

Legato and 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 with volunteers and a range of local colour. Justification to make an exception to provide support to an individual choir would need to be accessed and agreed by the organiser of the festival or Legato event, an example of such justification could be the first opportunity to attend festival.





The Board took the HDI index explained below and the ILGA Rainbow European Table of LGBT Rights, as the foundation of this policy. The board recognises that Legato members want to support LGBTQ+ people and communities particularly in countries where it is illegal to be or socially unacceptable LGBTQ+. Helping to foster the creation and development of LGBTQ+ music and choirs through engagement and attendance at VV Festival and through our other activities, events and general support.

The board will review this policy each year as reports used are updated.

Country Groups

The United Nations' Human Development Index - HDI list, was 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>

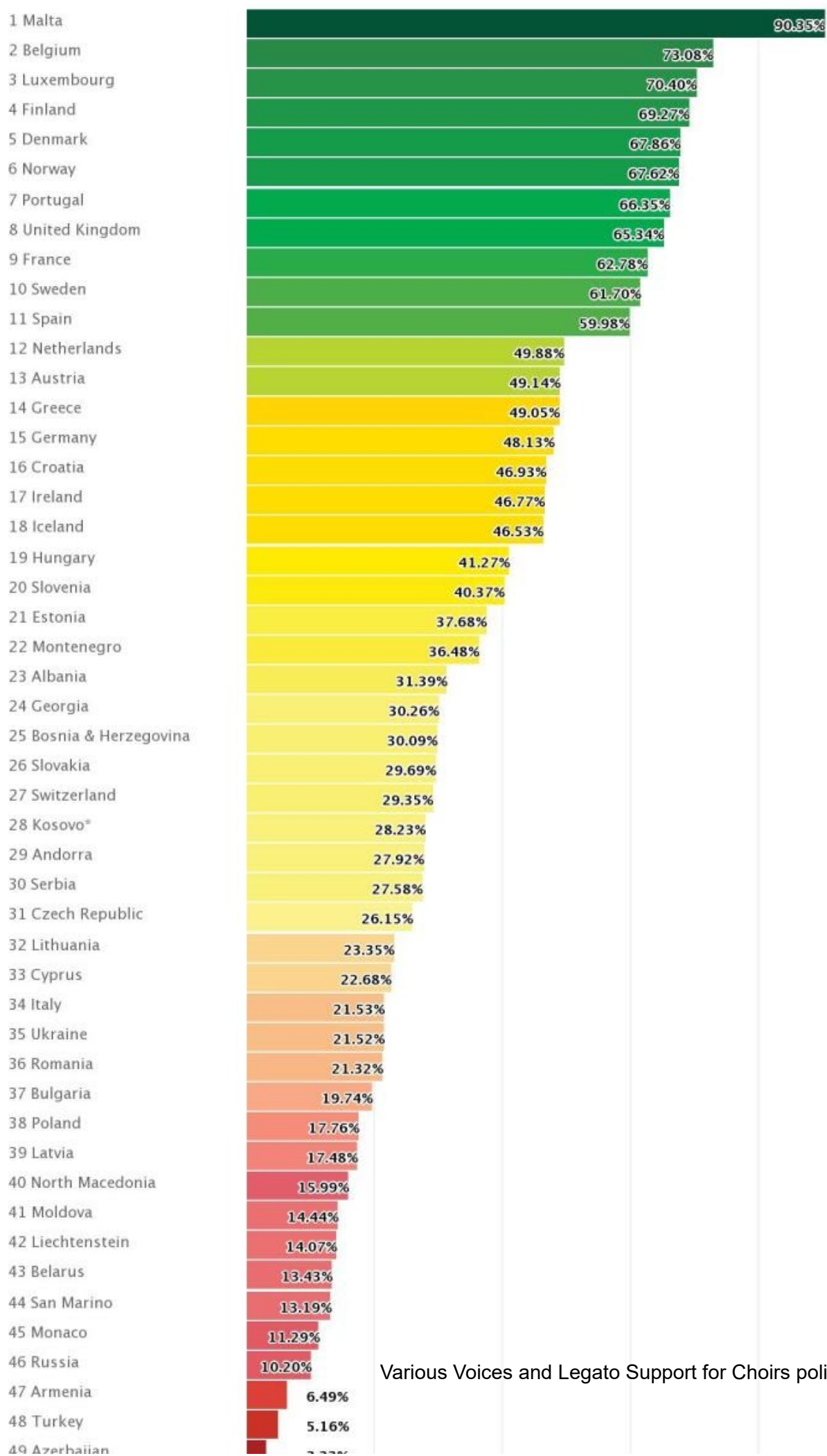
| List of Countries in Europe by Human Development Index | | | | | |
|--|-----------------------|---|-------------------------------|----------|-----------------------------|
| Rank | | Country | Human Development Index (HDI) | | |
| LGBT rainbow table ranking | HDI rank in the world | | HDI 2018 | HDI 2017 | Change in HDI value 2017-18 |
| 6 | 1 |  Norway | 0.954 | 0.953 | ▲ 0.001 |
| 27 | 2 |  Switzerland | 0.946 | 0.943 | ▲ 0.003 |
| 17 | 3 |  Ireland | 0.942 | 0.939 | ▲ 0.003 |
| 15 | 4 |  Germany | 0.939 | 0.938 | ▲ 0.001 |

| | | | | | |
|----|----|--|-------|-------|---------|
| 18 | 6 |  Iceland | 0.938 | 0.935 | ▲ 0.003 |
| 10 | 8 |  Sweden | 0.937 | 0.936 | ▲ 0.001 |
| 12 | 10 |  Netherlands | 0.933 | 0.932 | ▲ 0.001 |
| 5 | 11 |  Denmark | 0.930 | 0.929 | ▲ 0.001 |
| 4 | 12 |  Finland | 0.925 | 0.924 | ▲ 0.001 |
| 8 | 15 |  United Kingdom | 0.920 | 0.919 | ▲ 0.001 |
| 2 | 17 |  Belgium | 0.919 | 0.917 | ▲ 0.002 |
| 42 | 18 |  Liechtenstein | 0.917 | 0.916 | ▲ 0.001 |
| 13 | 20 |  Austria | 0.914 | 0.912 | ▲ 0.002 |
| 3 | 21 |  Luxembourg | 0.909 | 0.908 | ▲ 0.001 |
| 20 | 24 |  Slovenia | 0.902 | 0.899 | ▲ 0.003 |
| 11 | 25 |  Spain | 0.893 | 0.891 | ▲ 0.002 |
| 31 | 26 |  Czech Republic | 0.891 | 0.888 | ▲ 0.003 |
| 9 | 26 |  France | 0.891 | 0.890 | ▲ 0.001 |
| 1 | 28 |  Malta | 0.885 | 0.883 | ▲ 0.002 |
| 34 | 29 |  Italy | 0.883 | 0.881 | ▲ 0.002 |
| 21 | 30 |  Estonia | 0.882 | 0.879 | ▲ 0.003 |
| 33 | 31 |  Cyprus | 0.873 | 0.871 | ▲ 0.002 |
| 38 | 32 |  Poland | 0.872 | 0.868 | ▲ 0.004 |
| 14 | 32 |  Greece | 0.872 | 0.871 | ▲ 0.001 |
| 32 | 34 |  Lithuania | 0.869 | 0.866 | ▲ 0.003 |
| 29 | 36 |  Andorra | 0.857 | 0.852 | ▲ 0.005 |
| 26 | 36 |  Slovakia | 0.857 | 0.854 | ▲ 0.003 |
| 39 | 39 |  Latvia | 0.854 | 0.850 | ▲ 0.004 |
| 7 | 40 |  Portugal | 0.850 | 0.848 | ▲ 0.002 |
| 19 | 43 |  Hungary | 0.845 | 0.841 | ▲ 0.004 |
| 16 | 46 |  Croatia | 0.837 | 0.835 | ▲ 0.002 |
| 46 | 49 |  Russia | 0.824 | 0.816 | ▫ 0.008 |
| 43 | 50 |  Belarus | 0.817 | 0.808 | ▲ 0.009 |
| - | 50 |  Kazakhstan | 0.817 | 0.800 | ▲ 0.017 |
| 37 | 52 |  Bulgaria | 0.816 | 0.813 | ▲ 0.003 |
| 22 | 52 |  Montenegro | 0.816 | 0.814 | ▲ 0.002 |
| 36 | 52 |  Romania | 0.816 | 0.813 | ▲ 0.003 |

| | | | | | |
|--|-----|--|-------|-------|---------|
| 48 | 59 |  Turkey | 0.806 | 0.805 | ▲ 0.001 |
| 30 | 63 |  Serbia | 0.799 | 0.794 | ▲ 0.005 |
| 23 | 69 |  Albania | 0.791 | 0.789 | ▲ 0.002 |
| 24 | 70 |  Georgia | 0.786 | 0.783 | ▲ 0.003 |
| 25 | 75 |  Bosnia and Herzegovina | 0.769 | 0.767 | ▲ 0.002 |
| 47 | 81 |  Armenia | 0.760 | 0.758 | ▲ 0.002 |
| 40 | 82 |  North Macedonia | 0.759 | 0.758 | ▲ 0.001 |
| 49 | 87 |  Azerbaijan | 0.754 | 0.752 | ▲ 0.002 |
| 36 | 88 |  Ukraine | 0.750 | 0.747 | ▲ 0.003 |
| 41 | 107 |  Moldova | 0.711 | 0.709 | ▲ 0.002 |
| * <i>Change in HDI value rounded to three decimals</i> | | | | | |

Table of LGBT rights across Europe

The Rainbow Europe is ILGA-Europe's annual benchmarking tool, which ranks 49 countries in Europe on their LGBTQ+ equality laws and policies. 2019 Rainbow Index rankings:



Legato European Country Groups

The Board decided to create three country groups using the HDI, Rainbow Index rankings and awareness of the need to support LGBTQ+. 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.

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

Legato Group 2

Some support should be considered like reduced fees and accommodation costs or priority host housing access.

Slovenia, Czech Republic, Estonia, Cyprus, Poland, Greece, Lithuania, Andorra, Slovakia, Latvia, Portugal, Hungary, Croatia.

Legato Group 3

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

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

Various Voices Festival 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.

To be included in the budget and fundraising plan.

If bidding and host cities do not plan to offer private hosted options they will need to include the funding for accommodation as one of the most expensive elements of the attendee costs. They will need to analyse previous festival take up and could consult choirs and the board advisors to establish criteria to access the possible take up

Fundraising

The host city fundraising plan must include an outline of how it intends to fund the support programme.

A 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
- 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 Legato members and festival stakeholders should be encouraged to engage and take responsibility for the support programme and 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

For the Munich festival we've asked the choirs and delegates to donate money during the registration process (ca. 5.900 €).

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

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

We had luck that we raised almost the whole money by donations, compared to Dublin when 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) was approximately 16,000 euros in total. But this amount was naturally only virtual (money that was not calculated as real income).

Accommodation:

Munich had in total ca. 200 private accommodations (that was our own max. limit)

The take up was as follows:

- 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.

If there is no such option being considered in Bologna, then the hotel/hostel costs should be paid by the festival at least for group D (for example = 50 P. x 4 nights x 60 Euro/night = 12.000 €).

For group C should be a subsidised hotel/hostel price available (= 100 P. x 4 nights x 30 Euro/night = 12.000 €).

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 take up by delegates was very low. Paid for discounted accommodation was offered through a reservation partner. There was London choir (Diversity) fundraising to pay for flights for Le Zbor, Crocia with hosted accommodation and help with food money. Legato members were advised at the outset to plan to support their own members to come to the festival.

The Munch 2018 Support Policy and success

Group A - 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

Group B - south Europe (Italy, Spain, Portugal)

No choir fee

Full delegate fee or rather early bird discount for the whole time of registration.

Privileged access to the private accommodations because this is the really expensive part of the festival

--> south Europe (Italy, Spain, Portugal) --> 169 persons

--> we did this to encourage the new choirs in the south to consider coming for the first time to Various Voices and not for the country's economic reasons. In the end, we did not rate this program as a really good success: Unfortunately, half of the registered choirs of Spain and Italy canceled (reasons: not really interested, not willing to invest so many days, and management troubles in the choirs. no one mentioned the price as reason)

VV18 do not recommend this group in future

Group C - HDI group 2

No choir fee

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 canceled), Czech Republic (1 choir) --> 91 persons

Group D - 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) --> 47 persons

Group E - complementary

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

Can you contribute to this document

If you have any comments or contributions to make to this document please email various-voices@legato-choirs.com

Board of Legato Choirs

February 2020

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Resources

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1. Hosted Accommodation Charter

- This charter sets out the key responsibilities and commitments on the **Host** and the **Guest**
- Hosting is an opportunity for a mutually rewarding experience that can sometimes lead to life long friendships.
- Hosting is a private arrangement between the host and the guest.
- Various Voices 2009 will facilitate the introduction of hosts to guests but takes no further responsibility.
- The Charter guidelines are suggestions to help to make hosting as trouble free as possible by setting a clear framework for the relationship between the host(s) and guest(s).

The Host's responsibilities:

- To welcome and make the guest(s)' stay as comfortable and pleasant as possible.
- To ensure that the guest(s) have full instructions on how to find the accommodation or to meet them at some prearranged location.
- To provide clean bedding and a clean and tidy environment
- To clearly explain the rules of the house (e.g. regarding smoking, locking up, noise, pets etc)
- To ensure the guest(s) have a key to access their accommodation unless someone is always on hand to let them in.
- To respect the privacy of the guest
- To act as an ambassador for London's LGBT community by respecting and celebrating difference.

The Guest's responsibilities:

- To respect the host's property and cause no damage.
- To behave in a respectful manner to the host and adhere to the rules of the house.
- To respect the host's privacy and to keep noise to a minimum especially late at night.
- Not to bring food and drink into the accommodation without the explicit prior agreement of the host.
- Not to invite friends or guests without the explicit prior agreement of the host.
- To leave the host's premises in the same condition as found on arrival.
- To be conscious that this is someone's home and not a hotel.
- To respect the sensibilities of London's LGBT community.
- To repay the host's hospitality possibly with a gift.

Various Voices London Ltd Legal Disclaimer:

Various Voices London Ltd does not inspect, recommend or endorse any accommodation and takes no responsibility or accept any legal liability for any losses or damages pertaining to the description, experience or behaviour of any of the accommodation, the host(s) or the guest(s). We cannot mediate or enter into any correspondence over any issues pertaining to Host Housing. This is a private arrangement and all issues should be negotiated and agreed between the parties involved. It is the responsibility of the host(s) and guest(s) to ensure they have all the relevant insurance in place to mitigate any loss and we accept no responsibility or liability for any charges, costs or claims made by any party in respect of Hosted Accommodation facilitated by or arranged by or for Various Voices London.

2. Details of European countries LGBT Rights

