

# ANNUAL REPORT

2022  
2023

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I cordially invite you to study this year's Rainbow Cities Network Annual Report.

A lot has happened in the past year. The EU project, in which a good part of our members participated, has finished. The results are open to the public on our website.

The exhibition, curated by Wolfgang Wilhelm from Vienna, is entering its eighth round, and we have five new member cities in the network from two different continents. We welcomed Montreal and San Francisco as our first members from Canada and the United States of America.

The growth of the network brings a transformation with it. Communication and commitment change in a lot of ways, and we are happy to tackle these together. Standing together and supporting each other will always be the core of our network. We are all living in different circumstances, different political systems and societies. But we are united in fighting against hate and homophobia and all the violence that comes with it.

In this report, you will also find the numbers for the closed fiscal year. As you can see over the years, growth also depends on the numbers. We have to get more professional on this part. For the future, we need to hire tax accountants specialized in associations who are working around the globe. Also, supporting us with reports to the authorities. The current Board is well aware and will handle this.

Thank you for taking the time to read this report.

Yours sincerely,  
Juliane Steeger

# Message Chair of the Board



# Message Managing Director

Dear Members of the Rainbow Cities Network,

I am delighted to present to you the Annual Report for the Rainbow Cities Network for the year 2023. This report encapsulates our collective efforts, achievements, and ongoing commitment to advancing the rights and well-being of the LGBTIQ+ community within our member cities.

Inclusion and Diversity:

Our network remains steadfast in its dedication to fostering inclusion and diversity in urban spaces. Over the past year, we have witnessed several milestones:

- 1. Expanding Our Membership:** We are thrilled to welcome several new member cities into the network, broadening our reach and strengthening our collective voice worldwide.
- 2. Community Engagement:** Our cities have continued to engage with the LGBTIQ+ community through outreach programs, support services, and events that celebrate diversity and promote inclusivity.
- 3. Advocacy and Policy Development:** Our advocacy efforts have yielded positive results, with several member cities implementing policies and regulations that protect and advance the rights of LGBTIQ+ individuals.

Events and Initiatives:

Throughout the year, we organized and participated in various events and initiatives:

- 1. Policy Recommendations**
- 2. Photo Exhibitions and City Diplomacy**

Challenges and Progress:

While we celebrate our accomplishments, we are also mindful of the challenges that remain. Discrimination, violence, and inequalities persist. We recognize that our work is far from complete, and we remain committed to addressing these issues head-on.

**Looking Ahead:**

As we move forward, our network will continue to champion the cause of the LGBTIQ+ community. We are dedicated to:

- 1. Strengthening Advocacy:** Our advocacy efforts will intensify as we work to change discriminatory policies and practices.
- 2. Solidarity:** We will stand in solidarity with the broader social justice movement, recognizing the intersectionality of LGBTIQ+ rights with other important issues.
- 3. Member Support:** Our commitment to supporting our member cities will remain unwavering. We are here to provide guidance, resources, and collaboration opportunities.

In conclusion, the Rainbow Cities Network is resolute in its mission to create cities that are safe, inclusive, and empowering for LGBTIQ+ individuals. Together, we can make our cities truly shine with diversity and acceptance. We express our gratitude to each member city, partner, and supporter who has made our progress possible. Your dedication and enthusiasm are the driving forces behind our success.

Thank you for your continued commitment to our cause. Let us move forward together, creating a world where every rainbow shines bright.

Sincerely,

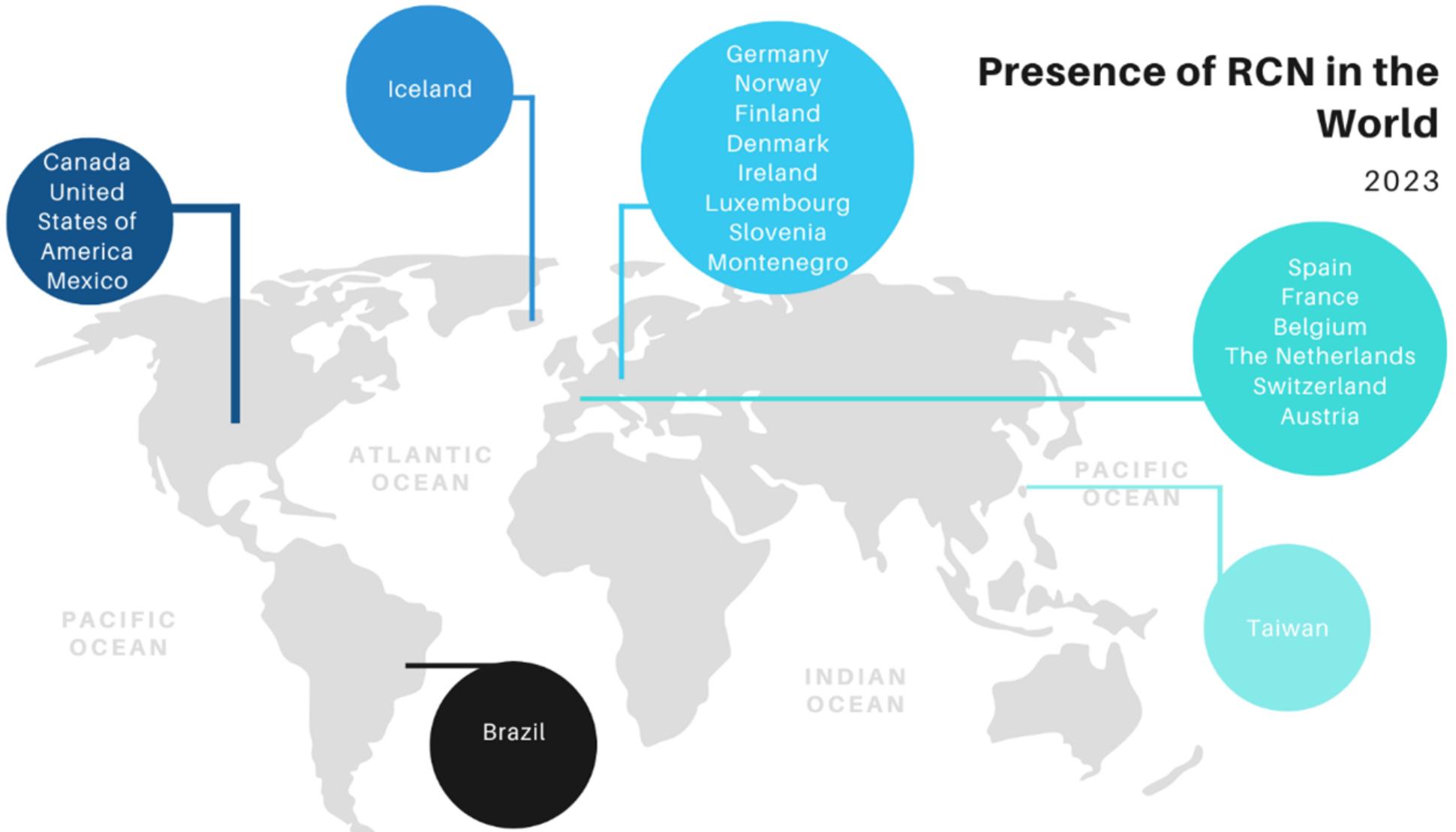
Manuel Rosas Vázquez



# 2. Results

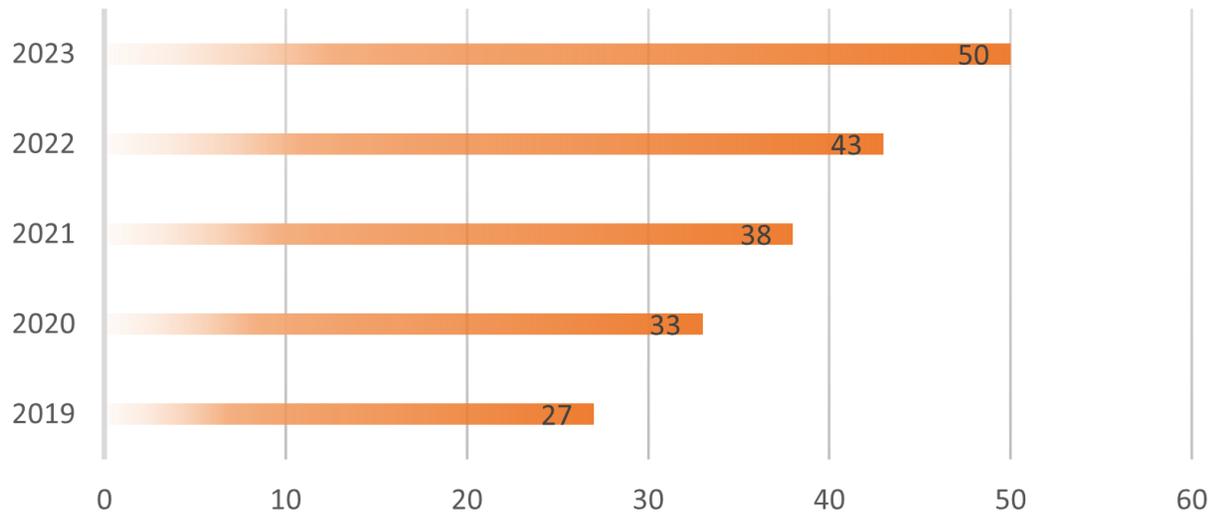
## 2022 -2023

### 2.1 Rainbow Cities Network in the World



# 2.2 Key Figures

## MEMBERSHIP GROWTH OVER THE YEARS



## Income Growth over the years Nominal expected income



## 2.3 The Board

At the 2022 annual meeting, the board was renewed. The members from Brussels Capital Region, Geneva, and Rotterdam stepped down and handed over their responsibilities to the newly elected members from Bergen, Cork, and Reykjavík. Hanover and Mannheim were reelected. The new board will oversee the network from 2022 to 2024. The composition of the board is organized as follows: Chair of the Board (Hanover), Deputy Chair (Mannheim), Treasury (Cork), Secretary (Reykjavík), and Board Member (Bergen).

Article 10 was amended, and the functions and responsibilities of the board were included. This had the intention to bring clarity to all its members and provide a clear mandate to the board.

The international photo exhibition's date of May 17th was restored.

## 2.4 Task and Responsibilities

In the first quarter of 2023, the newly elected board met in Hanover to discuss the future of the network, formulate strategies, and prioritize goals for the next two years. They also spent half a day engaging in team-building activities and developing tools that complement each other's talents in collaboration with the managing director

## 2.5 The Network

The governing board hired Deloitte Deutschland to take over some of the managing director's contractual responsibilities towards the German government. The network consolidated its membership and presence internationally by engaging with the European Commission and other international organizations.

# 3. Impact

In 2022-2023, our organization triumphantly consolidated its efforts, successfully executing its inaugural international project sponsored by the European Commission and producing a publication that reached a global audience. The guidelines were distributed among important stakeholders like the European Commission, ILGA Europe, The Council of European Municipalities and Regions (CEMR), and the Council of Europe, among others.

The Guidelines have been translated into seven other languages, namely Catalan, Dutch, French, German, Montenegrin, Slovenian, and Spanish. This step will enable local governments to access our recommendations in their local language, thereby increasing the reach and impact of our collective work.

Rainbow Cities Network concluded the first semester of 2023 by reaching a milestone by welcoming its 50th member. Strengthening its presence in Europe but also reaching out to new countries in North America.

This year, Rainbow Cities Network extended its presence to the United States of America by welcoming San Francisco as its first USA member city, making a total of twenty countries where RCN operates.

## 3.1 Consolidating the organization

The coordination's work this year was split into two significant branches, one administrative that comprised activities like issuance of invoices, 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 consists of strategic activities such as "Share the Rainbow", inviting new member cities, "Europe for Citizens," newsletter editing and distribution, contributing to the planning of the annual meeting, plus keeping the network involved in international activities.

## 3.2 Rainbow Cities Network's work

In terms of engaging the RCN publicly, this year, we had the third edition of "Share the Rainbow" around IDAHOBIT on May 17th with this initiative, we exercised "city diplomacy" to spread a message of equality, and respect.

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 LGBTIQ+ community and its visibility in the cities.

The network thanks the twin cities for accepting the rainbow flags and joining us in the celebration of IDAHOBIT 2023.

On May 17th, the world witnessed an incredible International Photo Exhibition showcasing the theme of "Queer Youth". Proudly displaying the works of 19 member cities, this event was a true celebration of the diverse and unique perspectives of LGBTIQ+ youth around the globe.

The Photo Exhibition was not only available online but also displayed publicly in several cities. Among the cities that proudly presented the exhibition were Bern, Copenhagen, Cork, Frankfurt am Main, Lille, Mannheim, and Vienna.

The European Capitals of Inclusion and Diversity Award is a testament to the tireless efforts of organizations and communities working towards promoting inclusion and diversity in the region. We are proud to have played a crucial role in conceptualizing the award and extending our warmest congratulations to the Brussels Capital Region for winning the award this year. The award ceremony provided us with an opportunity to inspire and initiate conversations with potential cities like Terrasa, Sevilla, and Regio Emilia. Together, we can continue to create a more inclusive and diverse society.

The "Europe for Citizens" program successfully brought together 22 members of the network who worked tirelessly towards a common goal. After two years, their unwavering dedication paid off on May 17th when they proudly unveiled the first-ever LGBTIQ+ policy guidelines for municipalities.

The project continued its journey after the successful event in Berlin last June 22. The network organized three more events, with the third one taking place in Aarhus, Denmark on September 15 & 16, 2022, followed by the fourth event in Cork, Ireland on January 18 & 19, 2023. The fifth and final event occurred on March 15, 16 & 17, 2023, in Kotor, Montenegro.

The events held in both Aarhus and Cork were an absolute success. The opening ceremonies, which took place at Aarhus City Hall and Millennium Hall, respectively, were nothing short of spectacular. The Mayor of Aarhus, Jacob Bundsgaard, and Lord Mayor Deirdre Forde were both honored to open each event, adding a touch of grandeur to the proceedings. The keynote presentations delivered on "Norm-critics as approach (Building LGBTIQ+Q+Q inclusive societies)" in Aarhus and "Combating hate crime and hate speech against the LGBTIQ+ community" in Cork were truly insightful and thought-provoking. Overall, it was an exceptional experience for everyone involved.

The final event of the project was held in Kotor. The mayor of Kotor, Vladimir Jokić, and the Minister of Montenegro's national government, Fatmir Gjeka, were in attendance. The event received many voices from civil society who expressed the challenges and opportunities they face in advancing LGBTIQ+ rights in Montenegro. This event marked the end of two years of data collection and served as a preamble to the launch of the guidelines on May 17th, 2023.

The collected input was the backbone and content of the guidelines. The participant cities in the project were Aarhus, Barcelona, Bergen, Berlin, Brugges, Brussels Capital Region, Cologne, Cork, Geneva, Hamburg, Hanover, Heidelberg, Kotor, Leuven, Ljubljana, Mannheim, Nuremberg, Paris, Rotterdam, and Vienna.

The network is deeply grateful for the outstanding human and financial support provided by Aarhus, Cork, and Kotor in co-hosting each event. We also extend our heartfelt thanks to the cities of Barcelona, Hanover, Kotor, Ljubljana, Paris, and Rotterdam for their invaluable assistance in translating the guidelines into their respective languages. Without their unwavering support, this project would not have been possible.

Before the annual meeting, the preparation committee conveyed in Heidelberg. The cities of Rotterdam (previous host) Reykjavík (current host), Heidelberg host of the preparation meeting, Mannheim, and the managing director, drafted and discussed the plan for this year's general assembly program.

## 3.3 New members 2023

In 2023, the network expanded its membership to include eight new cities: Podgorica in Montenegro, Roeselare and Genk in Belgium, San Francisco in the United States of America, Lausanne in Switzerland, Montpellier in France, and Oldenburg and Gießen in Germany. The network now boasts a total of 50 member cities around the world, but it's not just about the numbers. We value the commitment and dedication that our new members have shown over the years. We're especially thrilled to welcome San Francisco to the network, as it's a city with a long history of championing LGBTIQ+ rights and has played a significant role in the LGBTIQ+ liberation movements. San Francisco is our first member city in the United States of America, and we're honored to have them on board.

## 3.4 Where is RCN heading

The network will invest in being more active in several forums, and international events promoting the LGBTIQ+ policy guidelines, and recruiting more members.

The network, through the coordination, will try to establish working groups with its members, to follow up on the topics raised during the annual meeting.

The board has the mission to bring the network to new altitudes and consolidate the presence of the network in the international field, and keep working on the prestige of the network so other bodies see us as the reference on LGBTIQ+ policies at the local level.

# Financial Report

## 2022 - 2023

In this part we give you an overview of our income and expenses. The overview is from July 1st 2022 until June 30th 2023, the third fiscal year according to the Dutch law.

This overview does not include the overview for the income and expenses for the Europe for Citizens project.

### Income

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

### Members

On 01-07-2022 we had 42 members.

On 30-06-2023 we had 47 members.

According to the deed, the membership fees are calculated based on the size of the city's population.

Small cities up to 300.000 inhabitants 1000 EUR

Medium cities with 300.001 – 750.000 inhabitants 2000 EUR

Big cities over 750.001 inhabitants 3200 EUR

### Membership fees 2023

The membership fees for this fiscal year were covered by 40 out of 47 members.

**Table 1 – income July 2022 – June 2023**

Income paid from July 2022 - June 2023				
Concept	Nominal Expected Income	Income Fees	Solidarity Income	Total income
Member annual fees (2022-2023)	85.800,00 €	64.600,00 €	0,00 €	
Outstanding fees previous years	17.000,00 €	4.200,00 €		
Total	102.800,00 €	68.800,00 €	0,00 €	68.800,00 €

Source: self-made

The outstanding fees for the previous years include the fees paid by Berlin and Lille for 2022. The network would like to thank them for their commitment and support.

At the closure of this fiscal year (June 2023), the membership fees for the following cities **were** still outstanding:

- 1.Barcelona
- 2.San Francisco
- 3.Montpellier
- 4.Lille
- 5.Bordeaux
- 6.Montreal
- 7.Frankfurt am Main
- 8.Brussels Capital Region
- 9.Amsterdam

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 four 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 5 x 3.200 EUR (17.000 EURO) that is still outstanding.

**All other cities paid their fee shortly after the closing of the fiscal year.**

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

There is a slight deviation in the paid fees (60 EUR) because of an additional bank- and transaction costs that were charged by the bank for the fees received from both Mexico City and Kotor. The network would like to ask all members to please make sure the fee is paid in full. All additional costs for the transaction of the fee or the change of currency are for the account of the city.

## **Expenses**

### Bank account

Because the Rainbow Cities Network has a business bank account, the Bank charges monthly maintenance costs. These costs vary per month and total up to 334,60 EUR for the year.

### **Personnel and cooperation costs**

Up until the first quarter of 2022 the Rainbow Cities Network had a contract with the Queeres Niedersachsen Netzwerk (QNN) to arrange the employment of the managing director. Due to tax reasons, this contract has been revoked on both sides. We are still awaiting a larger invoice for 2020-2022 for an additional payment of taxes. By the end of the fiscal year, no invoice has arrived.

The personnel costs were 63.039,54 EUR. This consist of the salary of the managing director as well as all side costs such as taxes, health care and the workers compensation board for the insurances employers have to provide at the workspace.

As the managing director works from home a monthly stipend of €85 is paid to cover the additional costs incurred.

In addition to the personnel costs and compensation for home office costs, travel- and hotel costs made by the managing director for representing the network are also reimbursed. This fiscal year the total costs were 418,78 EUR.

### **Annual and prep meeting**

In this fiscal year, Rotterdam welcomed the members of the network for the annual meeting. Geneva hosted the prep meeting for this event. We would like to thank both cities for their hospitality. The costs made for the annual meeting were the costs for the folders that held the certificates presented to the new members during the annual meeting, mail costs due to sending roll-ups as well as travel refunds. The total amount for this is 420,22 EUR.

### **Website and mailing list**

The only costs made in this category during this fiscal year were made for the update of the animation on the front page of the website. The animation has been updated to include the new member cities. This was done by Gyor Moore, who also designed the website. The total costs for the update are 804,25 € EUR.

## Other expenses

This category relates to all costs that do not fit into any of the other categories.

- We are holding a German address at Queeres Zentrum Mannheim (QZM). For the use of cooperation the QZM charges the network a monthly fee of 14,95 EUR each month.
- We are obliged to hold a calculating office for tax fees of the employee. The costs are 249,95 each month.
- Each other costs are several ones containing the graphic design and printing as well as office supplies or maintenance fees of our cloud services.

## Board costs

This fiscal year covers the costs of one in person board meeting in Hanover, Germany.

The total cost of this event were 6.108,98. This Includes the hire of a coach (2588,77 EUR) to explore strengths and backgrounds of the board members to create a good environment of working together. As well as travel and hotel cost.

the fiscal year also covered the reimbursement of travel costs of the last Board meeting 2022 in Geneva of 1156,94.

There were also some miscellaneous travel expenses for the members of the Board for annual reviews.

**Table 2 – Income and expenses**

Income	Account	Expected 22-23	Final
Member fee	201	85.800,00 €	64.600,00 €
Other contributions	202	0,00 €	0,00 €
Fee previous year (subsequent)	203	17.000,00 €	4.200,00 €
<b>Total</b>		<b>102.800,00€</b>	<b>68.800,00€</b>

Expenses	Account	Plan	Final
Personnel and Cooperation Cost	301	66.000,00 €	-63.039,54 €
Homepage and Mailing List	302	1.500,00 €	-804,25 €
Board (meetings, travel costs 0012)	303	5.000,00 €	-8.299,88 €
Annual and Prep Meeting	304	500,00 €	-420,22 €
A (banner, etc.)	305	2.500,00 €	-3.640,00 €
Surplus	306	5.000,00 €	-7.463,56 €
Bank account costs	307	1.000,00 €	-334,60 €
<b>Total</b>		<b>81.500,00 €</b>	<b>-84.002,05€</b>

Source: self-made

The background of the slide features a large, abstract geometric pattern of red and pink triangles of various sizes, creating a low-poly effect. This pattern covers the left and top-left portions of the slide, while the right side is plain white.

The general reserve of 43.527,17 EUR was reduced because of the negative result of the fiscal 15.202,05 EUR. It is now 28.325,12 EUR.

**Please note that this is just a calculating number. 26.000 EUR of the outstanding fees were paid immediately after the closing of the fiscal year and will be pictured in the next financial report.**