



# Board Prospectus

Greetings,

On behalf of the Board of Directors, I thank you for your interest in Boston Pride and commitment to serve the expansive community of LGBTQIA+ people. The work of this Board is essential to ensuring delivery of a series of high-quality, inclusive Pride events and programs to Greater-Boston.

As an integral part of our organizational transformation process, Boston Pride is committed to developing a board that is representative of our diverse community. This prospectus outlines the roles and responsibilities of board members. It also includes an overview of Boston Pride's vision, mission values, intentions and rationale, and explains the key programmatic outputs of the organization. We hope that a review of this prospectus will provide you with a better understanding of our organization and of the responsibilities inherent in joining the Board.

During this application/nominating period, Boston Pride invites applications from interested candidates, as well as nominations of others. If you know someone, personally or professionally, who you think would be a strong addition to the Boston Pride Board, we encourage you to nominate them. Similarly, if you believe that you possess qualities that would make you an integral member of the team, we encourage you to submit an application. It is our hope that in accepting applications and nominations of others, we will be able to collect a large, diverse pool of candidates.

Boston Pride has assembled a Transformation Advisory Committee, comprising Board members and Committee volunteers and Community Leaders, to review applications. We will be reviewing applications on a rolling basis, so we encourage you to submit as quickly as possible.

Please review this document and let us know if you have any questions. Again, thank you for your commitment to Boston Pride. We look forward to working with you!

Yours in Pride,

Linda J. DeMarco

President, Boston Pride

## About Boston Pride

The Board is seeking candidates that believe in, and will actively, support Boston Pride's mission, vision, and values.

### **Vision Statement**

Boston Pride creates change and progress in society by embracing our community's diverse history, culture, and identities, promoting community engagement and inclusivity, and striving for visibility and respect in unity.

### **Mission Statement**

Boston Pride produces events and activities to achieve inclusivity, equality, respect, and awareness in Greater Boston and beyond. Fostering diversity, unity, visibility, and dignity, we educate, communicate, and advocate by building and strengthening community connections.

### **Values Statement**

Boston Pride is committed to these core values which inform our work.

#### ***Volunteerism***

We value the time, energy, commitment, and passion of our dedicated volunteers.

#### ***Awareness***

In our aspiration to social, racial, and economic justice, we strive to understand and to respond to our community's evolving needs.

#### ***Leadership***

We believe in developing the future leaders of our community.

#### ***Unity***

Through collaboration, we wish to unite our community, to embrace our differences, and to dismantle individual, interpersonal, institutional, and structural racism within our organization.

#### ***Empowerment***

We aim to promote empowerment of community voices through visibility, and our members through responsibility.

#### ***Solidarity***

We will champion equity and stand in solidarity with communities at home and around the world.

## Intentions and Rationale

- We are engaging in a transformational process to facilitate fulfillment of the Boston Pride mission and vision, which we serve.
- Boston Pride is dismantling the systemic oppression and individual, interpersonal, institutional and structural racism within its own organization.
- Boston Pride uses its platform and resources to reduce the negative impact of oppression and racism on LGBTQIA+ communities of color, with deliberate focus on marginalized and intersectional people.
- Boston Pride is devoted to ensuring acceptance, diversity, access, and inclusion of the distinct identities that make up the LGBTQIA+ community

## About the Boston Pride Board

### Board Composition

The Board of Directors is currently composed of five members. Membership is capped at nine. The Board strives to, as nearly as possible, be comprised of persons from diverse backgrounds with regard to race, ethnicity, sex, gender identification, sexual orientation, age, socio-economic class, education and employment or career areas.

### Board Qualifications

Boston Pride is currently focused on recruiting board members who contribute to and enhance the diversity of the Board, who have previous nonprofit board or other leadership experience, and who contribute needed professional skills.

The Board is focused on recruiting members who represent a broad spectrum of diversity, including race, ethnicity, country of origin, sex, gender identity, sexual orientation, age, and ability. Applications from those with previous nonprofit boards or other leadership experience will be prioritized.

The Board seeks candidates who contribute needed professional skills, particularly:

- Technology
- Media & Communications
- Human Resources
- Diversity, Access Inclusion and Equity (DAIE)

- Law and Legal expertise
- Accounting/Finance
- Community advocacy, education and programming

## **Board Recruitment and Appointment Process**

Board applications will be accepted on a rolling basis and reviewed by a committee made up of current board members and volunteers. This committee will recommend prospective appointees to the full Board of Directors. New board members shall be elected at the annual meeting.

## **Board Terms and Responsibilities**

Board members remain in their positions for a period of two years. All members must make a good faith effort to attend and participate actively in all Board meetings, address policy issues, provide fiscal oversight, assist in fundraising, assure DAIE and in general perform all duties incumbent upon being a member of a nonprofit board of directors.

## **Current Board**

The Boston Pride Board currently contains five members: Linda DeMarco (President), Malcolm Carey (Treasurer), Martha Plaza (Clerk), Deborah Drew, and Tina Rosado. Board member biographies are available at: [bostonpride.org/board](https://bostonpride.org/board)

## **Boston Pride Programs**

Boston Pride comprises the following programs:

### **Boston Pride Week**

Boston Pride Week is an annual week of events, commencing on the first weekend in June. The Flag Raising, wherein the Pride flag is raised above City Hall Plaza, kicks off the week. A series of educational programs and celebrations, such as Pride Day at Faneuil Hall and the Political Forum, mark the occasion. The week culminates with the Pride Parade, which marches through the streets of Boston before emptying into the Pride Festival and Concert. The second weekend concludes with the Back Bay and JP Block Parties. Boston Pride week also contains programming aimed at specific segments of our community, such as the annual Youth Dance, Family Movie Night, Family Fun Zone, and Black & Latinx Pride Programming.

## **Boston Latinx Pride**

Boston Latinx Pride presents programs aimed at the LGBTQIA+ Latinx community, throughout the year. Past events have included film screenings and discussions, networking meetups, brunches, and fundraisers for a queer organization in Puerto Rico.

## **Boston Black Pride**

Boston Black Pride presents programs aimed at the LGBTQIA+ Black community throughout the year. Past events have included educational panels, roller skating parties, comedy nights, pool parties, and networking mixers.

## **Boston Youth Pride**

Boston Youth Pride presents programs aimed at community members under the age of 21. Each year, the Youth Pride sub-committee hosts a Valentine's Day dance. Additionally, the annual Boston Pride Festival ends with a Youth Dance on the Festival grounds.

## **The Boston Pride Guide**

The Boston Pride Guide is the annual publication of Boston Pride. The Guide, written and edited by community volunteers, consists of information about Boston Pride's programs, informational articles about issues impacting the community, original art, and literary pieces.

## **The Boston Pride Community Fund**

Established in 2016, the Boston Pride Community Fund provides visibility and financial support to small and community-based projects, as well as to capital improvement projects benefiting the LGBTQIA+ community.

Boston Pride commits 10% of all sponsorship dollars, plus a portion of the profits from the JP and Back Bay Block Parties, towards the Community Fund. Last year, Boston Pride distributed a record amount of nearly \$80,000 to 39 recipients.

## **Pride Arts**

Boston Pride partners with a variety of local artists and art institutions to ensure that each Pride week contains arts programming. Pride Lights, a flagship event through which we remember the lives lost to HIV/AIDS, features a range of performance art, such as dance, singing, and poetry reading. Previous events include museum tours and lectures, live painting performances, and gallery exhibitions.

## **Pride Sports**

The Pride Sports program began with our annual, Flagship event, Pride Night at Fenway Park. It has since expanded to include Pride events with other local sports teams including the New England Revs and the Boston Bruins.