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Human Rights & Diversity

**Report on InterPride's
2022 Racism & Oppression
Awareness Program (ROAP)**

[interpride.org/roap](https://www.interpride.org/roap)



CHAIR HUMAN RIGHTS & DIVERSITY RICHARD BRETHOUR-BELL

Vice President, Diversity, Inclusion, and Accessibility

InterPride has taken a stand against racism.

We have released an [anti-racism statement](#) and have committed to providing and sponsoring anti-racism programs. This is the purpose of ROAP. In addition, we want to educate our members on the importance of racial justice topics such as Implicit Bias, Diversity Equity and Inclusion (DEI), Stigma Reduction, Systemic Racism, etc.

In the coming year, we will expand topics to include Opioid Overdose Prevention (disproportionately affecting marginalized communities), Harm Reduction, Stigma Reduction, Post

Sincerely,

Richard

Richard Brethour-Bell

VP of Diversity, Inclusion & Accessibility

Co-Chair, Human Rights & Diversity Committee

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Traumatic Stress Disorder (PTSD), and Cultural Competency. Our community has been adversely affected by racism in the U.S. and abroad. As an anti-racist organization, we know that it's not enough to state that we aren't racist. We must do the work that shows that we are actively working against racism. We not only point out that racism is wrong, but we also highlight the benefits of promoting diversity.

InterPride's Human Rights and Diversity Committee supports ROAP. We invite all who are interested in combating racism and promoting human rights to get involved with this committee and help to continue to expand on this vital programming for our global LGBTQIA+ community.



Photo Credit: Richard
Brethour-Bell



Photo Credit: Jannat Ali



ABOUT INTERPRIDE'S HUMAN RIGHTS WORK

Equal rights for LGBTQIA+ communities are central to the purpose and work of InterPride.

Overview

Seventy jurisdictions in the world criminalize private, consensual, same-sex sexual activity. The death penalty may be applied in eleven of these jurisdictions. Fifteen countries criminalize the gender identity and/or expression of transgender people. In many countries, there is no right to peaceful public assembly. Regressive government and judicial policies are continuing to erode hard-fought human rights gains.

InterPride's Strategic Plan 2022–2025 includes an enhanced focus on working collaboratively with partners to grow the Pride movement as a means of achieving visibility and social change. We also aim to build our international profile to better advocate for the rights of our communities.

InterPride's work in human rights includes:

- advocacy on human rights issues impacting our communities
- education and awareness training
- implementing policies that support diversity, equity, and inclusion
- managing funding programs that support the growth and development of Pride globally
- awarding scholarships to member representatives to support networking and information sharing at our Annual General Meeting and World Conference
- data collection and research into trends and issues related to the global Pride movement



Photo Credit: Mazz Image, Guadalajara Annual General Meeting & World Conference, October 2022



ABOUT INTERPRIDE'S RACISM & OPPRESSION AWARENESS PROGRAM (ROAP)

Racial justice issues are fundamental to InterPride. Our work aims to reflect this commitment.

As Pride organizers, racism and oppression are key areas of concern

There is often uncertainty about what constitutes racism, unconscious bias, prejudice, micro-aggression, oppression, colorism, and colonialism and how these are interconnected. The ability to understand and learn about these issues helps us become inclusive leaders while creating a safer space for Black, Indigenous, and People of Color (BIPOC) communities.

To support this commitment, in October 2021, we launched the Racism & Oppression Awareness Program (ROAP).

ROAP includes:

- InterPride Anti-Racism Statement
- Webinars and Ted-Talks style live sessions
- Reading materials and other resources
- Social media posts with stories and videos

Topics within the focus of ROAP include:

- Understanding racism and oppression around the world
- Violence faced by transgender and gender-nonconforming people of color
- Immigrants in the European Union
- Colorism, the caste system, and discrimination in Asia
- Working with Indigenous communities
- Police brutality and police engagement
- Working towards more inclusive leadership on the Boards of Pride organizations
- How can Pride organizers be at the forefront of racial justice, inclusion, and creating a safe space for BIPOC individuals?

Programs produced through ROAP are delivered throughout the year to raise awareness and educate Pride organizers worldwide. These initiatives are promoted on our social media platforms. Through these efforts, we hope to contribute to progressive change within the global LGBTQIA+ community. If you are interested in contributing content to the ROAP initiative, [please contact us!](#)



Photo Credit: Mazz Image, Guadalajara Annual General Meeting & World Conference, October 2022



OUR 2022 WEBINAR SERIES SUMMARY

A Conversation With The Albuquerque Police Department on the LGBTQIA+ Community

The purpose of this webinar is to discuss with Albuquerque police officers about defunding the police and the disconnect between minority and sexual minorities and the police.

The hope is to provide some understanding in the efforts to bridge the chasm that has traditionally separated these communities (from Stonewall to George Floyd).

[CLICK HERE TO WATCH ON YOUTUBE](#)

Hosted By:

- Richard Brethour-Bell (He/Him/His), VP, Accessibility, Diversity & Inclusion and Human Rights Committee Co-Chair

Guest Speakers Include:

- Chase Jewell (He/Him/His), Albuquerque Police Department Community Ambassador
- Officer Michelle English (She/Her/Hers), Albuquerque Police Department
- Officer Jennifer Garcia (She/Her/Hers), Albuquerque Police Department
- Officer Gerard (He/Him/His), Albuquerque Police Department

Africa & LGBTQIA+ Rights

The purpose of this webinar is to discuss with Carlos Idibouo about the struggles of being a LGBTQIA+ community member on the continent of Africa.

Carlos Idibouo successfully manages issues related to human rights, gender-based violence, sexual reproductive health and rights, accessibility, diversity and inclusion, both within LGBTQI communities and within corporations, applying an intersectional approach. .

[CLICK HERE TO WATCH ON YOUTUBE](#)

Hosted By:

- Richard Brethour-Bell (He/Him/His), VP, Accessibility, Diversity & Inclusion and Human Rights Committee Co-Chair

Guest Speaker Includes:

- Carlos Idibouo, (He/Him/His), Co-founder and Co-chair of Fierté Afrique Francophone (FAF)



OUR 2022 WEBINAR SERIES SUMMARY

Generational Racism: A Multigenerational Discussion About Systemic Racism Within Queer Spaces

A multigenerational discussion about systemic racism within queer spaces. The hope is that by having these discussions, we weed out divisive tactics from the larger society that occasionally filters into our smaller marginalized community. This is an effort to evolve, learn, and validate lived experiences, to be better prepared for advocacy and activism. In order for our community to grow and thrive, we have to see things from the perspectives of others within our community. This is a discussion from two different generations. There will be some common ground, but there will also be different views that are influenced by our experiences and perspectives. In this webinar, we will explore Generational Racism and how you can open a constructive dialogue to discuss the systemic issues in

our globally connected society. The webinar will be a 40-minute session, with 20 minutes for Q&A and discussions.

Hosted By:

- Richard Brethour-Bell (He/Him/His), VP, Accessibility, Diversity & Inclusion and Human Rights Committee Co-Chair

Guest Speakers Include:

- Faris Cuchi Gezahegn (They/Them/Theirs)
- Anderson J. Dirocie D. (He/Him/His)

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Black History and the Queer Perspective

Discussion Topics

- The origin of Black History Month
- Why do we need a Black History Month?
- Black History Month and the queer perspective
- What the future holds

Hosted By:

- Richard Brethour-Bell (He/Him/His), VP, Accessibility, Diversity & Inclusion and Human Rights Committee Co-Chair

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OUR 2022 WEBINAR SERIES SUMMARY

First Nations' Navigation of Biases in Queer Spaces

Russell Weston will lead a discussion on First Nations' Navigation of Biases in Queer Spaces. During this discussion, First Nations members will open up about their experiences and how we move forward. The webinar will be a 40-minute session, with 20 minutes for Q&A and discussions.

[CLICK HERE TO WATCH ON YOUTUBE](#)

Hosted By:

- Russell Weston (Brother Boy), GAC Board Representative

Guest Speakers Include:

- Damien Ralphs (He/Him/His)
- Ricki Spencer (They/Them/ Her)
- Kaylene McLeod (She/Her/Hers)
- Daniel McDonald (He/Him/His)
- Keenan Smith (They/Them/Theirs)

Interracial Relationships and The Queer Experience

Interracial relationships are more common among LGBTQIA+ couples. A discussion of the experiences, problems, and joys of being in an inter-racial relationship will take place during this webinar. They will discuss ways in which the LGBTQIA+ community and organizations may be more supportive of these kinds of partnerships. The webinar will be a 40-minute session, with 20 minutes for Q&A and discussions.

[CLICK HERE TO WATCH ON YOUTUBE](#)

Hosted By:

- Dr. James Brethour, PhD (He/Him/His)

Guest Speakers Include:

- Michael C. Davis (He/Him/His)
- Ivan M. Delvasto (He/Him/His)



OUR 2022 WEBINAR SERIES SUMMARY

"Don't Ask, Don't Tell" | Eleven Years Later

On September 20, 2011, the government of the United States officially repealed "Don't Ask, Don't Tell," legislation that had previously enabled LGBTQIA+ people to serve in the U.S. military only if they kept their sexual orientation a secret.

On the day of the Don't Ask, Don't Tell (DNDT) repeal, President Barack Obama stated:

"As of today, patriotic Americans in uniform will no longer have to lie about who they are in order to serve the country they love."

U.S. Secretary of Defense at the time, Leon Panetta, said:
"I am committed to removing all of the barriers that would prevent Americans from serving their country and from rising to the highest level of responsibility that their capabilities and talents allow."

Don't Ask, Don't Tell Background

With his 1992 presidential victory, President Bill Clinton declared his intention to lift the United States military's decades-long ban on openly LGBTQIA+ service members. Top military officials and influential members of Congress voiced their opposition to the plan.

Clinton was able to secure support for legislation allowing openly LGBTQIA+ service personnel to remain in the military by striking a middle ground with opponents. "Don't Ask, Don't Tell" was the name given to the policy.

It was widely condemned by civil rights organizations, but its repeal was celebrated as a victory in the ongoing struggle to end discrimination against LGBTQIA+ military personnel.

Veterans discharged due to DNDT were allowed to re-enlist after the repeal on September 20, 2011.

But, eleven years later, what has changed?

Richard Brethour-Bell, V.P. Accessibility, Diversity & Inclusion at InterPride, will host a discussion with three veterans who served while "Don't Ask, Don't Tell" was still enacted.

Hosted By:

Richard Brethour-Bell (He/Him/His), VP, Accessibility, Diversity & Inclusion and Human Rights Committee Co-Chair

Guest Speaker includes:

- SMSGT. Linda Mortensen (She/Her/Hers), United States Air Force Veteran
- Lindsay Church (They/Them/Theirs), United States Navy Veteran
- Michael C. Davis (He/Him/His), United States Navy Veteran
- Ryan A. Starzyk, DBA, (He/Him/His) United States Air Force Veteran

[CLICK HERE TO READ THE MEDIUM POST](#)

[CLICK HERE TO WATCH ON YOUTUBE](#)



INTERPRIDE'S ANTI-RACISM STATEMENT

As an organization representing the global LGBTQIA+ Pride movement, InterPride acknowledges that our community is no stranger to the systemic racism against Black, Indigenous, and People of Color, shown starkly through some forms of violence in their daily lives.

Over the last 50 years of the LGBTQIA+ movement-building, the violence against Black, Indigenous, and People of Color – especially Black trans women – undeniably demonstrates ongoing structural systems of oppression and racism added to the unjust police brutality, reminding us that our work is far from done.

InterPride is committed to supporting the global Black Lives Matter movement during this critical time and doing the hard work required to address all marginalized people's injustices within our organization and communities face. To make these actions concrete with long-term impacts that will bring change within our organization and beyond, we will launch our Racism and Oppression Awareness Program in November. Additionally, we have committed to direct donations received through Global Pride 2020 to support anti-racism programs by Pride organizations worldwide.

We all understand that we need to be part of the solution. As we continue to work toward our vision of a world where there is full cultural, social, and legal equality, we believe this moment is especially critical. We must form broad coalitions committed to addressing the deep forms of structural racism that persistently manifest as forms of violence against Black, Indigenous, and People of Color.

We hold our entire Board accountable and urge every member of our committees to take concrete actions by building and setting up anti-racism, anti-oppression, accessibility, diversity, and inclusion training and educational resources. We commit to providing education to our membership organizations, partner organizations, friends, families, and communities about unconscious bias and institutionalized racism. We will persistently be the people in the room that call attention to issues of social injustice.

We call Pride organizations worldwide to join this movement and take the steps needed to end systemic racism.

Leave no one behind!

#blacklivesmatter



InterPride



THANK YOU!

Contact | human.rights.chairs@interpride.org

Website | interpride.org

@InterPride

