

ANNUAL REPORT 2021

PRAGUE PRIDE Z. S.



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FOREWORD

Dear supporters of Prague Pride,

last May we were shaken by the attack on two men who were holding hands in the center of Prague. However, this is not an isolated incident, similar attacks happen in our cities every day. What makes this case different, however, is that the victim reported the assault to the police and decided to defend himself. You may also recall the startling findings of a study carried out by our organization in collaboration with the public advocate's office in 2019. The study found that 91% of LGBT+ individuals who had experienced hate crime didn't report it. The most frequently stated reason for this was a lack of confidence in the subsequent process following the report and also that the attack itself would be downplayed. It is surprising that people routinely report the theft of a cell phone or a purse, but when it comes to, for example, death threats on social media for admitting one's identity or orientation or even physical assault for wearing "weird clothes," people keep it to themselves and don't report anything. Unfortunately, the reasons why people don't report it are deep-rooted – this is internalized homophobia that each individual has to deal with internally.

This is why 2021 is the year when we launched activities, together with organizations In IUSTITIA, Queer Geography, and the National Institute of Mental Health, aiming to explain to LGBT+ people what hate crime is, how they can defend themselves against it, and to lead to the emancipation of people at the same time, so that they are not afraid to report the attacks. In IUSTITIA does incredible work addressing hate crime, and offers various forms of help and support to all victims of anti-LGBT attacks who turn to them. An anonymous questionnaire has been made available for this purpose on the websites of our organization and our programs, so that if anyone is attacked, all they have to do is fill it out. Their report will be forwarded to the professional staff of In IUSTITIA, which will offer them assistance and representation, should they want it. We have launched these activities all over the country and encouraged the formation of informal LGBT+ communities that meet, help each other and organize their own activities, such as Brno Pride or Slavex Pride. I'm really happy that these groups are popping up all over the country and that they want to build and create something together. All these efforts culminated with the opening of the LGBT+ Community Center in Prague at the end of the year, which is slowly becoming the main hub of LGBT+ events in the capital. I have recently met a mom whose teenager had started attending one of the youth support groups held at our community center. She expressed immense gratitude for the existence of a place and program of this kind. She also informed me that before her child started attending support groups at our LGBT+ Community Center, they were struggling with depression and withdrawing into themselves and she didn't know how to best help them. According to her, her child is now happy again, enjoying life and opening up because of having found a group of people where they can be themselves.

Dear friends, you are holding our 2021 annual report in your hands. I am happy to present the work of so many people who help Prague Pride improve the quality of life of LGBT+ people in Czechia.

With warm regards
Czeslaw Walek

ABOUT THE ASSOCIATION

Prague Pride Association is a voluntary, non-governmental, non-political, non-profit organization. Our mission is to create a respectful and safe environment where LGBT+ people can be themselves. The association was founded in 2010 to organize the Prague Pride human rights festival. Over time, the association has broadened its scope to various year-round activities.

CURRENTLY, WE FOCUS ON THE FOLLOWING PROGRAMS




FESTIVAL PRAGUE PRIDE

The biggest Pride in Central Europe, increasing the visibility of LGBT+ issues as well as raising new topics.



PRIDE BUSINESS FORUM

Platform focused on advancing LGBT+ equality and diversity in the workplace.



JSME FÉR

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



SBARVOUVEN.CZ

This online LGBT+ counseling service organizing emancipation meetups for queer youth, activities focused on coming

OUR EVENTS



FUN&RUN

Charity run against homophobia, transphobia and stigmatization of people with HIV.



BOBR QUEER FEMME PARTY

Event that combines queer art with a good party.

OTHER ACTIVITIES OF PRAGUE PRIDE ASSOCIATION

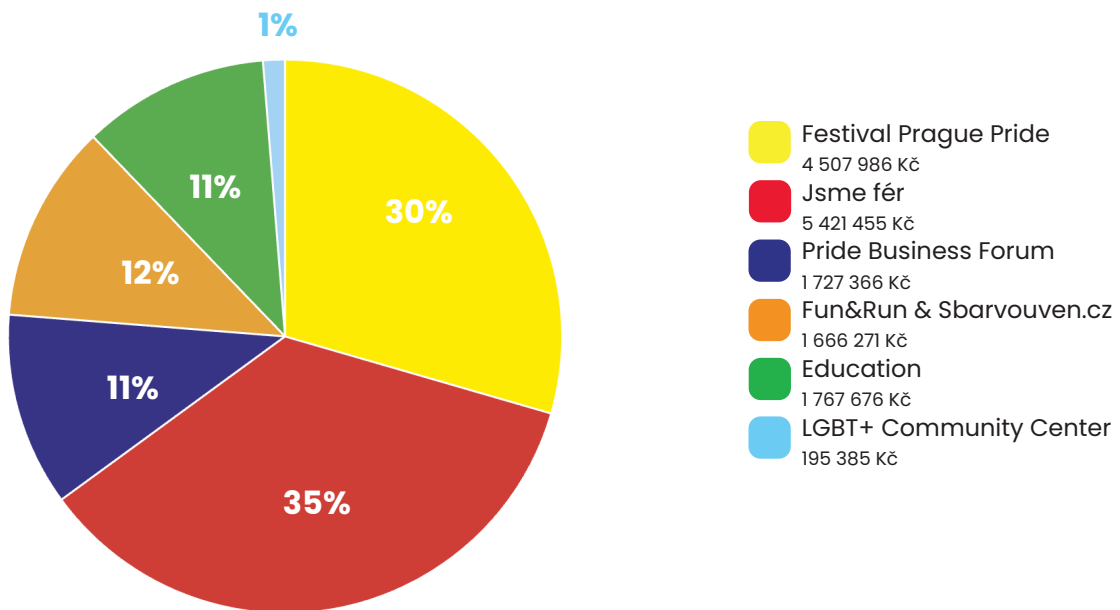


EDUCATION

Educational activities aimed at employers, schools and experts in helping professions.



PROGRAMS BY BUDGET



ABOUT THE ASSOCIATION

THE ORGANIZATION-WIDE TEAM

Chairman of the Committee of the Association - Czeslaw Walek
Financial Director - Kateřina Saparová
Corporate Fundraising - Lenka Bártová
Individual Fundraising - Tereza Pelechová, Sabina Sedláčková
PR & Communications - Daniel Zikmund, Filip Mild
HR - Kamila Fröhlichová
Social Media & Web - Hynek Toman
Legal Services - Petr Kalla
Office Manager - Kateřina Končelíková
IT - Tomáš Studený
Volunteer Coordinator - Veronika Dočkalová

BODIES OF THE ORGANIZATION

COMMITTEE

Chairman of the Committee - Czeslaw Walek
Vice-chairwoman of the Committee - Kateřina Saparová
Committee Member - Radek Miřáček

MONITORING COMMITTEE

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

MEMBERSHIP BASE

24 members of the association



Programs of the Prague Pride association



PRAGUE PRIDE FESTIVAL

The start of the rainbow week was announced on Monday morning, August 2, by hoisting the rainbow flag on the building of the Prague City Hall in an official ceremony, which was accompanied by the unveiling of a rainbow crossing on Mariánské Square. The event was attended by the Mayor of Prague Zdeněk Hřib, Deputy Mayor and Councilor for Transport and Preservation of Cultural Heritage Adam Scheinherr, Councilor for Culture, Art Exhibitions and Tourism Hana Třeštíková, and representatives of Prague Pride Association and LGBT+ activists.

THEME OF THE FESTIVAL: COMING OUT

Coming out significantly affects not only LGBT people, but also their friends, family and loved ones. Only 18% of Czech LGBT+ individuals have had such success in coming out that they can speak openly about their sexual orientation or gender identity even in public. While this percentage is higher than in Slovakia (9%) or Poland (7%), these results from a European Union Agency for Fundamental Rights survey show that people still need help coming out.

This is why, for the second time in its history, the festival opened up the topic of coming out and created a safe space, where it could be discussed from different angles in an atmosphere of acceptance and support. We have published the stories of a very diverse group of people who were willing to share their coming out publicly. We looked at the specifics of coming out among transgender and non-binary people, people with HIV, people with disabilities, and people

28

Prague Pride 2021 took place at 28 locations throughout Prague.

25 000 + 10 000

The festival events were attended by 25,000 visitors, the online program was viewed by 10,000 people.

165

The festival program consisted of 165 events, including concerts, exhibitions, theater and film, lectures and discussions, sports, dance and also listening to podcasts.

70 + 132

70 team members and an incredible number of 132 volunteers.



„Many Prides all over the world yet again didn't take place this year. The Prague Pride team had a great advantage of already having the experience with organizing the festival in 2020 which was affected by COVID-19, so we knew how to plan accordingly and how to make the festival safe.“

Tom Bílý, director of the Festival

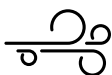


OUR TEAM

Festival Director – Tom Bílý
Head of Communications and PR – Daniel Zikmund
Head of Production – Kamila Fröhlichová
Head of Fundraising – Lenka Bártová
Volunteer Coordinator – Veronika Zapatová
Head of Finance – Kateřina Saporová

And dozens of others without whose help we could not have managed. The full list of the festival team members can be found in the final report of the festival

FOUR MAIN PROGRAM TYPES:



OPEN AIR

This category included picnics, sports activities, HIV testing and various community meetups.



EDUCATION AND AWARENESS

Do této kategorie patřily pikniky, sportovní aktivity, testování HIV i různá komunitní setkání.



CULTURE

Concerts, film screenings, theater, exhibitions, drag performances, and poetry readings are the foundation of the festival program.



ONLINE

This category was added to the program due to COVID-19. This year it consisted of webinars, live stream conferences and podcasts.

general partner



main partner



partners



strategic partners



hotelový partneři



programový partneři



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



„2021 confirmed that diversity and inclusion are crucial for employers even in times of crisis. Employee care and creating a safe environment where employees can be their authentic selves simply pays off for employers in the long run. I am extremely proud that employers are providing evidence of this trend through their membership on our platform.“

Czeslaw Walek, director of the Pride Business Forum platform

Year 2021 was the second year of COVID-19, so we put to use what we learned in the previous year – we proceeded with organizing virtual and hybrid events. We have had great success with the first editions of sector-specific events – the **'LGBT+ in the Public Sector, Welcome'** symposium and the first **'LGBT+ Financial Sector Forum'**. We have also moved our annual conference online for the second year in a row, featuring speakers such as economics professor Lee Badgett, labor market analyst Tomáš Ervín Dombrovský or EU Equality Commissioner Helena Dalli.

In June, we took advantage of the beautiful weather and better COVID-19 situation to present the **LGBT+ Friendly Employer**, and **Pride Business Forum Hero 2021** awards in the Dutch Embassy gardens. The awards for companies have been newly divided into three categories: gold, silver and bronze. The gold category was won by Vodafone, while ExxonMobil, SAP, Accenture and Microsoft received bronze. Moneta won an award for the fastest progress of the year and the award for the best ERG group went to ČSOB. The title of Pride Business Forum Hero was awarded to Zdeněk Hřib from the Prague City Hall, Dagmar Kuchtová from the Confederation of Industry of the Czech Republic, Roman Knap from Czech Post, Alena Sochorová from Microsoft and Richard Stonavský from Vodafone.



We consider the accession of the Czech Post to the Pride Business Forum to be one of the most important milestones of 2021. It is the first state-owned company (employing around 30,000 people) that has decided to join our platform and to publicly support its LGBT+ employees. We also greatly appreciate that Škoda auto has become one of our members and, in addition to signing the memorandum, has organized training for their employees that was focused on LGBT+ issues, and established an internal employee group. Both companies are a significant inspiration to others.

Representatives of 14 companies joined forces to send an open letter to the leaders of Czech political parties asking them to adopt marriage equality for gay and lesbian couples in our country. The initiative was driven by Michal Nebeský, director of Citi in the Czech Republic.

12 events

In 2021, the platform Pride Business Forum organized a total of 12 events (6 webinars, 3 movie nights, 2 symposiums and an online conference called, 'Is LGBT+ equality in the workplace becoming the new standard?').

9 new members

9 new members joined the platform (Česká pošta, Moneta, Škoda auto, McKinsey & Company, JTI, Plex, Randstad, ABInBev and Novartis),

39 member companies

Increasing the total number of member companies to 39.

11 + 4 nominations LGBT+ Friendly employer

11 companies and 4 individuals were nominated for the 2021 awards LGBT+ Friendly Employer, and Pride Business Forum Hero.

Complete team

Czeslaw Walek - Program Director
Sabina Sedláčková - Program Manager
Daniel Zikmund - PR and Communications Manager
Hynek Toman - Content Manager
Kateřina Končelíková - Producer
Christian Schwenke - Chairman
Jana Vychroňová - Organizing Committee Member
Blanka Litošová - Organizing Committee Member
Marián Kramářik - Organizing Committee Member
Petr Kašpar - Organizing Committee Member
Pavλίna Kalousová - Organizing Committee Member
Radek Buchlovsky - Organizing Committee Member
Dita Stejskalová - Organizing Committee Member
Jakub Komenda - Organizing Committee Member

founding members



premium members



members



HISTORICAL VOTE ON MARRIAGE AND MUCH MORE. 2021 WAS THE MOST SUCCESSFUL YEAR FOR THE JSME FÉR INITIATIVE.

Thousands of new supporters have joined us on social media – new companies, organizations and professionals join us every month to fight for the right cause. In spring, gay and lesbian couples and families with children were tallied as part of the 2021 Census. In summer there was a series of pre-election debates, a big pre-election survey among hundreds of candidates for the Chamber of Deputies, and the premiere of the 'The Law of Love' documentary about the journey to achieve marriage for all. The Czech Republic has become the first country in Central and Eastern Europe to have its Chamber of Deputies vote on marriage for all couples. And what's more, several more countries have adopted equal marriage. Even though equal marriage did not pass in our country, we now have a new Chamber of Deputies that will certainly not overlook equality for gay and lesbian couples and families with children. dětmi jistě nenechá bez povšimnutí.

JANNA AND ANETA'S VIDEO HAS BEEN VIEWED BY MORE THAN A MILLION PEOPLE

In January 2021, the married mothers Janna and Aneta made a **video** (available in Czech) explaining their troubles caused by their marriage not being recognized in the Czech Republic. They got married in Germany and had their baby in Czechia. Because Janna is the only official mother, they face many problems on a daily basis, which is why they urged people to sign the **petition for marriage** for all (in Czech). The story of the family appeared in several media and within a year their video was seen by more than a million people.



SURVEYS SHOW RESOUNDING SUPPORT FOR MARRIAGE FOR ALL COUPLES, AND FOR RAINBOW FOSTER PARENTS

65% OF CZECH PEOPLE SUPPORT MARRIAGE FOR GAY AND LESBIAN COUPLES

Yet another survey (in Czech) has shown a clear trend that Czechia is ready for marriage of gay and lesbian couples. These beautiful and concrete findings come from a survey conducted by NMS Market Research.

THE MOST EXTENSIVE SURVEY ON MARRIAGE FOR ALL COUPLES

According to a continuous MEDIAN MML TGI survey on media consumption, opinions and attitudes towards life, conducted between January and June 2021 among 7,417 respondents over the age of 12, 62% of the population supports marriage for all couples. This was the longest and most extensive survey carried out in Czechia.

66% OF CZECH PEOPLE WERE IN FAVOR OF ENABLING GAY AND LESBIAN COUPLES TO BECOME FOSTER PARENTS

According to a **survey** (in Czech) conducted for the City of Prague by IPSOS, 66% of Czech citizens agree that gay and lesbian couples should be able to foster children, the right of all children to grow up in a loving and stable family environment being the main motivator.

Throughout 2021, we monitored changes in the law, met with politicians, addressed the government, and communicated with the Chamber of Deputies and the Senate.

THE FIRST PRE-ELECTION DEBATE ON MARRIAGE FOR ALL WAS HELD IN JIHLAVA

The debate in Jihlava was the first of fourteen regional pre-election debates on Tuesday, June 29. Most of them were held online, some of them happened in person. The candidates for the Chamber of Deputies were also answering your thought provoking questions.

WE HAVE LAUNCHED A NATIONAL FUNDRAISER FOR OUR PRE-ELECTION SURVEY

It is only thanks to you and your donations that we could realize the pre-election survey. An incredible total of 484,300 Kč were **contributed** (post in Czech) by 523 of you towards the costs of creating, coordinating, producing and promoting the survey, organizing the pre-election debates, etc.



„2021 was pivotal for marriage for all. It was a historic year, as deputies voted for the first time ever on an amendment to the Civil Code that would allow marriage for gay and lesbian couples. We have been waiting for this moment ever since the formation of our initiative. We have been campaigning for the vote in various ways. At times, we were losing hope and starting to give up that we would see the vote happen. Finally, in April 2021, a special session of the Chamber of Deputies was called and the amendment was advanced to the next reading. We have overcome the imaginary wall some politicians had built in stating that marriage for all couples would never be voted on by the Chamber.“

Czeslaw Walek, director of the Jsme fér initiative

THE PRESIDIUM OF THE 'ASSOCIATION OF MARRIAGE AND FAMILY COUNSELORS' HAS ENDORSED MARRIAGE FOR ALL COUPLES

This is huge and significant because the Association is a professional organization of psychologists, social workers and other professionals working primarily in what used to be marriage and premarital counseling (now mostly family, marriage and interpersonal relations counseling).

THE 'ALLIANCE OF SURROGATE FAMILIES' SUPPORTS MARRIAGE FOR ALL COUPLES

In doing so, the Alliance has joined the consensus of experts who share a **common opinion** (available in Czech) – any concerns for the welfare of children in gay and lesbian families are unfounded. By the end of 2021, 28 professionals and organizations have come out in support of the position.

ZNOJMO KNIGHTS SUPPORT MARRIAGE FOR ALL COUPLES

The great guys and American football players from Znojmo Knights voiced their **support for equal marriage** (video in Czech). „In American football, family is the most important thing, and it's the most important thing in life as well. I'm fair and I'm for marriage for all.“ By doing so, they have joined dozens of athletes, sports personalities and celebrities who support equal marriage.

We thank all our partners and the hundreds of small donors who have supported the Jsme fér initiative financially throughout the year.

The complete team and their positions

Initiative Director

- Czeslaw Walek

Communications Manager

- Filip Milde

Social Media Coordinator

- Jakub Ličko

Donations Coordinator

- Sabina Sedláčková

Office and Database Manager

- Markéta Navrátilová

Lawyer and Head of Public Relations

- Lucia Zachariášová

Lawyer and Public Relations Manager

- Adéla Horáková

Public Relations Coordinator

- Jan Kozubík

Ambassador Coordinator

- Veronika Dočkalová

Story Coordinator

- Kateřina Fumřerová

Production

- Kateřina Končelíková



„When we began the society-wide debate on marriage for all in April 2017, there was little awareness in our society that gay and lesbian couples can't marry in our country, and even less willingness of our elected representatives to discuss the issue. The fact that we have made the first vote happen in just 4 years is a huge success. And it's not the only accomplishment we have achieved together. Thanks to your support, we were able to bring the topic of marriage for gay and lesbian couples to the forefront of the 2021 election campaigns. It wasn't just the Jsme fér initiative who asked candidates about their stance on marriage for all couples, but all media in the debates leading up to the election.“

Czeslaw Walek, director of the Jsme fér initiative

In 2021, we were able to maintain the counseling center's operation unchanged. Despite various personal difficulties related to COVID-19, our mentors were able to take part in professional meetings and answer clients' questions as usual. Three sessions of professional training were held throughout the year, with the autumn session attended by In IUSTITIA, an organization focusing on hate crime against LGBT+ people. Thanks to them, we had the opportunity to gain insights valuable for the clients of the counseling center who contact us with their experiences of various forms of hate crime. September was the month of the Fun&Run charity run, the proceeds of which brought 104,000 Kč to the counseling center. The last month of the year was dedicated to our Christmas fundraiser as has become our tradition, which was supported by Citibank who doubled the final amount raised to fund the operation of the counseling center in 2022.

39% increase

856 clients
(39% increase compared to 2020)

5280

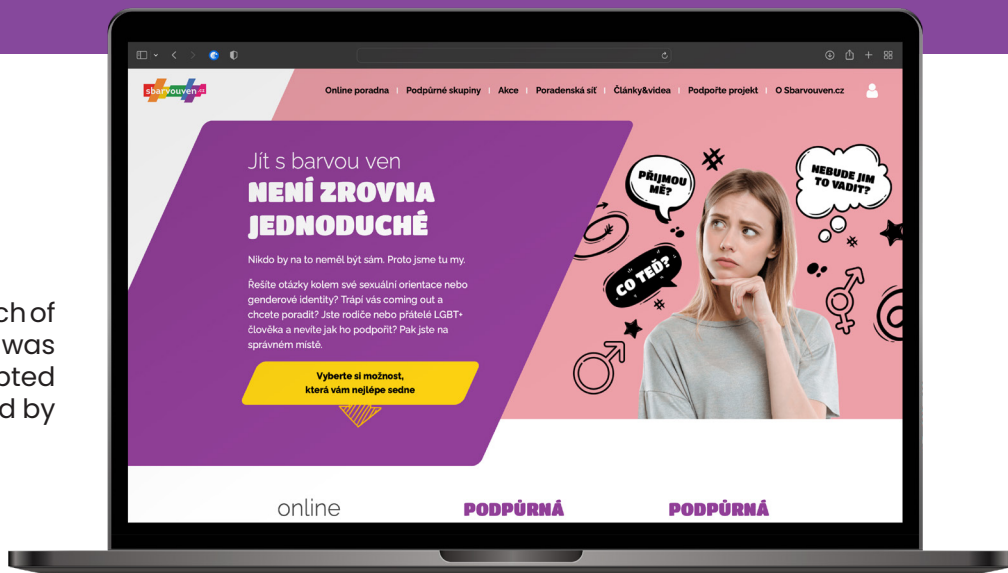
5280 messages sent
and received

7

7 new mentors
(bi, trans, gay)

NEW WEBSITE

An important moment was the launch of our new website in autumn, which was completely redesigned and adapted so that it could be comfortably used by blind people.



Team

Counseling Center Manager – Oldřich Kundera

Expert Supervisors– Aleš Kabilka, Josef Smrž, Irena Smetáčková, Jana Soukupová

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 counseling center and of the project as a whole. These 25 wonderful and amazing mentors volunteer their free time for the project. We also have support from, among others, the leadership of our association and our colleagues from other sections.

partners and donors



IKEA Česká republika, s.r.o.

Tides foundation



Events organized by Prague Pride Association



This charity run against homophobia accompanied by a program and HIV testing is organized by Prague Pride in cooperation with the Czech AIDS Help Society.

Due to COVID-19 measures, the run has been moved from May to September for the second time, same as most other running races and cultural events in 2021. Nevertheless, the participation was high. A large crowd of more than 320 runners started to gather around noon, followed by everyone warming up, stretching and then setting off at 2 pm. The atmosphere before the race was relaxed, runners were joking around and encouraging each other. For some of them it was the first running race in their lives. Runners and non-runners then met at the finish line to proceed with a children's run and a high heels run, which was attended by all regardless of gender or age. The indisputable winners were two men who reached the finish line at the same time. Throughout the afternoon, a DJ from John Reed Fitness played on the stage. The visitors could play table tennis, beach volleyball or relax with friends and colleagues.



„On Sunday morning I took a cold shower, because the fun we had on Saturday went on for quite a long time, and then I went for a run at Žluté lázně to chase all the phobias away. So far I haven't missed a single edition,” says one of the participants of the 10 km race and – this year for the first time – also of the high heels race. „I run 5 or 10 km, time is not that important for me, I like the idea of running homophobia off. I run with a colleague who is very open about being gay. Nobody in our company has a problem with it. And running in heels, which was started by the drag queen Dima Arest, I just had to try that,” he laughs.



Thanks to these partners, we were able to give all proceeds from the entry fees to charity projects



Další partneři



Team

Race Organizer – Lenka Bártová
Production – Kamila Frolichová
a Kateřina Končelíková

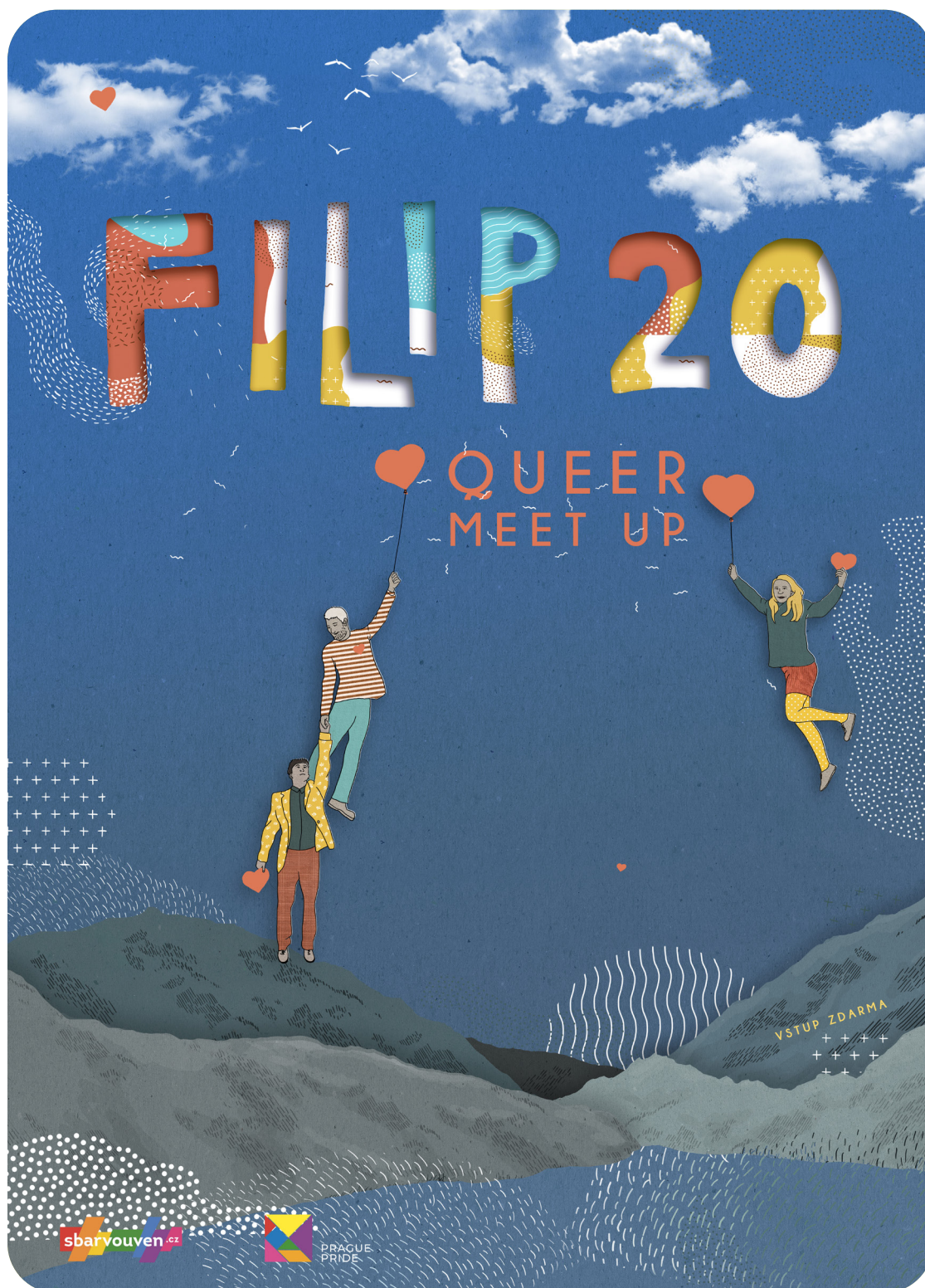
PR – Hynek Toman, Daniel Zikmund

Financial Management – Kateřina Šaparová

Organization of the Children's Race – Ondřej Pabišta

FILIP20

Filip20 are meetups for queer youth aged from 13 to 21. The aim is to allow teens to meet in a safe space where everyone is respectful of each other and everyone can be themselves. It's a chance to discuss everything queer teens deal with, learn LGBT+ history, meet others, and make new queer friends. The event is organized by Sbarvouven.cz and Queer & Trans Youth.



BOBR QUEER FEMME PARTY



„BoBr was finally able to wake up from its covid hibernation. This time it made its way to the ship Altenburg during the Prague Pride Festival 2021.“

350 people 5 DJs

**performance by
Tereza Silon**

Team

Chief Producer - Kamila Fröhlichová
Program and Production - Barbora Martisková



„We're trying to build a community and provide a platform for queer artists to present their music and art, twice a year, for the fifth time.“

Kamila Fröhlichová, chief producer

QUEER FEMME PARTY



Other activities of Prague Pride Association



A GUIDE TO SOCIAL WORK WITH RESPECT FOR GENDER, SEXUAL AND RELATIONSHIP DIVERSITY

As a follow up to the first part of the social work handbook respectful of gender, sexual and relationship diversity (GSRD) we published its second part in 2021, once again in cooperation with the Ministry of Labour and Social Affairs, this time focusing on specific **life situations**. The **105 pages** handbook covered **four areas** – the specifics of social work with LGBT+ children and youth, homoparental families, aging LGBT+ people, and finally the bereaved and burials, all with respect to GSRD. The publication was supplemented by a glossary, and lists of additional reading and of LGBT+ friendly organizations and services.

Czech edition reference:

Aut. kol. Specifika sociální práce respektující genderovou, sexuální a vztahovou rozmanitost: Část II – Životní události. Praha: Prague Pride z.s., 2021. ISBN 978-80-908096-3-5.



Publication
Articles on gender,
sexual and relationship
diversity



ARTICLES ON GENDER, SEXUAL AND RELATIONSHIP DIVERSITY

We published **10 articles on gender, sexual and relationship diversity** both online and in print journals during 2021. We published the following **7 articles** on the praguepride.cz, sbarvouven.cz and vogue.cz websites.

O genderově senzitivní komunikaci, diverzitě a vzájemném respektu

Schopnost řídit organizaci nebo schopnost empatie nesouvisí s genderovou identitou. Souvisí s kompetencemi, které je dobré rozvíjet už od dětství, a to s ohledem na osobnost a nikoliv biologické pohlaví. Spíše než na to, zda se člověk identifikuje jako muž, žena, trans či nebinární, je třeba hledět na individualitu, dovednosti a kvality. Morální kvality a charakter jdou totiž ruku v ruce s respektem, mimo jiné třeba k genderové identitě ostatních, který je klíčový nejen v komunikaci pracovních týmů, ale napříč celou společností.



Articles

On gender-sensitive
communication, diversity and
mutual respect



EDUCATION – EVENTS FOR THE LGBT+ COMMUNITY



„I know that I don't have confidence because I'm a woman, and that I don't like myself because I'm a lesbian," said a brave participant of the #budteslyset ('#beheard') program after a challenging day – the group went through a facilitated activity on coming out and a workshop focused on public speaking. Over the course of the year-long self-discovery workshops, soft and hard skills workshops and debates with politicians, we watched 15 young people step out of their comfort zone, shaking off the weight of internalized homophobia and transphobia, and finding their inherent power.

#BUĎTESLYŠET

In 2021, we kicked off a two-year emancipation program for queer people under 30. We organized two long weekends for a group of 15 active young people during which they had the opportunity to explore current issues pressing the LGBT+ community. Simultaneously, we worked together to develop communication and argumentation skills, and then discussed marriage for all, trans rights and the under-representation of women in politics and decision-making positions with Czech politicians. The program will continue in 2022 and we look forward to surely hearing about the young activists in the future.

THE CHEMSEX PHENOMENON

A new topic we have focused on in 2021 is the chemsex phenomenon. We have joined forces with La Cuntessa, a drag persona, and Xenia Uholyeva, a psychologist. The first sign of success was the awareness debate during the Prague Pride festival. In the second half of the year, we created a brochure for chemsex users in which we take an open approach to the topic, not trying to talk chemsex users out of it, but pointing out the risks and, where possible, offering safer methods. Look out for the brochure in your favorite saunas and clubs.

COMING OUT IN THE WORKPLACE

Another topic we focus on, as has become a tradition, is the question of coming out in the workplace. We held two workshops in August and September, which were attended by around 40 participants, to find inspiration, among other things, to help us prepare workshops for employers. By knowing the situations and issues that LGBT+ people face in the workplace, we can communicate these needs more clearly to majority workers.

PARENTHOOD

The usual parental training workshop also took place in 2021. During two weekends in autumn, around twelve couples had the opportunity to meet rainbow parents and learn about the lives of rainbow families in Czechia. The workshop included discussions with a lawyer and a developmental psychologist. We also presented the topic of LGBT+ parenting at a conference on families organized by the Ministry of Labour and Social Affairs, and on the Hatefree podcast.



„I have been running the parenting workshop every year since 2018 and I have noticed a gradual increase in the number of couples participating. Plus, it has one lovely advantage – now and then I receive news of rainbow babies being born. In the last two months, there were five in total, including one set of twins,"

Tereza Kadlecová, head of educational activities

EDUCATION OF PROFESSIONALS IN HELPING PROFESSIONS

Over the course of the year, due to the COVID-19 situation mostly in the second half of the year, several training activities aimed at workers in helping professions, especially in the field of social work, took place. The most popular was a round table discussion called 'Introducing the Rainbow Families in the Foster Care System Handbook'. Overall, the topics of gender, sexual and relationships diversity were presented in the form of lectures, seminars and webinars to more than 200 professionals in helping professions.

WORKSHOPS FOR EMPLOYERS

After last year's COVID-19 surprise, which put the brakes on most training activities for employers, in 2021 we were able to come back in full swing. We and the companies alike took to the internet, which ultimately proved to be the ideal place to train employees of large companies on LGBT+ inclusion. **A total of 26 events took place during the year for more than 700 people from a total of 9 large companies.** One event was hybrid (only the speakers and a limited number of audience members on-site plus a stream), all others were held online on MS Teams and Zoom.

We are pleased to know that companies book our workshops repeatedly – several companies ordered in bulk (Accenture – 6 events took place, 4 of which were for management, MSD – 12 events in total, 4 of which were for management, Allen & Overy and Avast – two events each).

The training activities we offer and the purposes for which companies use them:

- **Debates and discussions** – one of the most suitable ways to open a debate on LGBT+ inclusion in the workplace has been organizing a debate with external speakers. Some companies like to invite Ester Janečková to talk about the Sbarvouven.cz counseling center, another option is a discussion with representatives of companies that have already been dealing with the subject for a long time. Included in the moderated discussion is the option to ask questions via chat or using slido.com. The main advantage of debates is that it is possible to reach a larger audience this way, including those who are new to the topic and would hesitate to attend a more interactive workshop. **This year we helped companies to organize 4 debates.**

- **Interactive workshops** – for companies that want to delve deeper into the topic, we offer workshops with professional lecturers. Online webinars for 25 people are based on sensitively guided interaction, group discussion and sharing personal experiences. The topics we cover in the workshops the most often are: the history of LGBT+ emancipation (offering a deeper understanding of the causes of prejudice and stereotyping), coming out (everything it could mean, how to react when someone outs themselves, etc.), real-life situations that LGBT+ people face in the workplace, and the more subtle expressions of prejudice. The contents of each workshop are always tailored to the fullest extent possible to suit each company and the target group of participants. **We have organized a total of 22 workshops this year.**

SCHOOLS

We also continuously tackle the field of education. In addition to participating in various lectures and university courses, most of our work is done in partnerships. On one hand, we work together with the Faculty of Education at Charles University, launching an extensive research project in 2021 to look into the situation of LGBT+ people in Czech schools. We are also working with the queer film festival Mezipatra, which organizes awareness-raising and educational talks in schools. Since 2018, more than 3,000 students have participated in them not only in Prague, but also in 42 other cities such as Opava, Prachatice or Slaný.

EDUCATION

PLANS FOR 2022

In the first half of 2022, we plan to publish the final volume of the three-part handbook **„Specifics of Social Work with Respect to Gender, Sexual and Relationship Diversity‘**. The final part will focus on risk factors that can in some form affect LGBT+ people. For example, the risk of losing your job or home, violence in gay and lesbian relationships, the risk of addiction, incarceration of LGBT+ people, and more. The contents of the handbook correspond with the course ‚Specifics of social work with LGBT individuals‘, which is accredited by the Ministry of Labour and Social Affairs under the number A2020/0687-SP/VP and which is 8 hours long. The course is intended for all social workers interested in learning about the specifics of providing social work services to LGBT+ individuals. It focuses on practical skills and gaining the knowledge necessary to provide social counseling and services to children, youth, families and seniors who identify as lesbian, gay, bisexual or transgender. In particular, it focuses on introducing basic terminology and knowledge of LGBT+ topics to the participants, as well as the specifics of social counseling and creating a safe social service environment respectful of LGBT+ people.

Also nearing completion is the brochure **„He and He Are Planning a Family‘**. We are excited to be able to meet the needs of men who are starting a family and seeking information. In the preparation of the brochure we interviewed gay fathers who will also be reviewing and commenting on the finished text before it is finalized. We look forward to producing a truly relevant resource material as we did with the 2020 brochure for women.

Our team

Head of Educational Activities

Tereza Kadlecová

Coordinator of Educational Activities

Karel Pavlica

Lecturer

Aleš Rumpel

**More than 200 professionals in
the helping professions contacted**

**26 workshops
for employers**

**15 couples participated
in parenting workshops**

4 company debates

OTHER ACTIVITIES

NEGOTIATING WITH POLITICIANS

In 2021, especially at the beginning, we were still dealing with the COVID-19 pandemic and yet again the Czech government forgot about LGBT people in its resolutions. But we monitored their measures and repeatedly drew attention to problems as they arose. And we were successful, even though we were left with a bitter aftertaste, knowing that they continue to fail to think about us. Uncertainties arose especially in connection with the measure prohibiting people from crossing district boundaries. This complicated the situation for families with two mothers or two fathers, since the way of entering into registered partnerships by people from districts other than from the one the relevant registry office was located in was unclear. For this reason, we have posted the most frequently asked questions and answers on our website to make the situation a little clearer and to allow consistent access to information.

Our colleague from the advocacy team remained as one of the members of the 'Committee for Sexual Minorities' of the 'Human Rights Council' of the government. She became a member of the drafting group that prepared a draft of government strategy for LGBT+ people in the Czech Republic in cooperation with experts in various topics, relevant NGOs, and state administration. This draft contained crucial measures to improve the lives of LGBT+ people in Czechia, including the adoption of marriage for all, the abolition of the obligation to sterilize trans people, and the education of various sectors of the system on the rights of LGBT+ individuals. However, this key document was unfortunately not adopted by the Czech government in time before the Chamber of Deputies elections in autumn 2021. After that, the political representation changed and it is not clear what fate this drafted document will have. If approved in the future, it would be the first ever strategic document at government level to address the rights of LGBT+ people in a comprehensive and systemic way. We will do everything we can to make sure that this goal comes to fruition.

INDIVIDUAL DONORS

We thank all of our donors for their support in 2021. We truly appreciate having them by our side. Overall, 1,209 individual donors supported us in 2021, including 853 individual donors, for whom this was their first ever gift to our association.

NUMBER OF DONORS BY PROGRAM



WHAT PROJECTS WERE WE ABLE TO REALIZE THANKS TO THE SUPPORT OF OUR DONORS?

Thanks to the campaign **'We Vote for a Fair Chamber of Deputies'** of the Jsme fér initiative, we managed to raise an incredible amount of 485,200 Kč to conduct a pre-election survey among the candidates to the Chamber of Deputies. We have also organized a series of pre-election debates and, most importantly, we have managed to make marriage for all couples one of the most debated topics of the elections. A fundraiser called **'Let Rainbow Families Have Access to Information: He and He Are Planning a Family'** allowed us to begin work on a brochure dedicated to two-men parenting. The fundraiser raised 40,900 Kč and the brochure is scheduled to be released in the second half of 2022. For us, summer is dedicated to the Prague Pride festival and we organized two fundraisers to support it. The first one was a **birthday appeal to donate by director Tom Bílý** and it raised 53,350 Kč for the festival. The second fundraiser was called **'So that LGBT+ people can be themselves both here and in Hungary'**, raising 46,769 Kč. Half of this amount was sent to our friends, the Hungarian organization Budapest Pride. The year ended with the usual **fundraiser to finance the operation of the Sbarvouven.cz program**. The target amount was 300,000 Kč (150,000 Kč was an amount matched by a corporate partner), but in the end we managed to raise 438,833 Kč, thanks to the amazing support of our donors. Once again, we would like to sincerely thank everyone who participated in any of our fundraisers in 2021 or who simply donated when they felt like it. Thank you for having our back!



„It makes me happy that such projects exist and that we can support their realization. When I was young, we were on our own. I wish everyone who might feel lost or confused for a while would find their way through life, because we live in a beautiful world. And everyone has the right to be happy.“

„Hello, I am a mother of two kids of other sexual orientation and my love for them will never change, I love them just the way they are. And when they find a partner and bring them home, no matter what sex/gender, I hope, first and foremost, that they will be a good person. Fingers crossed for Sbarvouven. Tolerance and love seem to be much needed in this world.“



„Hi, I decided to support you based on my own experience – my son is gay. It took me several years to come to terms with it. Thank you for your work and I hope you get as much support as possible.“



Financial section

FINANCIAL SECTION

Income statement – Prague Pride z. s. from 01.01.2021 to 31.12.2021

EXPENSES	
Consumed purchases	519 513,80
501000 Consumed material	518 293,80
502300 Fuel expenses	1 220,00
Services	12 616 701,49
511000 Repairs and maintenance	22 250,00
512000 Travel expenses	230 489,15
513000 Representation expenses	211 677,72
518000 Other services	12 023 596,44
518001 Commissions	60 000,00
518002 Commuter benefits	67 842,18
518100 Postage	846,00
Personnel expenses	1 513 013,00
521000 Wages and salaries	1 512 613,00
527000 Statutory social security expenses	400,00
Taxes and fees	1 504,00
538000 Other taxes and fees	1 504,00
Other operating expenses	52 805,68
543000 Gifts	36 355,44
545000 Other fines and penalties	16 458,00
548000 Other operating expenses	7,76
Financial expenses	582 600,64
563000 Foreign exchanges losses	549 086,84
568000 Other financial expenses	33 513,80
TOTAL EXPENSES	15 286 138,61

REVENUES	
Revenues from production output and goods	4 003 287,27
602000 Revenues from services	2 596 503,06
602100 Prague Business Forum fees	1 406 784,21
Other operating revenues	3,56
648000 Other operating revenues	3,56
Financial revenues	17 069,63
663000 Foreign exchange gains	12 069,63
668000 Other operating revenues	5 000,00
Transfer accounts	3 037 523,75
682000 Other financial revenues – Gifts	3 037 523,75
Operating subsidies	8 356 272,40
691000 Subsidies and grants	8 356 272,40
TOTAL REVENUES	15 414 156,61
Net income	128 018,00

Balance sheet – Prague Pride z. s. from 01.01.2021 to 31.12.2021

	Initial balance	Turnover during the period	Final balance
ASSETS	13 624 613,41	5 506 976,85	8 117 636,56
211000 Petty cash		78 461,00	78 461,00
221002 Fio banka, a. s. 2800413427/2010	377 772,03	136 776,97	240 995,06
221003 Fio banka, a. s. 200413429/2010	115 139,10	26 648,34	141 787,44
221004 Fio banka, a. s. 2600823827/2010	806 466,56	784 609,95	21 856,61
221005 Fio banka, a. s. 2401213874/2010	378 480,26	117 680,10	496 160,36
221006 Fio banka, a. s. 2601636310/2010	11 854 369,42	4 464 719,50	7 389 649,92
221007 Fio banka, a. s. 2501374376/2010	44 226,02	69 649,84	113 875,86
221008 Fio banka, a. s. 2601791177/2010	100,00	12 814,56	12 914,56
261000 Cash in transit		0,00	0,00
311000 Accounts receivable	675 628,33	356 369,46	319 258,87
314000 Advance operating payments	55 509,00	9 786,00	65 295,00
315000 Other receivables	54 198,80		54 198,80
315001 Deposit – Vila pod Vyšehradem s. r. o.	50 000,00		50 000,00
395000 Internal clearing accounts		0,00	0,00
932000 Retained earnings, accumulated deficit	787 276,11	79 540,81	866 816,92

	Initial balance	Turnover during the period	Final balance
LIABILITIES	13 624 613,41	5 506 976,85	8 117 636,56
321000 Accounts payable	434 137,07	203 603,66	230 533,41
331000 Payroll (wages and salaries) payable			
336000 Clearing with social security and health insurance institutions	1 800,00		1 800,00
341000 Income tax	16 010,00	10 640,00	5 370,00
342000 Other direct taxes	4 838,00	12 743,00	17 581,00
343100 Accounting for value added tax (VAT)	4 774,00	4 774,00	
343101 VAT – taxation		11 915,45	11 915,45
343220 21% VAT output	157,50	157,50	0,00
347010 Subsidies – Ministerstvo práce a soc. věcí / Rise up		116 487,00	116 487,00
347100 Subsidies – Stiftung Open Society / We are fair	443 993,98	443 993,98	0,00
347300 Subsidies – Velvyslanectví USA / Solid Roots for LGBTIQ Rights in Czech Republic		326 030,22	326 030,22
347303 Subsidies – DG Justice – EC Actions / OUT	1 976 774,56	533 932,72	1 442 841,84
347503 Subsidies – The Tides Foundation / Sbarvouven.cz	256 482,80	256 482,80	0,00
347504 Subsidies – DORIAN FUND	2 097 956,14	1 477 029,19	-620 926,95
347513 Subsidies- The Tides Foundation / We are fair		879 381,17	879 381,17
347902 Subsidies – Erasmus+ / Common Point	69 260,94	236 243,04	166 982,10
347903 Subsidies – Erasmus+ / Být slyšet	931 666,53	238 661,81	693 004,72
347904 Subsidies – ILGA Europe / We are fair	178 056,65	6 156,57	171 900,08
347905 Subsidies – DG Justice – EC Actions / Rise up	6 834 645,67	4 295 166,72	2 539 478,95
347906 Subsidies – Na myslí, z. ú. / LGBT+ proti změně klimatu	130 000,00	130 000,00	
347907 Subsidies – Open Society Institute / Sbarvouven.cz	50 000,00	50 000,00	
347908 Subsidies – Open Society Policy Center / We are fair		290 684,07	290 684,07
347909 Subsidies – ILGA Europe / Stronger Together		259 304,96	259 304,96
347910 Subsidies – Erasmus+ / Inovace a umění: cesta k inkluzi LGBT+ osob		54 942,00	54 942,00
368000 Payables to partners in an association	119 167,00	2 905,00	116 262,00
379101 Payables to PP team members	-115 825,00	-3 342,00	-119 167,00
379102 Other payables	14 544,42	5 150,00	19 694,42
384000 Deferred revenue(s)	70 000,00	70 000,00	
431000 Profit or loss to be approved	79 540,81	37 837,19	117 378,00

CONTACTS



PRAGUE
PRIDE



Prague Pride



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Prague Pride o.s.



Prague Pride



Prague Pride



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Prague Pride z. s.

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