

# Annual Report 2020

Prague Pride z. s.



# Contents

|   |           |
|---|-----------|
| Contents.....   | 2         |
| Foreword.....   | 3         |
| About the association.....                              | 4         |
| <b>Association programs Prague Pride .....</b>          | <b>7</b>  |
| Festival Prague Pride .....                             | 8         |
| Pride Business Forum.....                               | 10        |
| Jsmé fér .....  | 12        |
| Sbarvouven.cz .....                                     | 14        |
| <b>Association events Prague Pride .....</b>            | <b>16</b> |
| Fun&Run.....  | 17        |
| Bobr Queer Femme Party.....                             | 19        |
| <b>Activities of the association Prague Pride .....</b> | <b>20</b> |
| Education .....   | 21        |
| Another activities.....                                 | 24        |
| Individual donors .....                                 | 25        |
| <b>Financial part. ....</b>                             | <b>26</b> |

### **Dear friends of Prague Pride,**

We're pleased to issue our association's tenth annual report. When we planned this year, it should have been full of spectacular tenth-year celebrations of the Prague Pride festival, and we all hoped for the first vote on universal marriage. We created a special working group to prepare for the celebration, a special identity was to be created, and throughout the year we planned to activities similar to those over the past decade. And then came mid-March, and our lives were interrupted and altered. The government had us locked down at home for hours at end due to the COVID-19 pandemic, with a generally uncertain outlook. Ideas for the celebrations and tenth anniversary had taken shape, and we all began to focus on protecting the physical and mental health of ourselves and our loved ones.

After shaking off the initial shock, we realized that life would be a little different. Online has become a new reality, and we began to frantically reimagine all planned activities, including the festival. It was a real challenge, yet we were up to the task. Mentors were perfectly prepared for the increased numbers of young people who suddenly found themselves locked up in hostile and unwelcoming homes. Our 10th festival finally was eventually one of the few pride festivals that did take place globally in 2020. And the Jsme fér team even received a Europe-wide award for their pandemic activities.

Today I would like to thank the whole team that stepped up to the challenge of that difficult year to become number one. You are a dream team. And I thank you all for your support and good will.

With warm regards,

**Czesław Walek**  
Chairman of Prague Pride, z.s.

# About the association

## Association Prague Pride

Prague Pride is a voluntary, non-governmental, non-political, non-profit organization. Our mission is to create a respectful and safe environment in which LGBT+ people can be themselves. The association was founded in 2010 to organise the Prague Pride human rights festival. The association's activities then rolled-out to year-round activities.



## OUR PROGRAMMES



### FESTIVAL PRAGUE PRIDE

The largest pride in Central Europe raises the profile of LGBT+ issues and opens up new topics.



### PRIDE BUSINESS FORUM

A platform focused on promoting LGBT+ equality and diversity in the workplace.



### JSME FÉR

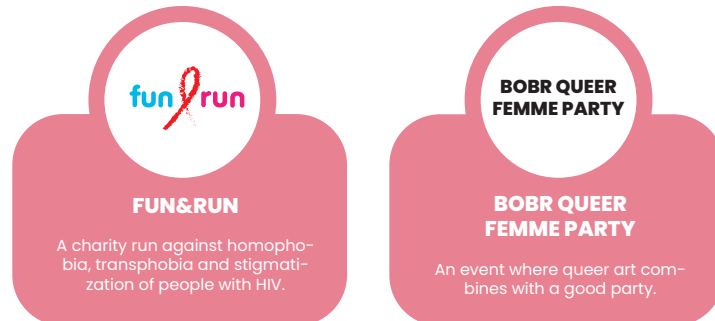
This initiative is a coalition of six non-profit organizations promoting marriage for gay and lesbian couples.



### SBARVOUVEN.CZ

Activities focused on coming out and psychological support. Online LGBT+ peer-to-peer mentoring site and emancipation meeting for queer youth.

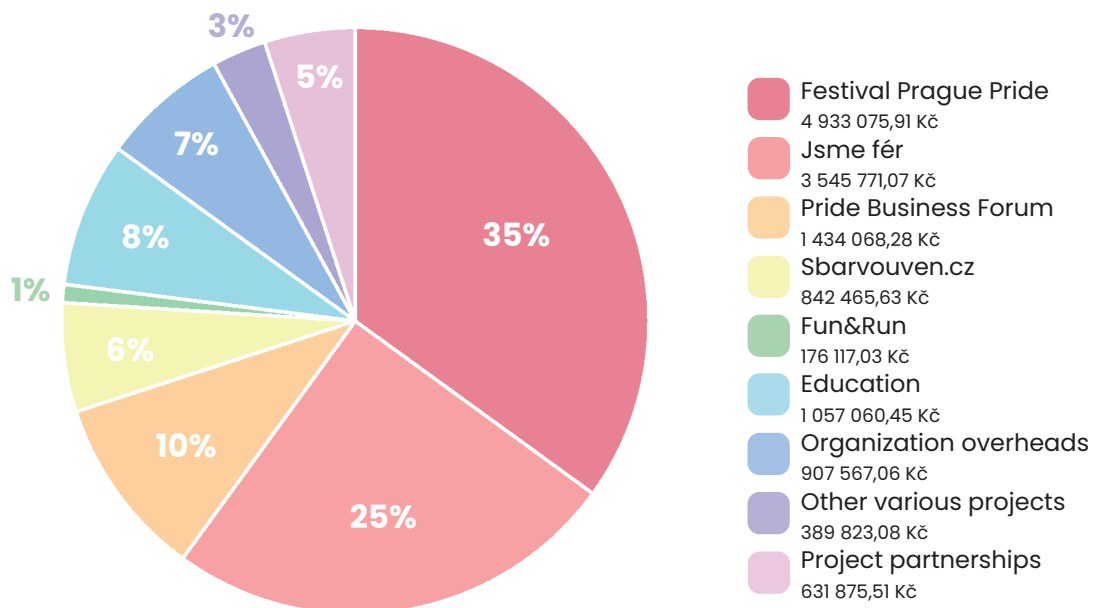
## OUR EVENTS



## OTHER PRAGUE PRIDE ASSOCIATION ACTIVITIES



## PROGRAM BUDGETS



# About the association

## ORGANIZATION TEAM

**Chairman of the association committee** - Czeslaw Walek  
**Financial director** - Kateřina Saparová  
**Corporate fundraising** - Lenka Bártová  
**Individual fundraising** - Tereza Pelechová, Sabina Sedláčková  
**Communications managers** - Bohdana Rambousková,  
Filip Milde, Daniel Zikmund  
**Social Media & Web** - Hynek Toman  
**Legal services** - Petr Kalla  
**Office manager** - Jitka Šaršounová, Anetta Holaňová  
**IT** - Tomáš Studený  
**Volunteer Coordinator** - Veronika Zapatová

## Until 23 November 2020

### Organization bodies

#### COMMITTEE

**Committee chairman** - Czeslaw Walek  
**Vice-chairwoman of the committee** - Kateřina Saparová  
**Committee member** - Petr Kalla

#### MONITORING COMMITTEE

**Chairwoman** - Markéta Navrátilová  
**Member** - Kamila Fröhlichová  
**Member** - Marian Kramařík

## From 24 November 2020

### Organization bodies

#### COMMITTEE

**Committee chairman** - Czeslaw Walek  
**Vice-chairwoman of the committee** - Kateřina Saparová  
**Committee member** - Radek Miřáček

#### MONITORING COMMITTEE

**Chairman** - Oldřich Kundera  
**Member** - Markéta Navrátilová  
**Member** - Marek Nepožitek



Programs  
association  
**Prague  
Pride**

## "The festival celebrated its tenth anniversary and this time we were connected LIVE."

The 10th anniversary of the Prague Pride festival was to be celebrated in 2020. We aimed to show how the festival had grown in just one decade into the largest pride in Eastern Europe, which raises societal themes and brings thousands of international tourists to Prague. The coronavirus pandemic impacted the organizing team just when the concept of the festival programme had been drawn up, partnerships agreed, and flight tickets booked for foreign guests. There was word that pride's around the world were being cancelled, yet the Prague Pride team decided to press ahead with the festival. We wanted to mark our round-number anniversary, and above all we couldn't deny LGBT+ people across the country the opportunity to be themselves for a few days a year. We opted to retain Prague Pride 2020 in the originally planned week length, and in the original period from 3 to 9 August.

**36**

The festival took place in 36 places and online

**14 000 + 8 000**

The festival had 14,000 live attendees and a further 8,000 watched online

**120**

120 events

**60 + 70**

60 team members and 70 volunteers



*"When I joined the team as festival director in July 2020, it was incredible to see the festival team's commitment and enthusiasm – despite the pandemic's very negative impact. The tenth Prague Pride was one of the few world pride's that actually went ahead. Especially in a difficult covid year, which for many people meant separation and uncertainty, it offered a week of safe space and well-being for LGBT+ people and others too. I hope that the Prague Pride festival continues to offer people fun, culture, and a sense of safety and belonging, and that the first August week continues to be the year's warmest week."*

**Tom Bílý, director of Prague Pride festival**



We had to revisit the programme in response to the ever-changing government regulations and sponsors' uncertainty. Some of the programme went online to prepare the festival for any further developments and to ensure its running even in the event of further quarantine measures. We selected interconnections as the 10th Prague Pride theme. We wanted to emphasize the value of cooperation within the LGBT+ community, and highlight the Prague Pride association's role in connecting and establishing contacts. With the advent of coronavirus, interconnection became even more important - namely the online connection of LGBT+ people across the Czech Republic via the Pride Stream. For the first time, our online broadcasts enabled those who could not personally get to Prague - because they're not out, parents forbade them, or other reason - to still enjoy the festival through Pride CONNECTS US LIVE.

## Team and positions

**Festival director** – Hana Kulhánková  
**Festival director 2021** – Tom Bílý  
**Head of communications and PR** – Filip Milde  
**Production manager** – Nikola Dašková  
**Head of fundraising** – Lenka Bártová  
**Head of volunteers** – Veronika Zapatová  
**Head of finance** – Kateřina Šaparová

And dozens of other co-workers who provided essential help and support. The complete team is listed in the festival's final report.

## General partner



## Main partners



Financováno z programu Evropské unie Práva, rovnost a občanství (2014-2020).

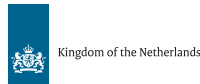
## Strategic partners



## The main hotel partner

Hotel Leonardo  
P R A H A

## Partners

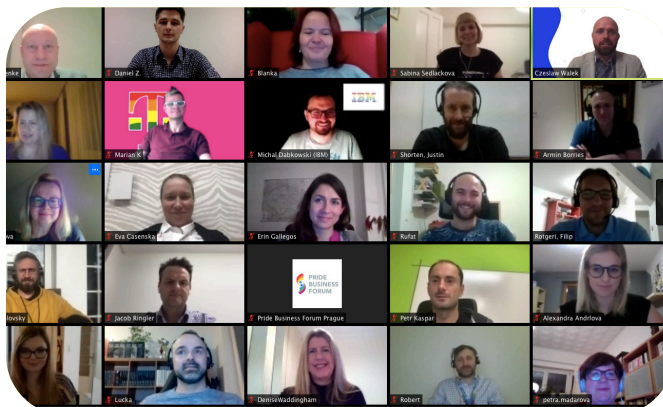


## Supporters



**"Our activities going online was necessary, and it was still a successful year full of activities."**

The Pride Business Forum faced many changes in 2020. We had to repurpose long-planned workshops into online webinars. We also moved the major annual conference online, which, despite initial misgivings, turned out to be a good idea and achieved its aim. We also organized our first virtual ERG networking, and – like numerous companies and organisations – started to use Zoom for regular team meetings.



In the first half of the year, we fortunately also had some personal meetings – which are both so rare and so necessary. One such included a workshop meeting at Vodafone. And in addition, for example, ExxonMobil, Executive Cocktail at Hilton Hotel, and ERG networking at ČSOB, where representatives of member companies shared activities organized for their colleagues during the pandemic (such as thematic film evenings, regular online meetings, inspiring online debates, and discussions). An often referred to issue was also mental health, and companies’ efforts to safeguard it.



**6**  
6 new members

**30**  
30 member companies

**190**  
190 conference participants

**16 671**  
CZK 16,671 donated to ŽIVOT90's rainbow activities

10  
let  
změn

In 2020, despite the unfavourable pandemic situation, six new members joined the Pride Business Forum: MSD, GasNet, Publicis Groupe, Život90, Pure Storage and Avast. The total number has risen to 30 member companies and organizations that are proud to share the values of diversity and equality. 12 companies and 10 figures were nominated for the LGBT+ Friendly Employer and Pride Business Forum Heroes 2020 awards this year.

The biggest challenge in 2020 was the decision to move the annual Pride Business Forum conference online, while maintaining quality content and attracting interesting guests. 190 participants registered for the **"10 years of change"** conference, and virtual speaker invitations were accepted by: Victor Madrigal-Borloz - UN expert on protection against violence and discrimination based on sexual orientation and gender identity, Fabrice Houdart - executive director of Global Out Leadership Initiatives, Dagmar Kuchtová - general director of the Confederation of Industry and Transport of the Czech Republic, Zdeněk Hřib - mayor of Prague, Vladimír Dlouhý - president of the Czech Chamber of Commerce.

We donated all proceeds from conference registration fees to Život90, which also became our member. This organization mainly aims to support the independence of older people. As the pandemic had a major impact on elders' lives, we donated **CZK 16,571** to Život90's rainbow activities.

## Organizing committee

**Chairman - Christian Schwenke**

**Jana Vychroňová**, Vodafone

**Blanka Litošová**, IBM

**Pavλίna Kalousová**, Byznys  
pro společnost

## Team

**Czesław Walek**

**Lucie Königsmarková**

**Sabina Sedláčková**

**Bohdana Rambousková**

**Daniel Zikmund**

**Hynek Toman**

**Marián Kramařík**

**Petr Kašpar**

**Kateřina Saporová**

**Radek Buchlovsky**, RWS

**Dita Stejskalová**, Ogilvy

## Founding members



## Premium members



## Members



**"Parliament also failed to vote on marriage this year. Yet the initiative collected tens of thousands more signatures on the petition."**

The effort to pass the law on universal marriage in Parliament was slowed down – impacted, like many other things, by the coronavirus epidemic. Parliament did not vote on the law in 2020. Despite the restrictions, suspended life in the Czech Republic, and unexpected upheavals, the Jsme fér initiative continued to debate, talk to politicians, and in August 2020 launched an online petition to get 70,000 signatures. When the first pandemic wave hit, the initiative helped where most needed. Throughout the year, the initiative sought to ensure that same-sex couples were not left behind in government measures related to the pande-



Twenty-six NGOs and initiatives signed an open letter to the Jsme fér initiative – addressed to the Prime Minister of the Czech Republic Andrej Babiš – concerning the systematic neglect of gay and lesbian couples and their families. The letter was a reaction to the Czech government overlooking these groups several times when adopting resolutions addressing the coronavirus epidemic. And in August 2020 we launched an online petition to remind MPs of the hundreds of thousands of people awaiting universal marriage. In just the first week, 24,000 signatures were collected. By the end of 2020, 50,000 signatures of those who care about the LGBT community had been added to the petition. Supporters contributed CZK 45,000 in a single week to the awareness campaign that accompanied the petition’s launch in August. Prior to the October regional elections and parliamentary elections, the Jsme fér initiative organized a pre-election survey to ascertain candidates’ stance with regard to

universal marriage and possibility of adoption. The Jsme fér communication initiative on social networks during the election reached over 500,000 people.

**That's a pretty decent number of voters!**

A key moments was a Jsme fér press conference in January 2020 held at Parliament, which was attended by MPs that had submitted an amendment to the Universal Marriage Act in 2018. At the Jsme fér conference, we presented the results of the 2019 Median agency survey supporting universal marriage, along with the results of the Open For Business survey on the economic impact of universal marriage.

As the pandemic unfolded, the Jsme fér initiative pointed out that treating gay and lesbian couples differently is not fair. Crisis situations highlight that registered partners are at a disadvantage compared to spouses. And that universal marriage would ease life for many couples. For example, Ladislav and his partner from the USA, or Beáta and her partner from Slovakia. Hence the Jsme fér initiative prepared a series of stories "Love divided by coronavirus", which was published by Blesk.cz amongst others.

**And it was also the Act's two-year anniversary.**

On 21 June the Jsme fér initiative commemorated the two-year anniversary of the amendment to the Universal Marriage Act at a Fér Picnic with supporters. In the summer, an intergenerational debate on universal marriage with supporters and opponents took place as part of the Prague Pride festival.

**Our team**

**Director of the initiative**

- Czeslaw Walek

**Communications manager**

- Filip Milde

**Social network coordinator**

- Marijana Šutová

**Donor coordinator**

- Sabina Sedláčková

**Office and database manager**

- Markéta Navrátilová

**Lawyer**

- Adéla Horáková

**Lawyer**

- Lucía Zachariášová

**Public relations coordinator**

- Daniel Vondra



*"For our work, the Jsme fér initiative was awarded by the European Civic Forum for monitoring government regulations throughout the year, helping divided gay and lesbian couples, as well as single women, unemployed artists, front-line workers, at-risk groups, etc. A huge thank you goes to the initiative's whole team, I am incredibly proud of them. We share our awards with everyone who supports our initiative in any way."*

*Czeslaw Walek, director of the Jsme fér initiative*

Most is learnt directly from the stories of the ordinary people that the Jsme fér initiative helps. "To be separated from the person you love, each in a different country, even thousands of kilometres apart, without knowing when you'll meet again. It sounds like a nightmare. But during the coronavirus epidemic, it was the reality in which many couples found themselves for a time. Whilst there were exceptions to the government regulation that prohibits foreigners from entering/leaving the Czech Republic, such exceptions only applied to spouses and family members, with no mention of registered partners. Gay and lesbian couples find themselves on the outside again. In this situation, it again shows how much marriage would make life easier for so many couples."

**Thanks to all our partners.**

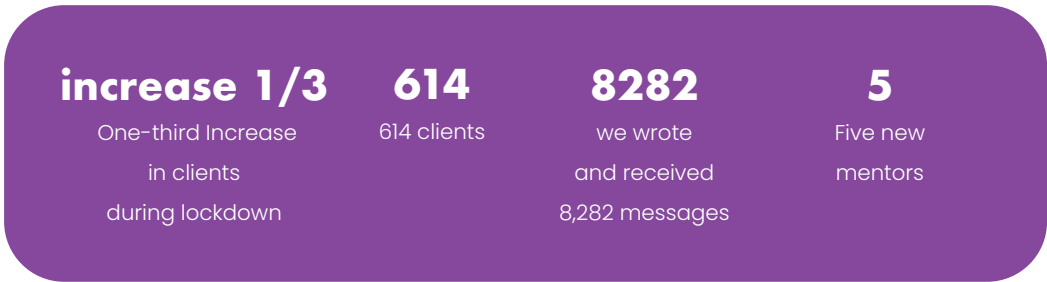
- Dreilinden
- Open Society Foundations
- Tides Foundation
- ILGA Europe

The Jsme fér initiative was financially supported by hundreds of small donors throughout the year.

And how did the Czech Republic announce the ban on such separated couples? Inadequately, according to Ladislav - who entered into a registered partnership with his partner in the Czech Republic. When asked whether the authorities in the Czech Republic or the USA contacted them about the ban, Ladislav answers: "They did not. The state does not communicate anything. Exceptions are insufficiently described and explained in the government's decision and on the Ministry's website about closing borders, and exclude divided partners."

**"This peer-to-peer mentoring site helped hundreds of clients, and saw increased communications during lockdowns."**

The counselling online service saw more clients during the lockdown periods. So even our project has been impacted by these hectic unprecedented times. Although facing many challenges, we've been able to cope well and manage the whole situation. As the counselling centre does not directly depend on personal contact, that is perhaps why this year was no different for us than previous years. We have been working online since the start, and in a reliable operational mode that is well established to withstand even this unpredictable situation.



We also achieved the seemingly impossible - organizing three successful events in 2020: two one-day events and one two-day. All events were obviously organized when restrictions had been eased, specifically in February, May and September. In January was the first 'coming out' support group meeting.



February was twice as successful for our counselling centre. We welcomed five new mentors to this month's meeting. For example, our ranks have been expanded by a mentor for heterosexual issues and two mums raising kids with a partner, so their area is "rainbow" parenthood. The second happy event this month was our counselling centre's fifth anniversary. The counselling centre has so far helped over 4,000 clients, as well as dozens who had been considering suicide. In May, our Safety Line training was extended, which enables us to provide better and more professional services. The first support group meeting for parents also took place in the autumn.



*"I'm very happy how together we coped, even though it wasn't easy. We kept counselling sessions normally running and 100% operational, despite the madhouse out there. It was very difficult to maintain the interest of mentors, their mental well-being, and enthusiasm. I am proud that, despite these difficulties, mentors could attend professional meetings and answer questions from clients. I wish you the best for next year and future years, full of answered questions and enthusiastic mentors."*

**Oldřich Kundera, manager of the Sbarvouven.cz**

## Client of counseling center

Míša is a 26-year-old lesbian and trans woman who lives in a regional town and works as a programmer. She is interested in languages, enjoys running, cycling and video games. Before starting her transition, she turned to the Sbarvouven.cz counselling centre. There a chat with a mentor gave her the courage to take further steps towards coming out. With the counselling centre's support, Míša could remain calm and at ease. And then she even made a financial contribution to Sbarvouven.cz's work. When online chats led Míša to realizing that there could be something different not only about her orientation but also her gender identity, she contacted sbarvouven.cz.

*"I suspected that the issue of sexuality is not so difficult for people to accept, but can be a little more complicated in terms of gender. During the first coming out, I told my friend first...and then my family...and I think they were largely supportive. When I first emailed the counselling centre, they didn't have a trans woman mentor, only trans men. But I thought to myself that's at least something, because a lot of the experience with being trans is similar. Karel, who replied, obviously could not tell me unequivocally whether I was trans or not. But then I asked him about other things, like how it was coming out...if it was hard for him. He assured me that this is nothing tragic, and that support often comes from those we wouldn't necessarily expect it from. Talking to a mentor helped me calm down a bit, so that I could tell someone in my family. That was probably the most important thing.*



**Míša**

## Our team

**Counselling centre manager** – Oldřich Kundera

**Professional guarantors** – Aleš Kabilka, Josef Smrž, Irena Smetáčková

**Heads of support groups** – Aleš Kabilka, Irena Smetáčková, Lucie Bukovská, Peter Porubský

**Web admin** – Jan Hryz

Our mentors are the heart and soul of the project and counselling centre. Twenty-five great and amazing mentors who give their free time to the project at no cost. Our support includes management of the association and colleagues from other sections.



Nadace  
Vodafone  
Česká republika

**citi**

KEA Česká republika, s.r.o.





Association  
event  
**Prague  
Pride**



**"The pandemic wouldn't hold our run back. The original date was moved to September. Three hundred runners participated."**

The charity run against homophobia, with an accompanying programme and testing is organized by Prague Pride in cooperation with the Czech AIDS Society. Epidemic measures led us to move the run from May to Sunday, 6 September. Although it was still hot summer weather, we ran at noon on 5 and 10 km return routes between Žluté lázně and Bráník. Everyone approached the event as they wished: some ran a record time, others in a team spirit at the pace of their slowest friend, and some simply supported the race's concept - chatting about work or pleasure while walking fast. But nothing beat our race, with the novelty of running on high heels. The race winner was both the fastest and most stylish. Participants could also take part in a ping-pong tournament, enter a children's race, or play football against the Czech Post's Yellow Ladies world champion team. The afternoon was musically accompanied by a DJ from John Reed fitness, which also delivered a great warm-up session. Respect, sport and entertainment stretched like a rainbow thread all afternoon.



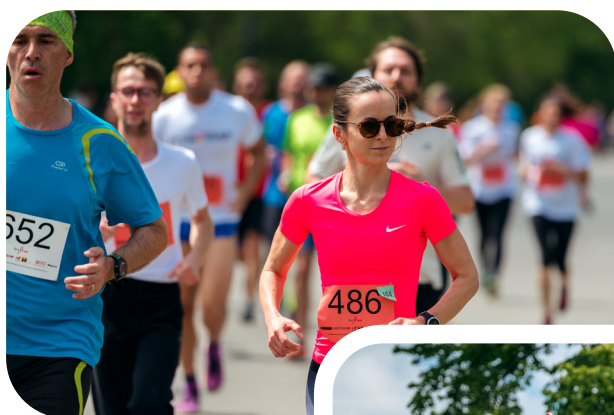
|                        |                            |                    |   |
|------------------------|----------------------------|--------------------|---|
| <b>350</b>             | <b>25</b>                  | <b>140</b>         | <b>110 700</b>  |
| 350 registered runners | 25 kids in children's race | 140 tested for HIV | CZK 110,700 proceeds for the Sbarvouven.cz peer-to-peer mentoring site and Dům světla |

**Unless a further unexpected pandemic strikes, there are more runners each year and stronger accompanying programme. And of course we aim to continue this trend. Would a handbag-throwing context interest you?**



*"After four km my head was red like a beetroot - as always when I run and it's warm. I would say that this was to be expected on the Prague Pride run, ha-ha. So I was red and sweaty in front of Tesco. Although some are much better runners, they simply ran as a team and supported each other. Shouting on each other, as well as other runners. The atmosphere was so motivating that I ran the last kilometre with them, which was a great choice because I was really hitting the wall. I was running out of steam, and suddenly I was really encouraged to hear: "Go on - you can do it! Just a few more meters!" And so I just made it. I would like to thank them in this way. Thanks. I call it the spirit of sport."*

**Female runner**



### Our team

**Race organizer** - Lenka Bártová  
**Production** - Nikola Dašková, Luke Štěpánek,  
**PR** - Hynek Toman  
**Financial management** - Kateřina Saparová  
**Area reconnaissance** - Miloš Štefančík  
**Organization of children's race**  
 - Ondřej Pabišta

All costs for the event are covered by our partners



Nestlé Apachi

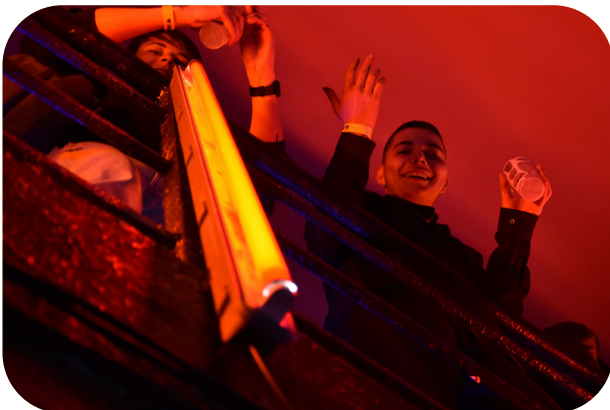
## "A unique event where queer art and music combine with a good party"

The last Bohr stirred up 300 visitors at the Distrik7 flight club on the night of 7-8 March 2020. We commemorated International Women's Day. It was also our last event, since a few days later the Bohr went into hibernation due to the Covid-19 pandemic.



*"Fewer events were organized for girls in the Czech Republic than for boys. So we sought to rectify that by organising the first Bohr in 2018, where art and music combine twice a year with a good party. We build a community, present Czech queer artists and performers, and offer a safe space where everyone can be themselves."*

*Kamila Fröhlichová, main producer*



### Our team

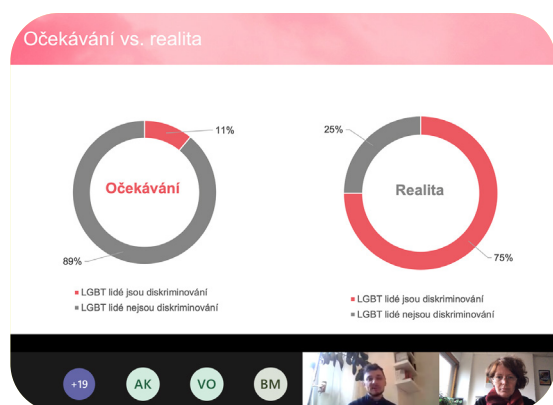
**Main producer** - Kamila Fröhlichová  
**Programme, production** - Barbora Martisková  
**Art** - Kateřina Turečková



Activities  
association  
**Prague  
Pride**

## "Prague Pride is raising awareness and educating about LGBT+ topics wherever and whenever."

Last year we issued a number of publications and organized several workshops and seminars – many of which were eventually held online. For example, we work closely with experts in helping professions and social services, provide training and workshops in companies and organizations on various topics, co-organize discussions in schools, participate in research, and prepare LGBT+ people for parenthood.



### Workshops for employers

Workshops for employers in 2020 were negatively affected by the pandemic situation. Events planned for spring we moved to autumn, when we and the ordering companies hoped the situation would be better. As this did not happen, at year-end we headed to the online world. The only event physically possible was in June in Pride month at Footshop, while at year-end there was an online debate event at Novartis and a webinar for ČSOB.

### Discussion in schools

In cooperation with the Mezipatra Queer Film Festival, for the third consecutive year we have offered schools professionally presented discussions for pupils. In 2020, we prepared a new block of films and a detailed methodology was created for all four existing blocks that helps presenters lead discussions with students. Whilst the school year was also badly impacted by the covid pandemic, we are nevertheless very pleased that schools have clear interest in LGBT+ issues.

In cooperation with the Department of Psychology, Faculty of Education, Charles University, the preparation of research into the attitudes of teachers, school principals and other educators with regards to LGBT+ issues began last year.

### Workshops for LGBT+ people

The Activism for Every Day workshop took place during the Prague Pride festival. It was attended by around 20 people who sought quick answers to questions we used to hear from the majority. In the autumn, we organized the Coming out at the Workplace event online, where dozens of participants sought ways to be themselves at work. In cooperation with partners Queer teens youth, Logos and Transparent, a support group for trans adults and LGBT teens took place online in the autumn as part of the OUT project with the support of the European Commission.

### Parent preparation

This year we continued to support couples who plan to start a family. During the Prague Pride festival, we organized a presentation of parenting models that LGBT+ couples most often choose when planning a family. In the second half of the year, a pandemic-delayed cycle of traditional parental preparations took place. To make the event available to couples outside Prague, this time it was to take place as two weekend events (the second weekend was eventually held online). The content was again meeting with parent guests who already have children. We supplemented our practical views and experiences with a professional psychological presentation on the issue of children's developmental needs, and we also covered the legal issues that burden rainbow families. The presentations were attended by 35 people.

3

We have issued three publications

9

We organized nine educational events including four online, five in person.

190

More than 190 people took part.



### Publications

**She and She are Planning  
a Family or How to be  
Happy Differently**



At the end of 2020, we also published a brochure for female couples who are planning to start a family. This is material that summarizes and describes all current information about two women parenting in the Czech Republic. As stories and specific cases of female couples, we describe current events, especially within the current framework of legislation and law.

### Education of professionals

In cooperation with the Proxima social organization, a seminar for social workers with children and young people was held in June about Coming out. We also presented activities focused on education at the Prague Pride 2020 festival. We focused on education in social work and services, including LGBT+ seniors, and we presented a new publication on alternative family care for LGBT+ people. And an online full-day professional seminar on LGBT+ rights was held with the Academy of Justice in November.



### Publications

**Rainbow Families  
in the Substitute  
Family Care System**



In cooperation with the Ministry of Labour and Social Affairs, we published Rainbow Families in the Substitute Family Care System: Handbook for workers in the social and legal protection of children. It is therefore especially aimed at OSPOD employees. It summarizes current information about gender, sexual and relationship diversity with a focus on the status and institutions of the Czech Republic. It is also supplemented by specific practical examples.



## Publications

Specifics of social work respecting gender, sexual and relational diversity



This publication aims to introduce readers to topics related to minority sexual orientation and gender identity, and the specifics of social work with lesbian, gay, bisexual and trans clients. The publication should support social workers in creating a respectful, safe and friendly environment for all social work clients.

## Our team

**Head of educational activities**  
Tereza Kadlecová  
**Koordinátor vzdělávacích aktivit**  
Karel Pavlica  
**Lektor**  
Aleš Rumpel

*"During the workshop about coming out at the workplace, it soon became clear how people deal with different situations. Coming out as a lesbian when you're teaching at a sports high school with classes full of guys who say 'fag' every day as a swear word can be pretty challenging. During the workshop, I received many tips on how to gain enough strength and courage for such a step."*



**Workshop participant**



*"For me, 2021 is primarily highlighted by online webinars on creating a work environment that is safe and friendly for LGBT+ people. It is great that large employers, especially international companies, are interested in this topic and want to educate their employees accordingly. In 2021, I'm really looking forward to the new project #bud'sly-šet in which we want to work with young LGBT+ people on their personal development, self-acceptance, and communication skills so that they're empowered to speak out about their rights."*

**Tereza Kadlecová, head of educational activities**

## Another activities

### The first series of Prague Pride podcasts with Adéla Elbel. We celebrated our 10 years digitally.

We released a special series of three podcasts to celebrate 10 years since our founding. These are interviews moderated by well-known comedian and stand-up artist Adéla Elbel. All three episodes are available in Apple Podcasts, Spotify, and other podcast apps.



*"Podcasts are the ideal way to give our fans a glimpse into our rainbow kitchen. Adéla Elbel joins me to talk about Prague Pride backstage - our motivations, why we do some things as we do."*

**Bohdana Rambousková, the association's PR manager**

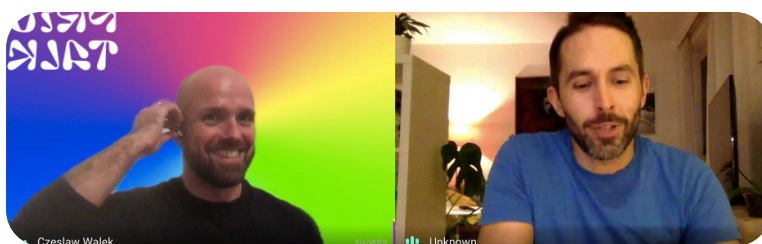
### Negotiating with politicians: "LGBT+ people during the pandemic, or how the Czech government left them behind."

2020 was mainly impacted by the covid-19 pandemic. Yet this seemingly unrelated topic also negatively affected LGBT+ people. In several cases, the Czech government forgot about registered couples or families of gays and lesbians. Which is why we contacted the relevant ministries. Our interventions ensured that pandemic measures were subsequently adjusted in most cases to include LGBT+ people and their specific situations. The LGBT+ people could then consult us about the interpretation of relevant measures, and how to navigate their specific situations.

A representative of the advocacy team, who is also a member of the Committee for Sexual Minorities at the Government Council for Human Rights, actively participated in June in the preparation of a round table of the Commissioner for Human Rights entitled: Barriers to a Dignified Life of LGBT + People in the Czech Republic. Following this round table, preparations began for a draft government LGBT+ strategy. The Committee for Sexual Minorities was also involved, as well as members representing Prague Pride and its programmes.

### Pride Talks

At year-end lockdown intruded on our lives again, we were closed up at home and no one wanted to go out in freezing weather...So we connected with queer artists to have Friday night fun with an online live talk show. This led to the four-part Pride Talks series. Actor Daniel Bambas told us about how he started out in acting, and talked to Czeslaw (chairman of the association) about traveling and running together. Actress and artist Jitka Smutný told Kateřina (vice-president of the association) about her coming out process, interspersing the chat with readings of her poems. Actor Daniel Krejčík talked us through his unique home and life at a castle. And last week we connected with Eliška Podzimková and her partner via video call - they introduced us to their lifestyle and answered audience questions. Dozens of people could talk live and get some welcome light relief from the monotony of lockdown evenings. All profits from the entrance fee went to support the artists, who were facing tough times because of the lockdown measures.





### Individual donors

We would also like to thank all our donors who supported us in 2020. We could reach dozens of new supporters who also contribute to our activities. Together with us, they help LGBT+ people in need, create an inclusive environment, and advocate the promotion of a level playing field and respectful society in the Czech Republic. We thank you all very much for your help, kindness, love, strength and messages. We look forward to next year!

### And what projects did we select?

We began the year with **Jsme fér** campaign for covid support. CZK 47,292 was collected and split between Letí Theatre, the Single Mothers Club, and a group of students to provide and distribute protective equipment. In the spring, a campaign to promote the counselling centre with CZK 37,600 collected from 28 donors. In the summer, **the Jsme fér campaign to support the online petition marathon** raised CZK 45,100 from 81 donors. In the autumn, a **campaign for education in schools**- film screenings connected with a discussion, implemented in cooperation with Mezipatra. CZK 37,250 was collected from 67 donors. Year-end had the traditional campaign to support the counselling centre with CZK 320,769 raised. We received CZK 170,769 from 183 donors, with Citi Czech Republic contributing the rest in the matching project

## Messages from donors



*„I think that today there's still inequality between hetero and LGBT+ people in the Czech Republic. LGBT+ people, especially young ones, can still experience hatred from those around them, unfortunately even from family. So they need to be helped - to avoid feeling like citizens who are a little less or somehow bad. Coping with one's sexuality can be difficult for several reasons. And so it's important that someone from the LGBT+ community is available to help with this self-acceptance. That's why the Sbarvouven.cz counselling centre should continue its activities, and help people feel at ease with their sexuality. And that's also why I decided to support the centre. So that more people can continue to be happier and more satisfied, and so that the Czech Republic can become an increasingly equal country.“*

*„I used the counselling centre's services myself about six months ago. And in view of society's current stance towards LGBTQI+ spectrum people, I wanted to balance the negatives a bit.“*



*„Sbarvouven peer-to-peer mentoring site has already helped over 4,000 people. These are certainly adolescents where the risk of suicide increases. Juvenile suicides are society's biggest loss. With such numbers helped, it can be said that this organization even saves lives. It also transforms the negative energy of society's LGBT people into something positive.“*



## Balance Statement – Prague Pride z. s. from 01.01.2020 until 31.12.2020

| <b>COSTS</b>  |                       |
|---|-----------------------|
| Consumed purchases  | 537 696,93            |
| 501000 Material consumption   | 526 266,36            |
| 502000 Energies   | 11 430,57             |
| Services  | 11 249 334,00         |
| 512000 Travel costs   | 29 070,41             |
| 513000 Representational costs   | 191 990,26            |
| 518000 Other services   | 10 834 914,86         |
| 518001 Commissions  | 3 750,00              |
| 518002 Transport allowances   | 36 266,20             |
| 518100 Postage  | 6 599,00              |
| 518200 Rent   | 140 530,00            |
| 518300 License fees   | 6 213,27              |
| Personal Costs  | 1 387 870,00          |
| 521000 Wages and labour costs   | 1 387 470,00          |
| 527000 Social costs defined by law  | 400,00                |
| Taxes and fees  | 2 000,00              |
| 538000 Other taxes and fees   | 2 000,00              |
| Other operational costs   | 94 261,30             |
| 543000 Gifts  | 94 249,00             |
| 548000 Other operational costs  | 12,30                 |
| Write-offs, reserves, complex costs of upcoming periods and corrective provisions in operations |                       |
| Financial costs   | 631 271,78            |
| 563000 Exchange loss  | 624 229,26            |
| 568000 Other financial costs  | 7 042,52              |
| Reserves and correctional financial items   |                       |
| Změna stavu zásob vlastní činnosti a aktivace   |                       |
| VAT, transfer accounts and VAT reserve  | 15 390,00             |
| 591000 VAT from routine activities  | 15 390,00             |
| <b>TOTAL COSTS</b>  | <b>13 917 824,01</b>  |
| <b>INCOME</b>   |                       |
| Revenues from sales and services  | -2 811 400,43         |
| 602000 Revenues from sales and services   | -1 757 045,97         |
| 602100 Pride Business Forum   | -1 054 354,46         |
| Other operational earnings  | -51,80                |
| 648000 Other operational earnings   | -51,80                |
| Financial earnings  | -2 406,90             |
| 663000 Exchange income  | -2 406,90             |
| Received contributions and donations  | -1 926 436,19         |
| 682000 Other financial income - donations   | -1 926 436,19         |
| Operational subsidies   | -9 257 069,50         |
| 691000 Subsidies  | -8 884 463,50         |
| 691500 Subsidy ČNFB   | -168 000,00           |
| 691600 Grant US Embassy in Prague   | -204 606,00           |
| <b>TOTAL INCOME</b>   | <b>-13 997 364,82</b> |
| <b>ECONOMIC BALANCE</b>   | <b>-79 540, 81</b>    |

## Balance Sheet – Prague Pride z. s. from 01.01.2020 until 31.12.2020

|   | Initial balance      | Turnover during the  | Final balance         |
|---|----------------------|----------------------|-----------------------|
| <b>ASSETS</b>   | <b>4 774 240,91</b>  | <b>8 866 027,50</b>  | <b>13 640 268,41</b>  |
| 211000 Cash register  | 199 486,00           | -199 486,00          | 0,00                  |
| 221002 Fio banka, a. s. 2800413427/2010                         | 390 435,42           | -12 663,39           | 377 772,03            |
| 221003 Fio banka, a. s. 200413429/2010                          | 132 153,85           | -17 014,75           | 115 139,10            |
| 221004 Fio banka, a. s. 2600823827/2010                         | 42 976,86            | 763 489,70           | 806 466,56            |
| 221005 Fio banka, a. s. 2401213874/2010                         | 402 639,00           | -8 503,74            | 394 135,26            |
| 221006 Fio banka, a. s. 2601636310/2010                         | 3 555 960,52         | 8 298 408,90         | 11 854 369,42         |
| 221007 Fio banka, a. s. 2501374376/2010                         |                      | 44 226,02            | 44 226,02             |
| 221008 Fio banka, a. s. 2601791177/2010                         |                      | 100,00               | 100,00                |
| 261000 Cash in transit  |                      | 0,00                 | 0,00                  |
| 311000 Subscribers  | 374 854,89           | 300 773,44           | 675 628,33            |
| 314000 Issued deposit for operations                            | -18 150,00           | 73 659,00            | 55 509,00             |
| 315000 Other receivables  | 54 198,80            |                      | 54 198,80             |
| 315001 Deposit – Vila pod Vyšehradem s. r. o.                   | 50 000,00            |                      | 50 000,00             |
| 378204 Receivable – loan to Tereza Pelechová                    | 15 000,00            | -15 000,00           | 0,00                  |
| 388000 Active accounts  | 400 000,00           | -400 000,00          | 0,00                  |
| 395000 Internal netting   |                      | 0,00                 | 0,00                  |
| 932000 Retained earnings, accumulated deficit                   | -825 314,43          | 38 038,32            | -787 276,11           |
| <b>LIABILITIES</b>  | <b>-4 774 240,91</b> | <b>-8 786 486,69</b> | <b>-13 560 727,60</b> |
| 321000 Suppliers  | 38 801,02            | -488 593,09          | 0,00                  |
| 331000 Staff  |                      |                      |                       |
| 336000 Settling with welfare and healthcare system institutions | -1 600,00            | -200,00              | -1 800,00             |
| 341000 VAT  | -78 470,00           | 94 480,00            | 16 010,00             |
| 342000 Other direct taxes                                       | 6 551,00             | -1 713,00            | 4 838,00              |
| 343100 VAT settling   | 2 381,34             | -7 155,34            | -4 774,00             |
| 343220 VAT 21% output   | 0,01                 | 157,50               | 157,50                |
| 347100 Grants – Stiftung Open                                   |                      | -443 993,98          | -443 993,98           |
| 347200 Grants – Česko-německý fond budoucnosti                  |                      | 0,00                 | 0,00                  |
| 347300 Grants – US Embassy                                      |                      | 0,00                 | 0,00                  |
| 347303 Grants – European commission                             |                      | -1 976 774,56        | -1 976 774,56         |
| 347400 Grants – The Dutch Embassy in Prague                     |                      | 0,00                 | 0,00                  |
| 347503 Grants – THE TIDES                                       |                      | -256 482,80          | -256 482,80           |
| 347504 Grants – DORIAN FUND                                     | -2 707 744,76        | 609 788,62           | -2 097 956,14         |
| 347505 Grants – Nadace VODAFONE                                 | -95 219,00           | 95 219,00            | 0,00                  |
| 347700 Grants – Drei Linden Gesselschaft                        | -1 731 200,83        | 1 731 200,83         | 0,00                  |
| 347800 Grants – Hlavní město Praha                              |                      | 0,00                 | 0,00                  |
| 347902 Grants – Erasmus + Common Point                          |                      | 69 260,94            | 69 260,94             |
| 347903 Grants – Erasmus+ Být slyšet                             |                      | -931 666,53          | -931 666,53           |
| 347904 Grants – ILGA Europe                                     |                      | -178 056,65          | -178 056,65           |
| 347905 Grants – DG Justice – EC Actions                         |                      | -6 834 645,67        | -6 834 645,67         |
| 347906 Grants – Na myslí, z. ú., LGBT+ proti změně klimatu      |                      | -130 000,00          | -130 000,00           |
| 347907 Grants – Open Society Institute                          |                      | -50 000,00           | -50 000,00            |
| 368000 Obligations to association members                       | -142 497,42          | 22 068,36            | -120 429,06           |
| 379101 Obligation to members of the PP team                     | -115 825,00          | -3 342,00            | -119 167,00           |
| 379102 Unknown payments   | 12 544,42            | 2 000,00             | 14 544,42             |
| 431000 Economic balance in approval process                     | 38 038,32            | -38 038,32           | 0,00                  |
| <b>TOTAL CZK</b>  | <b>0,00</b>          | <b>79 540,81</b>     | <b>79 540,81</b>      |

# CONTACTS



PRAGUE  
PRIDE



Prague Pride



Prague Pride o.s.



@prague.pride



Prague Pride



@praguepride



Prague Pride



PRIDE  
BUSINESS  
FORUM



Pride Business  
Forum



@pbf\_platform



Pride Business  
Forum



@sbarvouven

*jsme fér*



Jsme fér



Jsme fér



@jsmefer



Jsme fér



@JsmeFer

## Prague Pride z. s.

Rybná 716/24

110 00 Praha 1

Česká republika

IČO 22842730

Zápis ve spolkovém rejstříku:

Městský soud v Praze,

oddíl L, vložka 2231

[office@praguepride.com](mailto:office@praguepride.com)

## DESIGNED BY

@elisdolezalova

[www.elisdolezalova.myportfolio.com](http://www.elisdolezalova.myportfolio.com)

## WEB

[www.praguepride.cz](http://www.praguepride.cz)

[festival.praguepride.cz](http://festival.praguepride.cz)

[www.sbarvouven.cz](http://www.sbarvouven.cz)

[www.pridebusinessforum.com](http://www.pridebusinessforum.com)

[www.jsmefer.cz](http://www.jsmefer.cz)