USA. The Constitutional Court ruled in 2017 that not recognising this parenthood was contrary to the child's best interest. As a result of this precedent, today, the Supreme Court recognises the parenthood of same-sex couples of children born abroad by surrogacy. In 2019, Petr won recognition of parental rights for both women in a lesbian couple who had legally conceived a child abroad by artificial insemination.



RAINBOW FAMILY SUPPORT TEAM

Rainbow Family Activity Coordinators:
Tereza Pelechová,
Kristýna Burdychová

Attorney for Strategic Litigation:
Petr Kalla

Education

We expanded the association's activities to include education for companies, students and professionals

In 2019, we successfully laid the foundations for the educational programme. We have prepared comprehensive training for employers to help promote an LGBT+ friendly atmosphere in the workplace. In partnership with the queer film festival Mezipatra, we held screenings with discussions at schools. Towards the end of the year, we started to prepare methodological materials for social workers and the helping professions.

WORKSHOPS FOR EMPLOYERS

More than half of LGBT+ Czechs conceal their sexual orientation or gender identity at their workplace. Pretending or telling half-truths about where and with whom they spend weekends is mentally exhausting and limits the employees in their job performance. That's why we prepared interactive workshops last year, which we provide to employers, so far primarily from the private sector. Through them, we help the management as well as the work teams to find ways to support their LGBT+ employees to accept themselves and come out contribute to a more open work environment, and thus achieve better work results of the entire team. In 2019, we ran these workshops for the employees of ABinBev and Footshop and for the attendees of the Pride Business Forum conference.

SCHOOL DISCUSSIONS

In partnership with the queer film festival Mezipatra, we screened films in schools and held associated educational discussions. The programmes are intended for older primary school and secondary school students. Trained instructors sensitively discuss topics of sexual orientation, self-acceptance and acceptance of otherness, and preventing sexually transmitted diseases such as HIV/AIDS. The screening may complement the school's own framework education programme,

function as bullying prevention, or cover a topic that young people are otherwise unlikely to come across. The debates are mainly oriented towards encouraging learners and students, their questions and their perceptions, on the basis of which the instructor provides more information and their own experiences.

In the school year we organised 60 events in 30 cities across the entire Czech Republic. Under the guidance of 10 instructors, over 2,000 pupils and students attended these events.

EDUCATING EXPERTS IN THE HELPING PROFESSIONS

Prague Pride's long-term vision is to improve the quality of life of LGBT+ people in the Czech Republic and reduce the level of discrimination. One way to achieve this is to educate those who work with LGBT+ people. It is important that people can use education and health facilities or social care services without fear of being treated inappropriately because of their sexual orientation or gender identity.

In late 2019, we successfully launched a project with an international partnership. Within this project, we will over the next two years prepare methodological materials and organise educational events, especially for workers in the helping professions (social workers, psychologists, health workers) and also for teachers and other educational professions.

We also organised round tables with social workers, and due to the growing number of LGBT+ applicants for alternative family care, we started to create joint materials for the staff of the Child Protection Authority.

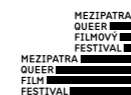
EDUCATION TEAM

Education Coordinator:
Tereza Pelechová

Professional Training for the Helping Professions Coordinator:
Karel Pavlica

School Film Screening Coordinator:
Marcela Macháčková,
Mezipatra

PARTNERS



Preventing and fighting against HIV/AIDS

Municipal government began to deal with the HIV/AIDS situation in Prague

Child Protection Authority. It is in Prague that most of the new cases of the disease are diagnosed. Prague Pride has a representative in the magistrate group for the prevention of HIV/AIDS, which initiated Prague's involvement in the Fast-Track Cities network. Moreover, the work of the National HIV/AIDS Programme coordination task force, responsible for nationwide activities to combat HIV/AIDS, was also successfully restarted.

WE ARE A MEMBER OF THE CITY HALL HIV/AIDS PREVENTION GROUP

The Prague City Hall HIV/AIDS Prevention Group was established before 2019. Its original purpose was to develop an urban action plan for implementing the National Programme for Resolving HIV/AIDS Issues in the Czech Republic for the period 2018-2022. In 2019, the action plan was developed and approved. One of the recommended steps was that the city should join the Fast-Track Cities initiative. Prague signed the membership agreement on 5th. December 2019. Currently, the task force focuses on setting out specific objectives in respect of HIV issues and enabling their implementation. The Prague Pride association is represented within the task force by Petr Kalla.

PRAGUE HAS FINALLY JOINED THE FAST-TRACK CITIES INITIATIVE

The International Association of Providers of AIDS Care (IAPACS), UNAIDS, UN-Habitat and the city of Paris launched the Fast-Track Cities initiative in 2014. The aim of the initiative is to bring together world metropolises struggling with the spread of HIV/AIDS and to allow sharing of experiences, data and successful strategies. Currently, over 300 cities from all continents are involved in the Fast-Track Cities network.

Prague became a member of Fast-Track Cit-

ies on 5th December 2019. The ceremony was attended by Prague Mayor, Zdeněk Hřib, Councillor for Social Policy and Health, Milena Johnová, and Bertrand Audoin of the IAPAC organisation.

The Prague Pride association contributed to Prague's membership of Fast-Track Cities by facilitating negotiations between the initiative's representative and the city government and with other major entities working in Prague in the field of HIV (in particular, non-profit organisations, but also doctors and employees of state institutions working with HIV and related issues).

THE NATIONAL HIV/AIDS PROGRAMME TASK FORCE HAS RESUMED ACTIVITY

At the very end of 2019, the Coordination Task Force of the National HIV/AIDS Programme finally met in its new form. Prague Pride has no direct representation, but Petr Kalla, who serves on the committee of the Prague Pride association, is a member. The group is in charge of coordinating national activities on the basis of the National Programme for addressing the problem of HIV/AIDS in the Czech Republic for the period 2018-2022.



FAST-TRACK CITIES AIM FOR A 90-90-90 TARGET SET BY UNAIDS:

- At least 90% of those living with HIV know their HIV status.
- At least 90% of HIV-positive people are being treated with antiretroviral drugs.
- At least 90% of those living with HIV will have their viral load suppressed to levels not detectable by a laboratory due to regular medication and monitoring. This prevents the sexual transmission of HIV from an infected person to an HIV-negative person.

The initiative is aware that goals cannot be achieved without combatting the discrimination and stigmatisation of HIV-positive persons.

The activities of Fast Track Cities are based on the partnership between municipalities, physicians, experts and non-profit organisations.

HIV/AIDS ISSUES TEAM

Coordinator and Task Force Member:
Petr Kalla

PARTNERS



QueerGeography



The ILGA-Europe international conference

We co-hosted a meeting of 600 LGBT+ activists in Prague

The annual ILGA-Europe conference is the largest event of its kind in Europe. In 2019 Prague Pride and PROUD were successful co-organisers, bringing hundreds of LGBT+ activists from all over the world to Prague. The conference was opened by Minister of Foreign Affairs Tomáš Petříček, under the aegis of Prague Mayor Zdeněk Hřib.

BOTH THE MINISTER AND ACTIVISTS SPOKE ABOUT THE SITUATION OF LGBT+ PEOPLE

The conference was held at the Orea Hotel Pyramida from 23rd to 26th October 2019. In the spirit of the theme Stronger Together, delegates from 56 countries shared information on the latest LGBT+ developments in individual countries and discussed strategies for promoting an equal approach to sexual minorities and gender identities. The conference was opened by the Minister of Foreign Affairs of the Czech Republic, Tomáš Petříček, and in his contribution he pledged to protect the freedom and equality of LGBT+ people in the exercise of diplomacy. Among the keynote speakers were, for example, Commissioner of the Council of Europe for Human Rights, Dunja Mijatović, or Director of Equal Opportunities and Citizenship of the EU, DG JUST, Irena Moomová – one of the highest-positioned Czechs in European structures.

We held two press conferences on Thursday 24th October. The first featured contributions of Minister Petříček and the advocacy director of ILGA-Europe, Katrin Hugendubel; the second, on the current events in LGBT+ rights, presented contributions of activists from Poland, Hungary, the Czech Republic and also France, which recently legalised artificial insemination of unmarried women including lesbians. The ILGA-Europe conference received international media coverage, from outlets including Reuters, The Guardian, Czech Radio's foreign newsroom, ČT24, Czech Radio Plus and the Czech Press Office.

A CZECH PANEL TALKED ABOUT MARRIAGE FOR ALL

The Czech contribution to the conference programme was a panel discussion about what it is like to promote improving the situation of LGBT+ people in the Czech Republic and what the near future will bring. The first publicly out lesbian in high politics, Karla Šlechtová, and ombudsman Anna Šabatová, who in that year published research results on the perceived discrimination of LGBT+ people, shared their experience with the international audience; with the contribution of constitutional law expert, Jan Wintr, and Deputy František Kopřiva from the Pirate Party, which is so far the only parliamentary party in the Czech Republic uniformly supportive of marriage for all. The speakers agreed that the most pressing problems of LGBT+ people in the Czech Republic are the need for equal marriage and the sterilisation requirement for transgender people who want to change their official documents.

The Czech team also prepared an exhibition of large-format photographs about 30 years of LGBT+ activism in the Czech Republic.

CZECH CONFERENCE ORGANISING TEAM

Chief Coordinator:
Czeslaw Walek

Main Liaison with the ILGA-Europe Team:
Markéta Navrátilová

Volunteer Coordinator:
Hana Kulhánková

Production:
Lukáš Haupt, Pavel Ubrankowicz

Communication:
Bohdana Rambousková

34 volunteers

PARTNERS



Funded under the We Are Fair project (No. 777228) of the European Union's Rights, Equality and Citizenship Programme (2014-2020).



04

FINANCE

Income Statement

FROM 1. 1. 2019 TO 31. 12. 2019

COSTS

Consumed purchases	1 639 342,07
501000 Material consumption	1 623 536,69
502000 Energies	9 660,00
502300 Fuel	6 145,38
Services	13 797 764,74
512000 Travel costs	305 325,22
513000 Representation costs	372 112,03
518000 Other services	12 805 157,18
518002 Transport allowances	172 543,44
518100 Postage	23 008,00
518200 Rent	2 700,00
518300 Licence fees	116 918,87
Personal costs	1 356 060,00
521000 Wage and labour costs	1 355 660,00
527000 Social costs defined by law	400,00
Taxes and fees	2 244,00
538000 Other taxes and fees	2 244,00
Other operational costs	301 319,16
543000 Gifts	301 269,00
548000 Other operational costs	50,16
Write-offs, reserves, complex costs of upcoming periods and corrective provisions in operations	
Financial costs	120 953,26
563000 Exchange losses	119 656,81
568000 Other financial costs	1 296,45
Reserves and correctional financial items	
Changes in stock of own activities and activation	
VAT, transfer accounts and VAT reserve	
TOTAL COSTS	17 217 683,23

INCOME

Revenues from sales of services	3 894 445,37
602000 Revenues from sales of services	3 894 445,37
Other operational earnings	0,97
648000 Other operational earnings	0,97
Financial earnings	144 386,27
663000 Exchange incomes	144 386,27
Transfer accounts	2 070 551,73
682000 Other financial earnings – donations	2 070 551,73
Operational subsidies	11 148 730,58
691000 Subsidies	9 989 270,58
691100 Subsidy HM Praha – festival Prague Pride 2019	800 000,00
691200 Subsidy HM Praha – Conference ILGA Europe 2019	120 000,00
691300 Subsidy MČ Praha 1 – Opening concert	30 000,00
691400 Subsidy MČ Praha 1 – Pride Ball	20 000,00
691500 Subsidy ČNFB	79 500,00
691600 Subsidy Velvyslanectví USA	109 960,00
TOTAL INCOME	17 258 114,92
PROFIT	40 431,68

Balance Sheet

FROM 1. 1. 2019 TO 31. 12. 2019

	Opening balance	Turnover during the period	Final balance
ASSETS	10 453 345,07	-5 679 104,16	4 774 240,91
211000 Cash register	32 598,00	166 888,00	199 486,00
221002 Fio banka, a. s. 2800413427/2010	3 119 773,26	-2 729 337,84	390 435,42
221003 Fio banka, a. s. 200413429/2010	88 355,85	43 798,00	132 153,85
221004 Fio banka, a. s. 2600823827/2010	7 446 401,53	-7 403 424,67	42 976,86
221005 Fio banka, a. s. 2401213874/2010	133 505,00	269 134,00	402 639,00
221006 Fio banka, a. s. 2601636310/2010		3 555 960,52	3 555 960,52
261000 Cash in transit		0,00	0,00
311000 Subscribers	128 025,86	246 829,03	374 854,89
314000 Issued operational advance		-18 150,00	-18 150,00
315000 Ostatní pohledávky		54 198,80	54 198,80
315001 Guanrantee – Vila pod Vyšehradem s. r. o.	50 000,00		50 000,00
378200 Claims – loans Markéta Navrátilová	-80 000,00	-80 000,00	0,00
378203 Claims – loans Barbora Chalupová	-200 000,00	-200 000,00	0,00
378204 Claims – loans Tereza Pelechová		15 000,00	15 000,00
388000 Dohadné účty aktivní		400 000,00	400 000,00
395000 Internal netting		0,00	0,00
932000 Retained earnings, accumulated deficit	-825 314,43		-825 314,43
LIABILITIES	-10 453 345,07	5 719 535,84	-4 733 809,23
321000 Suppliers	50 667,47	-11 866,45	38 801,02
331000 Staff		0,00	0,00
336000 Settling with welfare and healthcare system institutions	-1 200,00	-400,00	-1 600,00
342000 Other direct taxes	-4 548,00	11 099,00	651,00
343100 VAT settling	-3 582,07	5 963,41	2 381,34
343220 21% VAT on output		0,00	0,00
347100 Grants – Stiftung Open Society	-3 410 728,17	3 410 728,17	0,00
347200 Grants – Česko-německý fond budoucnosti		0,00	0,00
347300 Grants – Velvyslanectví USA		0,00	0,00
347303 Grants – Evropská komise	-2 221 825,00	2 221 825,00	0,00
347503 Grants – THE TIDES FOUNDATION	-12 182,04	12 182,04	0,00
347504 Grants – DORIAN FUND	-4 212 557,84	1 504 813,08	-2 707 744,76
347505 Grants – Nadace VODAFONE	-236 104,00	140 885,00	-95 219,00
347700 Grants – Drei Linden Gessellschaft		-1 731 200,83	-1 731 200,83
347800 Grants – Hlavní město Praha		0,00	0,00
347900 Grants – CitiBank		0,00	0,00
347901 Grants – Městská část Praha 1		0,00	0,00
368000 Obligations to association members		144 750,00	-142 497,42
379101 Obligation to members of PP organization	-287 247,42	-1 787,00	-115 825,00
379102 Obligation to members of PP team	-114 038,00	12544,42	12 544,42
TOTAL	0,00	40 431,68	40 431,68

05 CONTACT DETAILS

Prague Pride z. s.
Rybná 716/24
110 00 Praha 1
Co. Reg. No. 22842730

Incorporated in the Commercial Register:
Municipal Court in Prague, Section L,
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