



ANNUAL REPORT  
2020-2021



# RAINBOW CITIES NETWORK

2020-2021

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# 1. MESSAGE FROM THE MD



*An annual report is a tool that helps all the members to have a glimpse into the year that just passed. This tool helps to evaluate the path of the organization as well as the activities carried out by its manager and board. Overall, it embodies our efforts to be accountable to our member cities.*

*This year marked the consolidation of RCN as an association. None of the results shared in the next pages could have been achieved without the leadership of the board and the collaboration of the active members.*

*To each of these people, I offer this report as a token of gratitude and inspiration to continue working together towards the accomplishment of our shared goals*

*Manuel Rosas Vázquez*  
MANAGING DIRECTOR

# 2. RESULTS



## 2.1 The board

Rainbow Cities Network’s annual meeting in November 2020 was held online, due to the COVID-19 pandemic. Despite the challenges of hosting a remote

general assembly, the board was able to present the results and conducted the election of a new board. However, due to the great work of the outgoing board, the election turned into re-election with some minor changes. The new term of the board will be from 2020-2022 and it is composed as follows Brussels Capital Region (deputy chair), Geneva (general board member) Hanover (chair of the board), Mannheim (secretary), and Rotterdam (treasury).

## 2.2 Tasks and responsibilities

The board follows the principle of effectiveness that relates to the collective skills and expertise of each of its members and has a primary task that is to oversee the execution and well management of the activities planned by the coordination.

## 2.3 The association

This past year 2020-2021 was a very stable year that helped the association to gain

maturity as well as to engage in more international activities describe further in this document

## 2.4 The coordination

The coordinator after joining Rainbow Cities Network devised a set of goals to consolidate the organization, make it more visible, and turn it into a global player. With the sole purpose of actively contributing to the challenges pressing the LGBTI community.



### 3. EVOLUTION OF THE NETWORK IN A NUTSHELL



In many ways, 2020-2021 was a consolidating year for our organization. At the beginning of the year, the coordinator drafted an annual plan to speed up necessary operational changes to make us more future-proof and efficient.

#### 3.1.Continuing being inspired

The coordinator’s work this year was split into two big branches, one administrative that comprised activities like issuance of invoices, keeping up to date the By-laws, continuous update of the website, presence in social media outlets, the collection, editing, and publication of the one-pagers. The second branch is an operative one that consisted of strategic activities such as “Share the Rainbow”, invite new member cities, “Europe for Citizens”, Newsletter editing and distribution, contribute to the planning of the annual meeting, plus keeping the network involved in international activities.



#### 3.2.Rainbow Cities Network in motion

We continue our presence on social media Facebook, Twitter, Instagram, and LinkedIn. Not only through our own posts but also because this year RCN participated in several events with a high social media presence an example of this was the MAG event where the coordinator participated in a round table that was watched by 9,423 viewers around the world, according to numbers shared by the organizers.

In terms of engaging the RCN publicly, this year we launched the initiative “ Share the Rainbow” around IDAHOBIT on May 17th with this initiative we exercised “city diplomacy” to spread a message of acceptance and equality. Eight cities belonging to our Network have sent a rainbow flag to some of their “twin cities” as a token of friendship and to support the fight against any form of discrimination of the Homosexual, Bisexual,and Transexual communities.

From our side, the cities of Cologne, Cork, Hanover, Heidelberg, Leuven, Linz, Reykjavik, and Taipei sent a rainbow flag. The cities that received the flag were, Turku in Finland, Liege in Belgium, San Francisco in the United States, Rouen in France, Bristol in the United Kingdom, Leipzig in Germany, Montpellier in France, Bautzen in Germany, Louvain-la-Neuve in Belgium, Modena in Italy, Wroclaw in Poland, Vilnius in Lithuania, and Boston in the United States.





With this action, the Rainbow Cities Network and its members across the globe are actively involving their partner cities to endorse the full recognition of the LGBTI community and its visibility in the cities.

We are thankful to the twin cities for accepting the rainbow flags and joining us in the celebration of IDAHOBIT 2021.

Also in May, Rainbow Cities Network through its coordinator was a jury member at the Paris Prize for the

LGBTQI+ Rights 2020 edition. However, it only took place in 2021, as a jury member the RCN was able to postulate candidates for each category, this year the cities of Berlin, Brussels Capital Region, and Ljubljana sent candidates after the coordinator launched a call for candidates among the members. Such committee included distinguished members and it was presided by the deputy mayor M. Jean-Luc Romero-Michel.

The Virtual Global Conference on Promoting the Rights and Inclusion of LGBTI+ Youth led by MAG took place online, broadcasting from Paris. Here, RCN was also invited to participate in a round

table under the title “VILLES SÛRES POUR LES JEUNES” safe cities for young people. The conference was broadcasted worldwide. A video post-conference was released and we were included, you can find it in our social media channels.

This year our traditional International Photo Exhibition addressed the topic “Intersectionality within the LGBTIQ Community” counting with the magnificent participation of 20 cities, marking a new record of engagement.

Last year we informed that we presented a project to the European Commission under the



program “Europe for Citizens” to create the first LGBTI policy guidelines for local governments. It is a great pleasure to report that out of 173 projects submitted only 19 were selected, being ours among the exclusive group the project was awarded 141,121.00 Euros to be spent in 5 events.



**RCN was awarded by the European Commission 141,121.00 euros to create the first LGBTI policy guidelines for local governments**



Under the project “LGBTI policy guidelines for local governments”, we held our first event on June 1st and 2nd of 2021. Due to the Covid-19 restrictions, we opted to broadcast from Brussels Capital Region in order to keep as close as possible with the programmed application. We started the project off the right foot having the Commissioner for Equality Helena Dalli as a keynote speaker, followed by ILGA Europe executive director.

During this first workshop, 18 cities plus their delegations participated actively during two days sessions. The meetings were challenging but we did the best we could considering the format.

Towards the end of June, the coordinator represented the network at the pre-conference of inclusive cities organized by EGIDES “L’Alliance internationale francophone pour l’égalité et les diversités” The International Francophone Alliance for Equality and Diversity. The round table was held in french under the title “Rôle et responsabilités des villes dans la lutte contre les discriminations et pour la promotion et le respect des droits des personnes LGBTIQ+” Role and responsibilities of cities in the fight against discrimination and for the promotion and respect of the rights of LGBTIQ + people.

This allowed the network to be presents despite language barriers.

## INTERNATIONAL PRESENCE



# GETTING INSPIRED



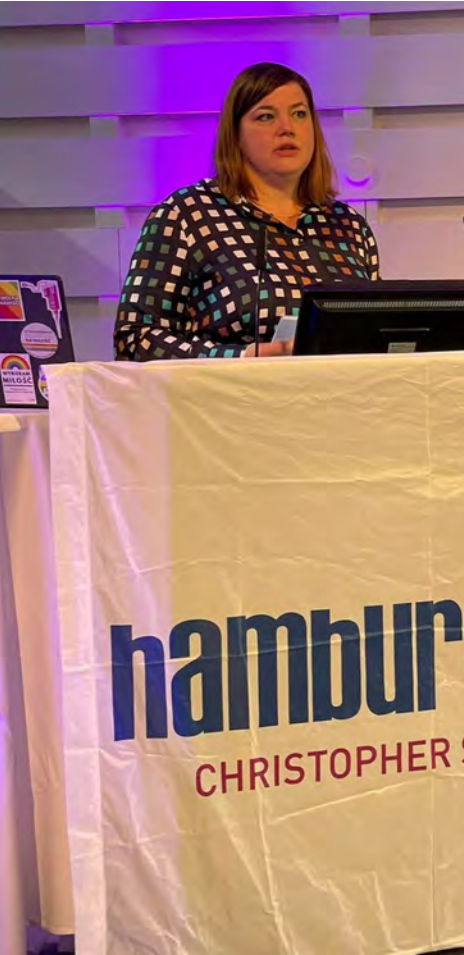
On August 5 and 6, 2021, the first Hamburg Pride e.V. human rights conference took place under the title “Challenges. Achievements. Future”. The coordinator represented RCN delivering a speech on the relevance of the cities in protecting LGBTI rights, he also participated in a round table with activists from Hungary and Poland. In the same round table was the head of Hamburg pride and the EMP Rasmus Andresen.

The coordinator attended to WorldPride 2021 in Copenhagen, Denmark. He participated in the Human Rights Forum, allowing RCN to start conversations with governments from Sidney, Wellington, and Orlando. Additionally, he was able to meet with the Director of the Global Equality Caucus and secure a good relation with the Directorate- General for Justice and Consumers. These are just a few of the contacts made.

During the last week of August, the board held its first face-to-face meeting since the Covid-19 started. The city of Rotterdam was the host, allowing the members of the board and the coordinator to reflect on the work of the coordination and to plan strategically the next steps to follow that will be presented at the annual meeting in Bergen.



# LEARNING IS A CONSTANT PROCESS



Before the annual meeting, the preparation committee conveyed in Leuven. The cities of Bergen (current host) Esch-sur-Alzette (previous host) and the coordination, draft and discuss the plan for this year’s general assembly program.

The newsletter “Rainbow Cities in Action” increase its subscribers by 15%

## 3.3.New members in 2021

Looking back at the year 2021 was full of hope and promises. With the availability and deployment of vaccines against Covid-19. Local governments and their societies were able to finally took back some normality to their routines. This also reflected positively in the incorporation of new cities into our organization.

The network grew by 18% with the six new cities that joined our network in 2021: New Taipei City in Taiwan, Wiesbaden in Germany, Bordeaux in France, Helsinki in Finland, Oostende, and Kortrijk in Belgium. The list is organized chronologically with respect to the moment of joining the network.

Rainbow Cities is now six cities stronger making a total of 39 cities that work jointly to create an impact together, these steps make us closer to reach our goal of becoming a global actor in the long run.



## THE PATH AHEAD



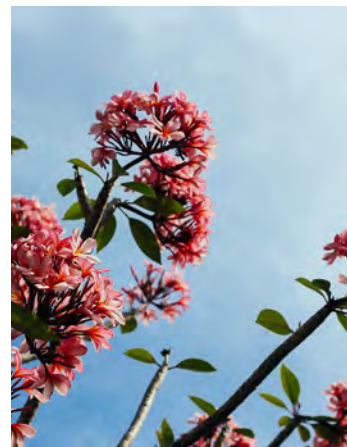
### 3.4.Where is RCN heading

The board in synchronization with the coordinator has created a roadmap to increase cooperation among its members, this will be presented at the General Assembly in Bergen.

The board has decided to change the title of “Coordinator” to “Managing Director” to facilitate the work of networking of the current coordinator. It will also help to empower the coordinator among members and new candidate cities and other relevant stakeholders.

In the next years, RCN is aiming to consolidate its presence in Europe but also to increase its presence worldwide.

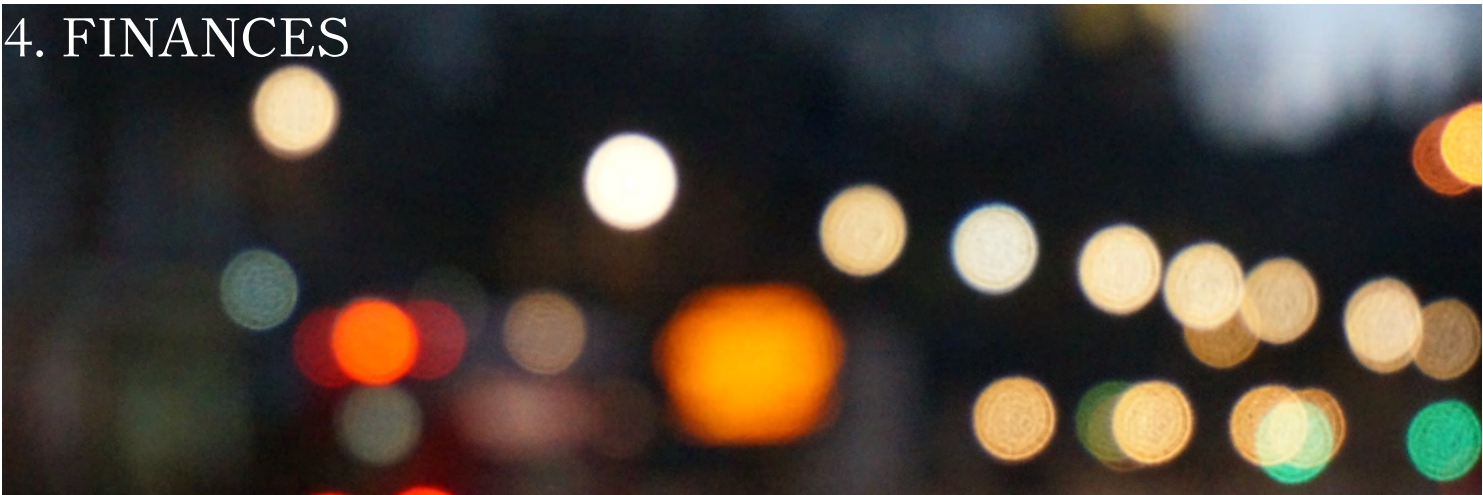
Within the network, the board and the managing director intend to increase the engagement of the members in the joint activities planned for the years to come.



**Free to be yourself**







# 4. FINANCES

## 4.1.Income and expenses

In this section, we give you an overview of our income and expenses. The overview runs from July 2020 until June 2021.This overview does not include the overview for the income and expenses for the “Europe for Citizens project”.

### 4.1.1.Income

The income of the network is directly linked to the membership fees that the member cities cover annually.

- On 01-07-2019 the network had 30 members.
- On 01-07-2020 the network had 34 members.

According to the By-laws, the membership fees are calculated based on the size of the city’s population.

- Small cities up to 300.000 inhabitants 1000 €
- Medium cities with 300.001 – 750.000 inhabitants 2000 €
- Big cities over 750.001 inhabitants 3200 €

### 4.1.2.Membership fees 2021

The membership fees for this fiscal yearwere covered by 31 out of 34 members.

Table 1. Income July 2020 – June 2021

Income paid from July 2020 - June 2021				
Concept	Nominal Expected Income	Income Fees	Solidarity Income	Total income
Member annual fees	66.900,00 €	58.500,00 €	4.500,00 €	
Outstanding fees previous years	24.800,00 €	18.400,00 €		
Total	91.700,00 €	76.900,00 €	4.500,00 €	81.400,00 €

Source: self-made, amount in euros.



# FINANCIAL REPORT

At the closure of this fiscal year (June 2021) the membership fees for the following cities are still outstanding:

- Barcelona
- Mannheim
- Vienna

We have been in contact with Vienna and Mannheim about the outstanding fees (respectively 3.200 EUR and 2.000 EUR) and they are expecting to fulfill their payment obligation shortly after the writing of this financial report.

Barcelona went through a change of government and besides the outstanding fee for this fiscal year Barcelona is still working to cover the fee for the previous two fiscal years as well. We are in contact with Barcelona about this and know that they are working hard on a resolution. This amounts to a total amount of 3 x 3.200 EUR (9.600 EURO) that is still outstanding.

Both Sao Paulo and Mexico City have formally asked the board for the solidarity reduction to pay respectively 1.000 EUR and 500 EUR fee instead of the fee that corresponds with their city size. The board agreed to grant the reduction fee for both cities.

In addition to the regular membership fee, in 2020 the city of Mannheim has paid a solidarity contribution of 4.500,00 EUR. We want to thank Mannheim for its commitment and solidarity with the RCN.

The general reserve over the previous fiscal year was 35.173,99 EUR.

## 4.2.Expenses

### 4.2.1.Bank account

Because the Rainbow Cities Network had a business bank account the Bank charges monthly maintenance costs. These costs vary per month and total up to 129,69 EUR for the year. Due to international transactions from Sao Paulo and Mexico City we were charged transaction and provision costs. This totals up to 8 EUR.



4.2.2.Board costs

During the annual meeting in November 2021, a new board was elected. Due to this, the new board members had to be added to the registration with the Dutch Chamber of Commerce. Costs for this were 7,50 EUR.

4.2.3.Personnel and cooperation costs

The Rainbow Cities Network has a contract with the Queeres Niedersachsen Netzwerk (QNN) to arrange the employment of the coordinator.

For 2020 was agreed to pay 55.500,00 EUR per year in four deferred installments of 13.875,00 EUR. The 55.500,00 is divided in:

- Overhead 5.000 EUR (standard amount)
- Personnel costs 47.500,00 EUR including German taxes (based on a 40h workweek)
- Travel costs 3.000,00 EUR

As of June 2020, the coordinator’s hours were extended from 32h to 40h per week because of the extra amount of work in building the new website and applying for the “Europe For Citizens project”. Because of this, we paid 7.917,00 EUR to the QNN in June 2020. Since this was paid before the closing of the previous fiscal year this is not included in the current financial report. After the closing of the previous fiscal year, there was one installment of 13.875,00 EUR left to pay.

Because of the increasing workload (including the “Europe for Citizens project”), the board decided to continue the extension of the coordinator’s hours and because of this new financial arrangements with the QNN were made.

For 2021 it was agreed to pay 70.506,60 EUR per year in four deferred installments of 17626,60 EUR.

The 70.506.60 is divided in:

- Overhead 5.000 EUR (standard amount)
- Personnel costs 64.006,39 EUR including German taxes (based on a 40h workweek)
- Travel costs 1.500,00 EUR

At the time of writing this financial report three out of the four installments have been paid to the QNN.

4.2.4.Website and mailing list

- For the design of the one-pagers, we used Lucid Press software which costs 17,58 EUR in total
- Hosting of the website domain and maintenance costs for the next three years (until August 2024) is 1334,01 EUR.
- On the 23rd of October 2021, the Rainbow Cities Network launched a new website. After an open call, Gyor Moore was selected to design this new website. Costs for the design of the new website were 9.000,00 EUR. Before the closing of the previous fiscal year, the first installment was paid. That has been included in last year’s financial report. After the launch of the website in October the final installment, 4.500,00 EUR was paid.

4.2.5.Annual and prep meeting

Due to COVID-19, it was not possible to organize the annual meeting face to face. Thus, the annual meeting in November took place online. To facilitate this, we took a subscription to Zoom which has also been used for the biweekly board meetings. The total costs for this subscription are 198,94 EUR. Due to the nature of the coordination work, Zoom turned out to be a useful tool that will be kept as a fixed expenditure for the coming years.

4.2.6.Share the Rainbow

From the cities that joined the Share the Rainbow initiative only two cities charged the costs of their Rainbow flags, one each city.to the Rainbow Cities Network. Total costs were 96,30 EUR.

In the first table below you will find a table with all expenses of the fiscal year 2020-2021. The second table gives you an overview of income and expenses.

Table 2. Income and Expenses.

Expenditure July 2020 - June 2021		
Concept	Amount	Grand Total
Bank account monthly fee	129,69 €	
Transaction and Provision costs Mexico City and Sao Paulo	8,00 €	
QNN - personnel and cooperation costs 2020	13.875 €	
QNN - personnel and cooperation costs 2021	52.879,80 €	
Zoom subscription	198,94 €	
Lucid press software - design one-pagers	17,58 €	
Website hosting and maintenance until August 2024	1.334,01 €	
New Website design	4.500,00 €	
Registration Chamber of Commerce	7,50 €	
Share the Rainbow	96,30 €	
Grand total		73.046,82 €

Source: self-made, amount in euros.



Table 3. Overview of total income and expenses

Amount in EURs	Expenses	Income
Membership fees 2019 en 2020		18.400,00 €
Membership fees 2021		58.500,00 €
Solidarity Contribution		4.500,00 €
General reserve previous fiscal year		35.173,99 €
Total		116.573,99 €
Bank account monthly fee	129,69 €	
Transaction and Provision costs Mexico City and Sao Paulo	8,00 €	
QNN - personnel and cooperation costs 2020	13.875 €	
QNN - personnel and cooperation costs 2021	52.879,80 €	
Zoom subscription	198,94 €	
Lucid press software - design one-pagers	17,58 €	
Website hosting and maintenance until August 2024	1.334,01 €	
New Website design	4.500,00 €	
Registration Chamber of Commerce	7,50 €	
Share the Rainbow	96,30 €	
Total	73.046,82 €	

Source: self-made, amount in euros.



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RAINBOW CITIES  
NETWORK

5. Balance

Assets		Liabilities	
Funds	116.573,99 €	General reserve	43.527,17 €
		Reserves	73.046,82 €
Total	116.573,99 €		116.573,99 €

Source: self-made, amount in euros.

