



# Sydney WorldPride Limited Pride Committee Charter

**Date** 28 September 2020  
**Reference:** SWP PC  
**Version** 1.1

## Amendment Process

This is a 'live' document and is to be reviewed regularly.

This Charter will be amended by re-issue only. Copy numbers are not used.

Approved versions of this Charter will be designated and identified with a numerical designator commencing at '1' (e.g. v1.0).

Draft versions will be denoted by a change to the number following the decimal point (e.g. 1.1, 1.2).

| Revision History |                   |                    |
|------------------|-------------------|--------------------|
| Revision         | Date              | Comments           |
| 1.0              | 25 July 2020      | Board approved     |
| 1.1              | 28 September 2020 | Schedule A updated |

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## 1. Purpose

The Pride Committee is a committee of the Board of Directors of Sydney WorldPride (SWP), which has been established under clause 51.2 of SWP's Constitution to assist the Board in discharging its responsibilities with regards to community engagement, plans and activities.

## 2. Authority

- 2.1. The committee has no authority to make decisions on behalf of the board, to approve financial expenditure or commit the organisation to activities or undertakings not otherwise approved by the board. The committee provides advice to the board relating to decisions in accordance with this Charter, and other functions as may be delegated to it by the Board from time to time with specific focus on community engagement in relation to Sydney WorldPride 2023.
- 2.2. The committee may examine any matter in relation to its role and responsibilities, either on its own initiative or at the request of the Board.

## 3. Roles and Responsibilities

- 3.1. The committee is delegated with ensuring that SWP and its events meet expected standards for diversity and inclusion in respect to engagement programmes implemented by SWP either directly or indirectly through partnerships.
- 3.2. The committee is to provide strategic advice to the Board and management on engagement with InterPride and with the community, including the gay, lesbian, transgender, bisexual, queer and intersex community, and communication plans, activities and other matters of importance to the Board which arise between Board meetings.
- 3.3. The Pride Committee is responsible for:
  - 3.3.1. Reviewing SWP's pride and diversity engagement policies as they relate to pride and diversity and endorsing them to the Board for its approval
  - 3.3.2. Reviewing and making recommendations to the Board on the relevant engagement programme
  - 3.3.3. Ensuring compliance with all applicable legislation, relevant SWP policies and SWP procedures with regard to the engagement programme
  - 3.3.4. Acting as liaison for other Pride organisations on participation in SWP and protocols
  - 3.3.5. Co-ordinating SWP interaction and participation at other pride events as directed and approved by the Board.
  - 3.3.6. Acting as a mediation panel for community concerns around relevant SWP participation and engagement programme.

The overall organisational goals are set out at **Schedule A**.

## 4. Members and Attendees

- 4.1. The board will appoint committee members
- 4.2. The Committee shall consist of at least 7 members including:
  - One Board Director nominated by the Board (Chair)
  - Pride Officer – coordinator
  - 5 community representatives
- 4.3. The Chief Executive Officer and other members of SWP management and subject-matter experts with relevant experience may be invited to attend meetings of the Pride Committee from time to time on the invitation of the Chair.

## **5. Meetings**

- 5.1. The committee will meet at least quarterly, prior to meetings of the Board and hold extra meetings as required.
- 5.2. A quorum will be constituted by the presence of at least three Pride Committee members including at least one board director.
- 5.3. The notice and agenda of a meeting will include relevant papers and must be made available at least one week prior to the meeting date, unless all members agree that a meeting may be held on shorter notice.
- 5.4. Meetings will mostly be face-to-face. They may be virtual if agreed to by all members.

## **6. Code of Conduct**

- 6.1. Committee members will abide by the SWP Code of Conduct.

## **7. Conflicts of interest**

- 7.1. Committee members will abide by the SWP Conflict of Interest policy. Committee members will be invited to disclose interests at the start of each meeting.

## **8. Secretariat duties**

- 8.1. The company secretary, or another appropriate designated person will act as secretary to the committee.
- 8.2. The secretary will assist the chair to develop and distribute the agenda, papers, minutes and calendar.

## **9. Committee procedures**

- 9.1. **Written resolutions:** The committee may pass resolutions without holding a meeting in the same manner as is prescribed by the SWP board charter.
- 9.2. **Voting:** Any matters requiring decision generally will be decided by consensus, if consensus is unable to be achieved the matter will be referred to the board. Directors are eligible to vote on committee matters. The committee should engage in open negotiation to resolve matters.

## **10. Minutes**

- 10.1. Minutes must be prepared, approved by the chair and circulated to members within two weeks of a committee meeting. The minutes must be ratified and signed by the chair at the following meeting.

## **11. Reporting to the board**

- 11.1. The chair of the committee is to report to the board following each committee meeting. A copy of the minutes may be distributed along with other supplementary material including recommendations requiring board action or approval.
- 11.2. The chair has the discretion to escalate issues to the Board where:
  - 11.2.1. It is not clear that the committee has the authority to act
  - 11.2.2. The committee is unable to agree on a specific matter
  - 11.2.3. The chair decides it appropriate to advise the Board of the issue.

## **12. Committee Nomination Procedure**

- 12.1. Appointments to the SWP Board and committees are led by the Nominations Committee.
- 12.2. At a minimum, candidates should provide a resume and covering letter indicating their interest.

### **13. Induction of new members**

- 13.1. Each new committee member is to receive a copy of the charter, the code of conduct, a copy of the latest strategic plan, annual report and all material previously provided to the committee on matters still before the committee. They will meet key staff.
- 13.2. It is the responsibility of the committee chair to ensure that all new members sign the code of conduct and confidentiality agreement and provide copies to SWP for record keeping purposes.

### **14. Committee Reviews**

- 14.1. The committee will review its performance on an annual basis.
- 14.2. The committee should review its charter and its composition annually to ensure that it remains fit and appropriate.

### **15. Intellectual property**

- 15.1. All objects created as part of the committee's work are owned by SWP.

## **Schedule A – Sydney WorldPride Goals**

- 1. Strengthen the global pride network and the reach of InterPride**
  - a. Increase the commercial value of WorldPride to InterPride and future host cities
    - i. Give InterPride greater value from the licence rather than profit
    - ii. Improve the data available to InterPride and future hosts
    - iii. Positive experience for sponsors and partners
  - b. Resource InterPride to obtain the capability to assist with the planning and development of WP2023 across the next 3 years.
    - i. Give InterPride resources to collaborate in this event including site visits
    - ii. Create a template for future host cities
  - c. Pass on to future hosts as much Event related project management information as possible
    - i. Deliver resource material for future WorldPride events to use to deliver great events, including playbooks and "lessons learned" summaries.
  - d. Increase the number of InterPride members globally but in particular within the Asia-Pacific region.
- 2. Deliver a sustainable and commercially successful event that reflects our social licence to operate**
  - a. Meet rigorous environmental standards
    - i. At a minimum – track emissions/ remove/reduce single use plastics, off set major event emissions where possible
    - ii. As an aspiration – zero net emissions for entire organisation
  - b. Ethical procurement and sponsorship
    - i. Develop a transparent framework for procurement and sponsorship that reflects / set InterPride policy
  - c. Ensure our events and organisation reflect the diversity of our communities
    - i. Partnerships with First Nations, Asia Pacific and youth organisation in the delivery of the Sydney WorldPride 2023 event
    - ii. Adequate diversity on our boards and committees
  - d. Collect data for the benefit of our communities while adhering to privacy standards
    - i. Work with nations where LGBTQI+ people face safety concerns to ensure no one is at risk by attending or participating in Sydney WorldPride 2023
  - e. Ensure the commercial success of Sydney WorldPride 2023
    - i. Ability to promote Sydney WorldPride 2023 during and from Copenhagen WorldPride 2021 – capacity to agree that with Copenhagen – without impacting the success of Copenhagen WorldPride 2021
    - ii. Mitigation if a WorldPride 2024 event goes ahead in a way that impacts on the commercial success of Sydney WorldPride 2023, including limitations on the promotion of any WorldPride 2024 event
    - iii. A licence to continue to use the 'WorldPride' title and host the Sydney WorldPride 2023 Event if anything happens to InterPride before (or after) 2023
- 3. Contribute to the visibility and supporting development of LGBTQI community across the Asia Pacific**
  - a. Strong elements of Sydney WorldPride 2023 delivered by and reflecting the issues of Asia Pacific people
  - b. Consultation with Asia Pacific organisations in the development of the program
  - c. Strong participation of people from the Asia Pacific across the program of events
  - d. Promote LGBTQI+ led and owned businesses to improve community capacity and experience
  - e. Develop a Solidarity Fund to support and subsidise membership fees and attendance fees for InterPride and Sydney WorldPride 2023
  - f. Increase ongoing engagement between Asia-Pacific Prides and InterPride members.
- 4. Be a platform for First Nations people, particularly LGBTQI people, in Australia and across the region**
  - a. Strong elements of Sydney WorldPride2023 delivered by and reflecting the issues of global First nations people
  - b. Co-design of program with first nations people, particularly Australian first nations for Sydney WorldPride 2023
  - c. Strong participation of first nations people across the program of Sydney WorldPride 2023 events
- 5. Contribute to the sustainability of the Australian community / LGBTQI+ community**
  - a. Recognition that we will work closely with Sydney Gay and Lesbian Mardi Gras ("SGLMG") in the development of sponsorship
  - b. Agreement to leave at least some profit to SGLMG / Sydney community.
- 6. Licence agreement that helps us work together to achieve our shared objectives**
  - a. Process for communication and reporting
  - b. Dispute resolution
  - c. Confidentiality
  - d. Non disparagement