

**UK Pride Organisers Network
and
European Pride Organisers Association**

Stonewall Consultation Results

July 2018

Recommendations

1. Within one month of the next meeting of its Board of Trustees, Stonewall publishes a policy statement on Pride, in which it affirms that Pride is an important event for the whole LGBT community; that it recognises the huge effort of volunteers to deliver Pride events; that it recognises its role and responsibility is to support the movement including in capacity building and fundraising; and that it does not seek, now or in the immediate future, to run Pride events.
2. The chief executive of Stonewall issues a public apology acknowledging the disquiet amongst Pride organisers about their conduct, and committing the organisation to work more constructively with Prides.
3. Stonewall should restrict all of the funds from the Primark deal. 51% should be paid to external organisations who work directly in Turkey, Myanmar and China, ideally receiving 17% each. The remaining 49% should be paid to the UK Pride Organisers Network, for distribution to Prides in need.
4. Stonewall agree not to enter into any future sponsorship or other fundraising deal that includes the word 'Pride', and will instead encourage the company/ies involved to support Prides directly.
5. Stonewall agree that concerns about the conduct of a Pride should be raised first, privately, with the Pride organiser concerned, so that a solution can be found; Stonewall agree to escalate concerns through the UK Pride Organisers Network; and Stonewall agree that publicly criticising a Pride is not in keeping with the values of our movement and should only be used as a measure of last resort.
6. Stonewall agrees to a biannual meeting with board members of the UK Pride Organisers Network, to discuss Stonewall's support for the Pride movement.

Structure of this Report

On the following pages, the responses to the Consultation are arranged as in the original survey sent to Pride organisers.

The European Pride Organisers Association consulted with Pride organisers in European cities where Primark announced it would be selling the Pride range. It did not conduct a broader consultation of the European Pride movement. The responses received are included from page 17 onwards.

All respondents were guaranteed anonymity and so some responses have been edited to ensure confidentiality.

1. Generally, how happy are you with Stonewall?

Respondents were asked to rate Stonewall on a scale from 1 ('not at all happy') to 10 ('extremely happy'). The mean answer was 3.75.

<i>Answer</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>
	8	9	13	10	5	1	1	4	0	2

2. Generally, how supportive do you find Stonewall?

Respondents were asked to rate Stonewall on a scale from 1 ('not at all supportive') to 10 ('extremely supportive'). The mean answer was 3.2.

<i>Answer</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>
	15	10	6	13	3	2	0	2	1	1

3. In your own words, what's your view of Stonewall generally?

1. Great work they do for the LGBT+ community.
2. Extremely organised group.
3. Stonewall are a great charity supporting the LGBT community in schools and workplaces.
4. A great organisation with national presence who lead some quality, significant and easy to understand campaigns.
5. A great resource tool for info.
6. Their work is fantastic for the LGBT community, as well as for organisations looking to extend their knowledge of the community and its needs.
7. I think that they are great at the big campaigns such as equal marriage but they are too London centric and are have little engagement in the regions with the grass roots organisations.
8. Stonewall do a lot of great work breaking down barriers and raising awareness they have had some very effective/popular campaigns which have got the attention of people from all walks of life including national media attention, usually their campaigns are relevant and on point. I have seen Stonewall have a presence at a lot of LGBT events including Prides across the country including [our] Pride.
9. Stonewall do a lot of work with schools in the local area and are seen a respected and prominent 'high profile' national level organisation. Their research work is vitally important as is using their profile to highlight LGBT issues and discrimination.
10. Really good at corporate stuff and providing the index etc and other opportunities but come across as being the centre of the universe re LGBT+ they are not and should acknowledge the important place the Pride movement has in the world - we may not all be based in London but we are still just as valid and expert in our own areas.

11. We are upset with Stonewall's recent deal with Primark. Those funds should be going to Prides themselves.
12. As a fairly new Pride we have had no contact with Stonewall. However we are supportive of the awareness and equality work Stonewall do.
13. We are great admirers of the work that Stonewall has done over the years, however we are becoming increasingly concerned at recent developments. Stonewall seems to have assumed the (unelected, and unwanted) role of 'LGBT+ police'; it feels free to criticise without context, caring little for the impact or damage on those in its sights. From a public platform, the leadership preaches unity, but does not apply this in the way it works. Prides are not the only target, we have received feedback from small charities too that Stonewall has undermined them. They are seen as arrogant, and lacking in generosity (e.g. we have invited them to speak at/ attend our events and never received a reciprocal invitation, we share and promote their work via our social platforms whilst they only talk about their own work).
14. In other areas they do great work but not with Prides.
15. Disconnected, urban centric and focused on the G of LGBT above all.
16. I believe they are a stand alone organisation and do not want to support other LGBT organisations.
17. I don't understand why this type of organisation doesn't universally support the Pride events in the UK.
18. They add nothing to our work in the communities delivering Pride events. In many other ways they have a role and an important voice but specifically at grass roots they seem to have little understanding or involvement in the issues or solutions.
19. They don't operate here directly but there is too much focus on fundraising for themselves and a lack of consideration for other groups and a shocking lack of accountability.
20. Avaricious, power seeking.
21. Corporate with high visibility, but does little to support LGBT+ grass roots in the UK.
22. I have no interaction with them at my Pride
23. I run an LGBT group they are no help to us and have also never helped with our Pride.
24. Too interested in money and celebrity involvement. Too big an opinion of themselves. Looks down on smaller LGBT+ charities.
25. They are good in the corporate sphere and [the Workplace Equality Index] has moved companies LGBT+ policies, but aside from the some people are (insert identity) get over it, I don't see any work from them in [this city], if you're not huge they don't care.
26. They are like a bank rather than a charity... holding vast amounts of cash reserves whilst LGBT need goes unmet and other LGBT charities making a difference on the ground are closing! Completely unacceptable in my view!
27. They never respond to emails/ calls or events outside of [region].
28. IMO Stonewall are a leading name within the LGBT movement. The more I learn the more I realise they have different agendas to what I first thought.

29. Exclusive, competitive and aloof.
30. Organisation out of touch with local communities. Perceived by businesses as the organisation they have to please to get an LGBT box ticked.
31. I am no longer clear on the organisation's purpose and actions.
32. Generally good work; raising awareness, training & publicity.
33. Too corporate now.

4. In what ways would you like to see Stonewall support the Pride movement?

1. More support for local Prides.
2. Stop acting like the bloody LGBT Police. They need to ... get over it!
3. Attendance at all Prides.
4. To approach us and be more involved.
5. If they don't already, I guess they could list all the UK Pride events on their website? Try to attend as many of them as possible (or at least the most strategically placed ones). We think they could also volunteer themselves to provide guest talks at our events; that would go down nicely and bring a bit of culture / history to the occasions.
6. Attend more Prides and get involved with the community Prides not just the big Prides.
7. Realistically, the money they have or will make from the partnership with a Primark should be put into a fund that Pride organisations can apply to for support.
8. Help with securing corporate sponsorship through their big contacts and support to get visible role models at events.
9. Support and raise awareness of the work that the Pride movement do today and historically. Highlighting the people behind the scenes and the volunteer hours that go in to putting on a Pride event.
10. It would be very much appreciated if they put their sharp elbows away and started to work with us. We're all trying to achieve the same thing. They are unpleasant to work with and completely unsupportive.
11. Provide support in the form of contacts and networks to assist a Pride organiser including routes to funding and sponsorship. UKPON already assist with this by being part of a fantastic network but this would benefit by having the support of another partner supporting us.
12. Funding for smaller Prides that are struggling with their event in the form of a hardship grant especially in those areas that have already had the Primark collaboration.
13. Year round collaborations and awareness raising not just Stonewall visiting a Pride once a year.
14. I find it telling that the first time my Pride has ever EVER heard from Stonewall was after this shitstorm landed. They've been caught out. They need to do some seriously hard bridge building.
15. Funding/hosting for courses and training that will directly benefit individuals that volunteer for Pride or advise on how to access these.

16. Profiling existing Pride events, and how people can support locally to their newsletters and on social media etc. To be coordinated with local Pride organisers. More partnership working with local Pride events where applicable. I.e. using us a resource to promote activities such as schools or youth work that is taking place in our areas.
17. Be much more equitable and stop taking money from a company producing clothing in countries where LGBT+ people struggle or are threatened - do more to help.
18. Financially.
19. We would like them firstly to stop briefing against Prides, stop criticising them publicly before having any dialogue with organisers and start behaving what they expect from others. They need to stop taking advantage, recognise their power, influence and financial muscle and stop trying to chisel small Prides who can ill afford to give them discounts, etc. They need to show more humility, and stop behaving as if having them in attendance is a privilege. They need to start building up Prides instead of tearing them down. They have a lot of bridges to build but we question whether they really want to.
20. Joint partnerships to raise much needed funds.
21. A presence would be useful. Or a response to any email.
22. With physical presence at events and financial contributions.
23. Financially and by helping to promote to their networks.
24. They came to [our Pride] last year. They weren't a 'part' they were an add on... open and regular dialogue and real commitment to the issues faced would help. Not all Prides are the same, not all Prides operate in the same way and there are many local variations and issues, one size doesn't fit all. If they had a more local approach to local communities they would understand that they can only truly make a difference by being part of the community, not parachuting in once a year to sell their merchandise!
25. They should start from a position of respect for Prides and the Pride movement. There is work to be done on the Pride side to present a more co-ordinated and coherent approach but Stonewall need to engage on the basis of genuine and open partnership.
26. Providing affordable educational resources and training to LGBT+ groups.
27. Supporting smaller more remote Prides in some part financially (whether that is directly or via help fundraising) and making more of an effort to attend smaller Prides that need the extra support of larger organisations.
28. Get involved in smaller Prides.
29. How about someone from Stonewall come out and recognise what we do rather than take credit for all our work.
30. Attend all Prides, not just the big ones every year. Pay the going rate for stalls. Listen. Learn.
31. I don't want them to support the Pride movement that's not their area of expertise, they should support by having nationwide policy campaigns we can link in with.
32. Financial support.
33. I am personally so disappointed in Stonewall. A once-great organisation with an impressive track record over 25 years. The last five years have

- been diabolical. There is an abject failure or even complete lack of leadership and the trustees must surely be asking questions?
34. Support with promotion, financial, events, stalls/presence at Pride
 35. If financial support isn't available, at least support through social media.
 36. Not to compete for sponsors. Share political platforms, information, and be open to listening to the grassroots community. To not see us as competition for 'space' we should be working together in collaboration to achieve the same goals.
 37. To actually support Prides, we've had no contact in [more than ten] years!
 38. Encouraging partnership between various LGBTI organisations, charities and businesses.
 39. Financially.
 40. On the ground support for smaller Prides.

5. Has your Pride ever contacted Stonewall for information, guidance or resources?

Yes 37 (71%) No 15 (29%)

6. If you answered 'yes' to question 5, what happened?

1. Sent us information and leaflets.
2. Some members attended courses for free.
3. Never got back in touch with us.
4. No reply. No call back.
5. We received the resources.
6. Not contacted but used online resources.
7. We got an envelope of bits.
8. We are currently working with them on a youth initiative, and also held a meeting re. UK Black Pride last year.
9. Asked to attend Pride but never have.
10. Nothing.
11. We asked them to attend this year's Pride and have had no response.
12. We have worked with them in the past on a youth project and this was delivered successfully. We hosted them last year at Pride.
13. They sent me to Amazon.
14. Nothing came of it.
15. We paid a fee and they sent resources.
16. No response.
17. I contacted them in 2016 when my Pride first started. I was told they were too busy to attend.
18. They shared a link for poster resources.
19. Little point in engaging in such circumstances as any attempts to reach out to collaborate ends in Stonewall taking all positive media responses, exclusion from political meetings, or an inference that they are the only 'true' voice of the LGBT movement.
20. Don't think we got a reply.

21. We asked them to join our Thunderclap for LGBTI rights. It took ages and several chases but eventually they agreed. We suggested a meeting to discuss how they can benefit from [working with us] but are yet to hear back.
22. Our Chair spoke to Ruth Hunt, but had little enthusiasm.
23. We have used Stonewall resources, for sessions.
24. I was told, but a rather snotty person on the phone, that posters cost money and if we [a new Pride] wanted Stonewall's support, we had to pay for it. I think it was a fiver per poster!!!
25. When we started five years ago I must've sent ten emails over about two months. They never replied. But quite soon after I started getting emails asking for money, fundraising appeals. I'd never had any other contact with them before so it was obvious what their approach was.

7. If you answered 'no' to question 5, why had you never contacted them?

1. Not felt the need to.
2. It's quite clear they don't want to help Prides, just turn up and sell those red t-shirts. I'd rather not bother wasting my breath – I know what their answer will be!
3. We're quite non-obtrusive and self contained. We do what we do with and for the community members at our core. We're obviously happy to welcome anyone on board who gets in touch but we don't feel we should ever pressure people / groups / organisations to join or support Pride; that kind of defeats the point, surely? It should be because they explicitly want to. (Just like we've never questioned UKPON about why none of their reps have supported us on the day before) If, as a result, our event is smaller than others [which it is] then that's fine. We see ourselves as a community group, not a corporation.
4. They don't provide resources we would use.
5. Not aware of what could be offered. Other than attendance and maybe leaflets posters etc.
6. We have only had 1 event.
7. No reason to yet.
8. They operate in England, Wales and Scotland only, not here.
9. There was one informal discussion about Stonewall attending Prides, to which we were told that they only attend a certain number, as such we decided not to make further contact.
10. They are not very approachable.
11. They don't engage with us and have a reputation for being unhelpful.
12. They do not provide free resources that we can use.

8. Has Stonewall ever raised any concerns with you, about any element of your event? 9. If you answered 'yes', what happened?

Five Prides said that Stonewall *had* raised concerns about their events. Their narrative answers are not included here for confidentiality. But the over-riding

theme was that Stonewall were thought to be 'judging' or 'policing' Pride events, deciding what acts are and are not acceptable, and how the organisations should be run. In two cases, Stonewall publicly criticised Pride organisers, on both occasions without first having the courtesy to address the organisers directly.

10. Has Stonewall ever attended your Pride?

Yes 26 (50%) No 26 (50%)

Questions 11, 12, 13, 14 and 15 related to Stonewall fundraising at Prides, and how much Prides paid to Stonewall and vice versa.

There were too few qualitative answers to most of these questions for useful inclusion here. One Pride reported that Stonewall had raised £1,800 from merchandise sales and donations at their Pride, a new event, but didn't pay anything to the Pride despite Stonewall requiring a marquee and furniture be provided, at cost to the Pride.

Most Prides offer discounted stalls for charities, and some offer them free of charge. One Pride reported that despite Stonewall having a turnover of £7m and therefore being eligible for a stall priced at £60, they demanded the biggest level of discount, so paying £20. The Pride gave way to their request.

16. Does your Pride sell its own range of merchandise?

Yes 17 (33%) No 35 (67%)

17. Does your Pride rent stalls to traders selling generic Pride merchandise?

Yes 49 (94%) No 3 (6%)

18. As a percentage of your Pride's total budget, how much do you estimate is raised by sales of your own merchandise and/or renting stalls to traders?

Only twelve respondents answered this question, and answers ranged from 2% to 100%, with the mean of the twelve responses being 23%.

19. In your own words, what's your view of the Stonewall / Primark deal?

1. Absolutely awful they should be giving the money to UKPON so that Prides can apply for funding to them instead of Stonewall.
2. Ill judged.

3. Not sure it's too supportive.
4. It's not a good deal as small Prides don't benefit from all the money they are receiving.
5. I think it speaks volumes about the current culture at Stonewall. They really do think they're in charge, and that they own the entire LGBT space. They do not.
6. What they should do is to get Primark to give each Pride say between 200-500 plain t-shirts that we could use ourselves to make our own merch and sell to raise money for our individual Prides.
7. I commend the organisation on any partnership of this size (i.e a large company like Primark), but it has been poor of them to not be more upfront from the start about the fact that money sold for Pride items won't benefit any Pride event or organisation.
8. Shocking misuse of the 'Pride' brand to profit a multinational with poor LGBT history which has been enabled by a leading LGBT charity- very poor judgment by Stonewall - they have access to larger companies than most Prides do so should be helping any large company who wants to get on the Pride bandwagon to support local Prides.
9. Poorly thought out, no research or checks done into where these products were being produced. No consultation with local Prides. Pure PR and money making exercise. The aftermath was dealt with even worse with little or no response from either group just complete silence and lack of understanding as to why this might be perceived as wrong by the wider LGBT and Pride communities.
10. It is disappointing to see a PRIDE range not supporting Pride events however in [our city] I feel we would have had to have had some serious soul searching to if we wanted to work with Primark based on the location of their manufacturing and we also feel that based just on [this city's] sales we doubt that 20% of low priced items would have made much of a financial impact to us to outweigh the ethical issues. I can see that combined sales across 18 sites would be a different story.
11. It is always a shame to see corporates cashing in on Pride events without supporting them but taking a positive approach outside of any monetary matters it is good to see more mainstreaming of LGBT+ movements such as Pride to help challenge public attitudes and perceptions. but this only helps in the limited number of cities chosen to sell the line and those are not likely to be the areas that need this the most.
12. It's the same as a bar or club hosting a Pride after party or night (this is more aimed at non-LGBT venues) who give nothing to support local Pride events either but gladly have their tills ringing.
13. Sad and such a real shame.
14. We are not particularly happy with it as it stands. If that money was given to Prides to support them it would be much better.
15. It is cynically commercial. It personifies their arrogance, their lack of consideration for Prides and their view that they can do what they want. Their failure to respond to valid questions from their supporters has cost them, but they seem to be so focused on corporate support that they don't care about individuals. It suggests they are trying to 'takeover' or own Pride, but it doesn't belong to them.

16. Disappointing, they are using Pride festivals to raise money for themselves and prides not benefitting and being strapped for cash already.
17. [Our] Pride struggled for funding and made a loss of £4.5k. We have enough trouble with stallholders invading the city centre selling Pride merch, without international chains sucking the money up from the local community and sending it to charity which to be frank has very little presence in our area.
18. I think it's a shame that they haven't considered supporting Pride events with a percentage of the sales. This feels like profiteering on the back of the events we all work so hard to put on.
19. Don't totally blame either party.... deals are to be done. Primark is a bad choice due to their ethical issues however a similar deal with another retailer...? Great idea! But passing this off as Pride related is misleading at best to a public who believe they are or may be supporting local or national Pride fundraising. The manner in which this deal was done and launched was disrespectful and foolish... particularly to Prides up and down the country. I think part of the anger we feel is the affect this has on our local opportunities - but realistically smaller regional Prides struggle to break through to the large corporates for sponsorships due to scale... so part of our annoyance is that this kind of 'deal' is exactly the thing UKPON 'should' in our opinion be brokering on behalf of the collective Prides. Taking aside the issues with Primark wouldn't 'we' have been delighted to have pulled off this deal? The opportunities to deliver direct support to local Prides who clearly continue to struggle to raise funds to continue. So as much as we criticise Stonewall for their actions and the misleading messages about their 'involvement' in Prides can we truly criticise them for a commercial deal that was clearly there for the taking?
20. There is, we believe, a question to answer too re the reserves... having worked within the charity sector for a number of years I know the Charity Commission were certainly unhappy if 'we' retained large reserves... who exactly is £5m in the bank helping? As a charity with a strong message to deliver still there should be a closer link to grass roots action, we are not a vital part of their activities as their statement suggests... they SHOULD be a vital part of ours! We work year round to know the conditions locally that affect all our planning and decision making, all our funding and advertising... our community... they can't begin to understand and I dare say many don't even know where [name of town] is!
21. The merchandise range that Primark and Stonewall call a 'Pride collection' doesn't contribute anything to Pride festivals, even to the Prides in the cities named on their t-shirts, including [this city]. Pride festivals have a moral and logical claim to the use of 'Pride' and Pride merchandising and Prides should get first claim and space to build partnerships.
22. The merchandise is made in Turkey, China and Myanmar - countries where Prides have been banned, Pride organisers have been arrested and jailed and records on LGBT+ rights range from awful to lethal. Prides and LGBT Community groups cannot profit from merchandise from countries that oppress LGBT people.

23. Complicated. Good for punters. Great for visibility. Harmful to local Prides. Harmful to credibility. Profit before people (ref Primark's known production behaviours).
24. It is completely inappropriate for the "pride brand" to be used without an consent from those who volunteer their time to organise these events. There is nothing wrong inherently with Stonewall fundraising or partnering with Primark, but smaller Prides work constantly to support our communities. If Primark truly wants to support LGBT+ people, it should do more to produce their products ethically, and if Stonewall wishes to benefit from the Pride name then it should be working harder to support smaller Prides and/or at least some of the money raised should go directly to funding small Prides.
25. Doesn't really affect us as our Primark aren't selling and we have no contact with Stonewall.
26. Absolutely disgusting grabbing money from Prides.
27. It is odious and disrespectful to the Pride movement. It may be misleading to the public. Then there is the fact of where the clothes were made. This is the latest in a series of poor decisions made by Stonewall.
28. Shockingly badly executed, if they had left the names of cities off or had the merch nationwide it wouldn't be misleading and we wouldn't be wasting our time over it save the questionable decision regards the supply chain for these products. Whoever signed it off needs to be disciplined and made to realise their mistake.
29. After their Dorchester Hotel fuckup, we shouldn't ever be surprised by any dodgy decision that Stonewall make. But two things about this one really stick out for me. First, that they didn't even question the ethics of taking money from 'Pride' products when they do sweet FA to actually support Prides. And second, the way they IGNORED us when we raised this with them a couple weeks back, before publishing that blog, buried on their site, that attempted (and failed) to justify the unjustifiable.
30. It is good that Primark is donating money to an LGBT charity but I believe it has been poorly thought out and executed. Stonewall need to put this right and distribute the funds to Pride organisations.
31. Despicable.
32. They're dictating who can perform at Pride events because a group of the LGBT community are offended by an act, those offended would never attend [our] Pride, I have to listen. Yet, they take money from sales, (don't give anything to ANY Pride that can make a difference), specifically from a company making products in countries where homosexuality is banned, all the Pride organisers are offended so they need to do something about it.
33. I consider Stonewall's position of benefiting from the sale of 'Pride' related merchandise from Primark to be an infringement of the law of Tort in its attempt to pass off 'Pride' merchandise to the sole benefit of Stonewall and to the exclusion of local Pride organisations where a Primark store is selling the 'Pride' merchandise. I believe there is an argument that the 'common man' in their role as a purchaser of the 'Pride' merchandise could be led to believe they are supporting their local Pride event which could be the primary reason for them to purchase the items, and are therefore being misled. However, we are also aware of the

argument that the word 'Pride' could be described as a generic term, even so the mere fact that Stonewall would act in such a manner, to the detriment of the grassroots LGBT+ community representation, leaves a very sour taste, and a further erosion of confidence in, and cementing of the mistrust in the value of their public commitments of support to the Pride movement throughout the UK.

34. Honestly, and only because this survey is confidential, we had several meetings over the last two years where we advised Primark to work in a less tokenistic way. We feel they shot themselves in the foot by ignoring our advice. On the other hand, I don't blame Stonewall for taking their money when offered; I have questions about Stonewall, obviously, but more around partnership working rather than who they accept donations from per se.
35. Disgusting. Tone deaf.
36. Stonewall's management team and trustees must be held to account. If they don't respond to the meeting with UKPON and EPOA and come out with some serious support for Prides, then it's time for the Charity Commission to take a real interest in this so-called charity that's actually just a big business for Ruth Hunt and her cronies.
37. If no money is going to Pride, how can it celebrate Pride? Would have been fine if it'd been Stonewall merchandise!

There was one supportive response.

38. Different comments from different Board members follow: Go Primark !! Surely they don't actually have to ask or donate to anyone, but if they do it's bound to be a national charity... We should be pleased that Primark has recognised the Pride culture, with our heritage (and continuing) culture of having to fight oppression and has thus chosen an appropriate organisation to recognise and donate to. As a company, they are under absolutely no obligation to donate anything. I don't have an issue with Pride merch resulting in Stonewall benefitting. We don't own 'Pride'... We don't own the rainbow flag... I would be more interested in a campaign that 'suggests' that Primarks selling Pride merch should actively promote their local Pride... I really don't get it - Stonewall benefitting is great! They do the political and campaigning work that underpins the ethos and heart of every Pride... I think in-fighting makes us as a community look stupid. I don't have an issue with it. I reckon the more businesses that get involved and fly the flag or sell rainbow stuff around the world the better... And if donations can come then happy days... But I'm not about to protest outside our Primark over it... Are there not bigger battles that we should be fighting, together?

20. What outcome would you like to see from our meeting with Stonewall?

1. That UKPON are tasked with funding applications from Pride organisers
2. A better understanding of the reason for the deal.

3. Whether the funds made from Primark merch could go into a pot that Prides can apply for?
4. For whatever the real problem here is to be identified and resolved.
5. To see where the money goes at the end and who will benefit from it.
6. More clarity on the issue and why the decision was reached to form this partnership.
7. A recognition that it was misjudged and suggestions of what Stonewall will do to help Prides in the future they need to come up with ideas not just come along and sell their merchandise.
8. A larger conversation and collaboration. Making changes and moving forward together. A clear understanding of what Stonewall intend to do with the profits made and have a say about how we think it should be used. An apology for not being considered in the slightest in this whole process.
9. They should agree to hand over every penny from this deal to UKPON so it can be awarded to Prides in need. (And we don't want Stonewall managing the fund, or that will just harden their position as some kind of Pride police.)
10. It would be nice to know if the money raised can go into helping market local Pride events and if this money will be used for partnership working - for example we struggle to fund our youth area costs.
11. They do much, much more and donate to Prides and become more Pride friendly.
12. Some humility. A recognition of their failure to engage and work with Prides in an inclusive and supportive manner. A commitment to communicate, not criticise, first.
13. More partnerships to raise funds for Pride.
14. The cash should be hived off and placed into a pot that UK Prides can apply for next year.
15. A % of sales donated to Prides equally across the country.
16. Commitment to local participation and an understanding of how we volunteers work to deliver key messages... not lip service to showing up!
17. Money? Yes would be nice to put in place a local fund... no not just give us the proceeds of the deal but a longer term commitment to Prides. Real meaningful joint working.
18. Dialogue between UKPON board and Stonewall that leads to an understanding of the group and a commitment to supporting 'our' objectives for the development and continuance of Prides and UKPON (this I believe difficult as I don't think UKPON has yet built a loud enough voice or clearly defined its reasons to exist in the public arena... this one for conference I think?)
19. Stonewall should acknowledge that only Prides should benefit from 'Pride' merchandise and show leadership to promote this idea.
20. We wouldn't accept anything from this collection, should that be a possible outcome, given the un-ethical sourcing. We would want to see that proceeds go to LGBT rights groups in the countries concerned or charities working with groups or highlighting these rights issues.
21. That Stonewall is less high handed when dealing with Prides and LGBT+ groups.

22. That they consult more.
23. That they have visible good deals to poorer LGBT+ groups and Prides.
24. I would like Stonewall to be more supportive of Prides in the UK as a whole, in the way of resources and the work we do on the ground in our areas to support the LGBT+ community, especially in more remote and rural communities.
25. Some apologies and affirmative action to support Prides and LGBT groups. Also how did their deal come about; did they lie about their involvement in Prides?
26. I want their chief executive (NOT someone junior) to come to the UKPON Conference, to speak with humility and apology for this f*ck up, and to tell us what they'll do to SUPPORT the Pride movement in 2019. (I ONLY want them in the room for this session – this isn't their free pass to our conference which MUST remain Pride organisers only. I value the opportunity for confidential discussion, and wouldn't at this stage trust Stonewall to be there for the whole conference)
27. For Stonewall to donate the money raised from the Primark range to somewhere else or distribute it to Prides. For Stonewall to apologise to Prides around the UK. For Stonewall to recognise their failings and pledge to do better. For Stonewall to cut ties with Primark until they improve record on where their clothes are made.
28. A formal apology from the CEO to every LGBT+ person in the countries where the garments are made for the shocking lack of judgment.
29. Stonewall agreeing to distribute 100% of the funds raised to the Pride Festivals.
30. All the money to UKPON hardship fund. UKPON to distribute it where necessary. There should be a hardship fund committee which makes the decision. Stonewall could have a representative on the committee but they don't vote or make decisions.
31. If they continue in this deal with Primark, I would expect them to financially support Prides across the UK
32. Ultimately they need to rescind their endorsement of the product.
33. A public commitment to support the Pride Movement, publically and politically. To share their platform with the grassroots community and to offer a fund to be distributed to the Pride movement from the Primark [deal] and any other similar public sponsorship deals which would include any future deals brokered.
34. Better contact with Prides.
35. I think this is the right direction but the wrong target, honestly. All organisations and business in the LGBTI space should work collaboratively where possible. Stonewall has been very reluctant to do this, I agree, but they aren't the only ones. I feel we should be looking for better ways to pull together rather than fight each other. UKPON is a good example of people trying to do that, and we should build on that success. [Our] Pride would be keen to discuss how that is possible.
36. Future plans - how they can support smaller Prides!

21. Are there any other comments you'd like presented – anonymously – to Stonewall?

1. We know that it's a delicate balancing act choosing what countries manufacturers product. Previously we used Shrinking Violet whose supplied t-shirts last year made in Haiti which also has a poor record of LGBT rights.
2. Please, please, please get back to your roots. In the days of Cashman, McKellan and Power you were a brilliant, radical, exciting, dynamic organisation. Now? Now you're just another of those awful big charities that focuses too much on growing for the sake of it. You've never asked to come to our Pride; as things stand, as the Chair of my local Pride, you would be declined even if you applied. We have limited space and we keep it for organisations that DO things.
3. No-one owns Pride, and Stonewall certainly don't. Stop slagging us off, stop telling us how to run our events. Stop belittling the work of our frankly amazing volunteers. You're not in charge, get over it.
4. We don't mind whether these are anonymised or not. In fact, we'd like you to specifically share all our points, pointing out that they're from Preston Pride, and ask someone to get in touch just to confirm that they heard the full spread of opinion (not just the regurgitated stuff from the private Facebook group) We'd very much like to reassure Stonewall and Primark that the UK's entire Pride community aren't jumping on this 'fight' and would like to reiterate the fact that we believe there are far more important issues in the world. How is it that a UK high street chain, supporting a nationally recognised and registered LGBT charity, whilst showing solidarity with the LGBT community, is what UKPON have chosen to focus so much attention on this year? (The only interaction they've had with us in Preston in fact!) Pride is a community event, not a business, nor a competition. And whilst money and funding is obviously a factor for all of our events, if someone selling rainbow caps is enough to close a Pride down or dramatically impact their proposed activities, then we would question what the purpose of that Pride event actually is?! We would love to see the entire high street selling Pride-related materials and want to encourage those in the business community to engage with the LGBT / Pride movement, not fear us.
5. I had a lot of respect for Stonewall before this Primark collaboration now I see them as profiteers or just out to make a buck. I hope they can make right and prove me wrong.
6. Shame on you, stop being greedy and realise how much we struggle to hold our events.
7. The time's come for them to recognise their privilege. At [our] Pride last year, a Stonewall team member got blind drunk at the after party and was telling me about what Stonewall are like to work for. All I'll say is, I wouldn't wish that on anyone, but it doesn't surprise me from my own experience.
8. Well I doubt it'd be an outcome from this meeting, but they need a change of leadership from the very top down. Can't Angela Mason come back?
9. Don't make our job harder than it already is.

10. Stonewall need to address the issue of sourcing from countries that oppress LGBT+ people. They have refused to do this so far and have avoided commenting on it.
11. I want to see UKPON publish this survey and the outcome of the meeting, and I want Stonewall to publish (on their website and not on a blog) how they are going to improve their work with Prides. And I want UKPON to hold them to account.
12. You are doing a lot of important lobbying. But you appear to be drifting from the group you should be rooted in.
13. Why did they not consult with any Prides? Why did they choose to benefit from a range made in countries where human rights for LGBT+ people are so poor? How are they going to actually support Prides? When will Ruth Hunt be resigning?
14. How the fuck did this get signed off?
15. Be more people-led, focus on properly representing the community rather than cash reserves!!
16. Get their wallet out and SUPPORT the Pride groups! How about Stonewall pay for UKPON to have a full time worker, two days each week? (I mean they pay for it, but UKPON manage them!)
17. I was never convinced about the need for UKPON until I actually engaged with it, and I have to say it's something I now realise Prides in the UK have needed for years. And this Stonewall thing is the perfect example of WHY it's needed. Stonewall ignore most people, but collectively we can get them to listen. Well, we can try :o)
18. Scotland is bigger than the Central Belt - Get out and actually support LGBT+ individuals, you claim you are raising this money for.
19. Stop competing for sponsorship with Prides. If they talk to a sponsor who's already sponsoring a Pride, walk away unless the sponsor wants to support both.

European Pride organiser responses

The European Pride Organisers Association approached six Pride organisations in Europe. These were in the cities where Primark announced it would be selling the 'Pride' range. The organisations were invited to comment on the products, on Primark, and on Stonewall.

"We feel like it is not correct that a commercial company uses our logo or look and feel. We would at least go in conversation with the company, however if they just have a Pride collection it can help pride awareness. We are happy that the company is contributing the LGBT movement, naturally we prefer that the money would go to organisations [in this country]."

"We hope that the company is taking steps to help and improve the well-being of all their employees. We believe that it is more important that a company respect their employees than contribute to a LGBT organisation."

“We are glad Primark feels the responsibility to do something for the LGBT community, but they should return the 20% to the community that brought it.”

“Strange, we never heard of Stonewall UK, I thought it was a US foundation concerned with organising Stonewall 50 [WorldPride 2019 in New York is known as ‘Stonewall 50’]. Shame on Primark and we will demonstrate against it / or Primark has to donate the money to projects to help the local LGBT communities in these countries.”

“Is despicable of Primark and Stonewall to be exploiting workers and our Pride in this way. Stonewall never been to our Pride, never seen them in our country, how should they profit? There are worthy and desperate civil society organisations in this country who desperate for funding!”