

Legato Various Voices policy on support for members choirs

This document has been created to assist Legato with decision making on the support and application of resources to members and as a basis for Various Voices Festival policies.

This policy is a starting point for festival organisers and bidders to decide how to support member choirs to attend the Festival. We want the process to be transparent, open and fair to all members.

Exceptions can be made in response to individual circumstances but all decisions will need to be justified if challenged. The Board recognises there are many ways to provide support and engaging with local stakeholders may need additional motivational inducements to ensure the success of festival.

The board recognises that Legato members want to support LGBTIQ people and communities particularly in countries where it is illegal to be or socially unacceptable to be LGBTIQ. To help to foster the creation and development of LGBTIQ music and choirs through engagement and attendance at VV Festival and through our other activities, events and general support.

Creating our Country Grouping

The Board took the Rainbow Europe – ILGA-Europe’s annual benchmarking and the United Nations' Human Development Index, both outlined below, as the foundation of this policy.

Rainbow Europe – ILGA-Europe’s annual benchmarking

The Rainbow Index and national recommendations produced by ILGA-Europe to illustrate the legal and policy situation of LGBTI people in Europe. Ranking 49 European countries on their respective legal and policy practices for LGBTI people, from 0-100%. They examine the laws and policies using a set of criteria, with seven thematic categories: equality and non-discrimination; family; hate crime and hate speech; legal gender recognition; intersex bodily integrity; civil society space; and asylum. More information on the list of criteria and their weight on the total score can be found at www.rainbow-europe.org/about

The United Nations' Human Development Index - HDI list

Created to emphasize that people and their capabilities should be the ultimate criteria for assessing the development of a country, not economic growth alone. The HDI is a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and having a decent standard of living. More details here: <http://hdr.undp.org/en/content/human-development-index-hdi>

The full amalgamated chart is at the end of this policy

Legato Country Grouping

The Board has created three country groups using the HDI and Rainbow Europe, taken into consideration the need to support LGBTIQ. This is open to interpretation but under the Festival Agreement any major deviation for this policy will need to be agreed with the board. In view of this Festival organisers and bidders are strongly advised to use the recommended groupings and will need to provide evidence in support of a deviation from this list and will need to justify any such deviation to members in an open and fair manner.

Legato Group 1 - no financial support should be considered.

Switzerland, Norway, Iceland, Denmark, Sweden, Ireland, Germany, Netherlands, Finland, Belgium, Liechtenstein, Luxembourg, United Kingdom, Malta, Slovenia, Austria, Spain, France, Cyprus, Italy.

Legato Group 2 - some support should be considered like reduced fees and accommodation costs or priority host housing access.

Estonia, Czech Republic, Greece, Poland, Lithuania, Portugal, Latvia, Andorra, Croatia, San Marino, Slovakia, Hungary

Legato Group 3 - full support should be offered: no fees, full travel board, lodging and daily subsistence (food, water, local travel).

Turkey, Montenegro, Russia, Romania, Kazakhstan, Belarus, Georgia, Serbia, Albania, Bulgaria, Bosnia and Herzegovina, Ukraine, North Macedonia, Moldova, Armenia, Azerbaijan

Budget and Planning

The support programme should be an integral part of the VV Festival and details outlined in the hosts bid document and the cost of the programme should include a realistic expectation of take up.

The take up and cost of the support programme should be estimated and included as part of the core costs of the festival budget that is funded by the festival registration fees.

The festival fundraising plan should include a support for choirs, but the funding of the choir support programme cannot be dependant on fundraising.

Bidding and host cities will need to include the funding for accommodation as one of the most expensive elements of the attendee costs, if they do not plan to offer a private hosted option.

Assessing the possible take up

The host city should analyse previous festival take up and could consult choirs and Board advisors to establish criteria on possibly take up.

Delivering the support

The Support Programme is to support those with acute financial needs. The programme should clarify who can apply, when and what the timetable is to deliver that support. The programme needs to be respectful and understanding of the issues of the applicants. Recipients will need to book travel and accommodation as early as possible to get the best prices.

The timetable needs to explain how and when to apply, when decisions will be shared, when and what elements of the support programme will be delivered.

These are all crucial elements to get best value for money, to fully support those in need, to make informed decisions as early as possible to encourage recipients to decide to come to festival, in good time to suit them.

You may decide to buy travel and accommodation directly to ensure good financial practice and avoid money exchange and transfer issues and costs. Subsistence should be supplied promptly on arrival.

Fundraising

The host city fundraising plan could include:

- Corporate funding and sponsorship
- Supplier and festival partner deals and commissions
- Grants and funding application to local, regional and national governments as well as EU
- Applications to arts and grant giving foundations
- Other Choirs, Associations and General Public funding appeal
- Classic Campaigns - sponsored walk, personal appeals, dinners and meetups.
- Raffles and Auctions - a 50/50 draw, Cake Auction, Gift Baskets, Dream Vacation Raffle, Wall of wine raffle.
- Members choirs, delegate donation requests
- Donations as part of festival registration
- Fundraising activities and advice to choirs in recipient locations
- Fundraising activities and advice to choirs in other and host locations
- Benefit concerts and activities (do what we do best)
- Adopt / buddy / partner with another choir schemes

All stakeholders are encouraged to share their fundraising activities and success stories on social media, newsletters, updates and blogs.

Overview of Results of other festivals including the Munich 2018 support programme

The Munich festival asked choirs and delegates to donate money during the registration process (raised 5.900 €).

Seven choirs raised money earned through benefit concerts to support the delegate funding program (raised 14.000 €).

Our cost of the programme were about 21.000 Euro for flights, Insurances, free public transportation, daily subsidies for food, Visas for the choirs from Turkey.

We raised almost the whole money by donations, compared to Dublin there was only 3.500 Euro in total available. We put our success down to thinking and planning for the whole support program from the outset.

The reduction or the complete assumption of delegate fees for 138 people as part of the support program:

- 91 from group C
- 47 from group D
- Cost 16,000 €

Accommodation:

Munich offered 200 private accommodations (that was our own max. limit):

- 50 for group D,
- 54 for group C,
- 91 for group B
- 7 for group A (these were the balance from the other three groups).

It was quite hard to find the hosts, but the feedback was that almost all enjoyed the time with their guests.

London VV 2009 had a home hosting charter. They offered spaces for over 100 people. Hosts registered themselves and delegates made direct contact and arrangements with the host. The host offer was self-graded and a small thank you, gift of money was recommended.

The Munch 2018 Support Policy as an Example

HDI group 1

Full choir registration fee (depending on 5 different sizes)

Delegate fee: 160 € early bird, 190 € standard, 220 € late

All choirs from all countries 2.381 persons

HDI group 2

No choir fees

Reduced delegate fee. first it was 100 €, later on we've reduced it to 60 €

because of a better financial festival development

Privileged access to the private accommodations

- Poland (2 choirs), Croatia (Le Zbor cancelled), Czech Republic (1 choir) total of 91 persons

HDI group 3

No fees


















Cover all travel costs incl. daily pocket money for food and private accommodation only (no hotel)

- Ukraine (4 choirs), Turkey (1 choir) total of 47 persons

Complementary

7 persons: 3 legato board members + 2 Gala representatives + 2 sponsored persons + 1 assistants for a person with limited mobility

List of European countries by Human Development Index					
Rank / %		Country	Human Development Index (HDI)		
HDI	LGBTQ		2021 ^[2]	2020 ^[3]	Change
Very High Human Development					
1	42%	 Switzerland	0.962	0.956	▲ 0.006
2	68%	 Norway	0.961	0.959	▲ 0.002
3	63%	 Iceland	0.959	0.957	▲ 0.002
4	74%	 Denmark	0.948	0.947	▲ 0.001
5	68%	 Sweden	0.947	0.942	▲ 0.005
6	53%	 Ireland	0.945	0.943	▲ 0.002
7	53%	 Germany	0.942	0.944	▼ 0.002
8	56%	 Netherlands	0.941	0.939	▲ 0.002
9	60%	 Finland	0.940	0.938	▲ 0.002
10	72%	 Belgium	0.937	0.928	▲ 0.009
11	20%	 Liechtenstein	0.935	0.933	▲ 0.002
12	68%	 Luxembourg	0.930	0.924	▲ 0.006
13	53%	 United Kingdom	0.929	0.924	▲ 0.005
14	92%	 Malta	0.918	0.911	▲ 0.007
15	42%	 Slovenia	0.918	0.913	▲ 0.005
16	48%	 Austria	0.916	0.913	▲ 0.003
17	62%	 Spain	0.905	0.899	▲ 0.006
18	64%	 France	0.903	0.898	▲ 0.005
19	31%	 Cyprus^[N 1]	0.896	0.894	▲ 0.002
20	25%	 Italy	0.895	0.889	▲ 0.006
21	36%	 Estonia	0.890	0.892	▼ 0.002
22	26%	 Czech Republic	0.889	0.892	▼ 0.003
23	52%	 Greece	0.887	0.886	▲ 0.001
24	13%	 Poland	0.876	0.876	—
25	24%	 Lithuania	0.875	0.879	▲ 0.004
26	62%	 Portugal	0.866	0.863	▲ 0.003
27	22%	 Latvia	0.863	0.871	▼ 0.008
28	32%	 Andorra	0.858	0.848	▲ 0.010
		 Croatia		0.855	▲ 0.003
30	14%	 San Marino	0.853	0.845	▲ 0.008
31	42%	 Slovakia	0.848	0.857	▼ 0.009

List of European countries by Human Development Index					
Rank / %		Country	Human Development Index (HDI)		
HDI	LGBTQ		2021 ^[2]	2020 ^[3]	Change
Very High Human Development					
32	30%	 Hungary	0.846	0.849	▼ 0.003
33	4%	 Turkey^[N 2]	0.838	0.833	▲ 0.005
34	63%	 Montenegro	0.832	0.826	▲ 0.006
35	8%	 Russia^[N 3]	0.822	0.830	▼ 0.008
36	18%	 Romania	0.821	0.824	▼ 0.003
37	-	 Kazakhstan^[N 4]	0.811	0.814	▼ 0.003
38	12%	 Belarus	0.808	0.807	▲ 0.001
39	25%	 Georgia^[N 5]	0.802	0.802	-
40	37%	 Serbia	0.804	0.804	▼ 0.002
High Human Development					
41	32%	 Albania	0.796	0.794	▲ 0.002
42	18%	 Bulgaria	0.795	0.802	▼ 0.007
43	38%	 Bosnia and Herzegovina	0.780	0.781	▼ 0.001
44	19%	 Ukraine	0.773	0.775	▼ 0.002
45	27%	 North Macedonia	0.770	0.774	▼ 0.004
46	21%	 Moldova	0.767	0.766	▲ 0.001
47	8%	 Armenia^[N 6]	0.759	0.757	▲ 0.002
48	2%	 Azerbaijan^[N 7]	0.745	0.730	▲ 0.015
* Change in HDI value rounded to three decimals					