

Proposal for the Malmö Pride annual meeting 2024:

## Introducing Minimum Mandates and Written Transition Protocols

### Background

As an organization, the Malmö Pride board has grown in both size and influence, reflecting its commitment to advancing its mission and values. However, the absence of a mechanism to facilitate seamless transitions when board members change poses a significant challenge to the continuity and effectiveness of the board's work.

There is a pressing need to establish a proper framework for board rotation, otherwise the risk of losing organizational memory and momentum increases with each transition. **To address this concern, we propose that the annual meeting decide**

### *Proposal 1*

**That** a minimum mandate of 2 years is introduced for the board Chair, Vice-chair, Treasurer, and Secretary positions.

**That** with every board change it is ensured that at least two of the abovementioned board members remain in their positions.

### *Proposal 2*

**That** written transition protocols are established to facilitate a smooth transfer of responsibilities between outgoing and incoming board members. These protocols should include Terms of Reference for the respective roles, a handover document that includes all ongoing tasks relevant to the role, and a 1 month transition period where the outgoing board members stay available to support the incoming board members in their roles.

**That**, in case of approval, **Proposal 1** goes into effect during the next board

term. **That**, in case of approval, **Proposal 2** goes into effect immediately.

With regards,  
Sophie Beria

*Nomination Committee Chair*  
*Malmö, 22 Feb. 2024*

## Health and Safety policy

### **Background**

A good working environment is essential for the well-being of all staff, board members, and volunteers, encouraging productivity and enabling Malmö Pride to achieve its goals more effectively. As outlined in the statutes, the board bears responsibility for employment, delegation, and ensuring a conducive work order. However, the statutes do not address the work environment management of the board members themselves. Recent reports from current board members indicate instances of burnout, feelings of being overwhelmed by responsibilities, and challenges with time management, highlighting the need for a concerted effort to address these concerns.

### **To address these concerns, we propose that the annual meeting decide**

***That*** a comprehensive Health and Safety Policy be agreed upon internally and documented by the Malmö Pride board for the Malmö Pride board members. The policy should cover organizational, physical, and psycho-social aspects of the working environment at Malmö Pride and should serve as a guiding framework for promoting health, safety, and accessibility in all aspects of Malmö Pride operations, including but not limited to event planning, resource allocation, and volunteer management. The policy should strive to minimize health risks and promote a culture of maintaining a healthy work-life balance, including flexible scheduling, regular breaks between longer meetings, respecting non-working days and hours, and open communication about workload and expectations. The policy should have health and safety goals stated in the document.

***That*** the Malmö Pride board appoints a board member responsible for regular review, evaluation, and reporting of the work environment. The review should be reconducted annually to ensure the ongoing effectiveness and relevance of the Health and Safety Policy. Feedback from staff and board members should be collected regularly to inform continuous improvements and adjustments to the policy framework. The findings should be summarized and presented during annual meetings.

***That*** health and safety work is done systematically, on a regular basis, whenever the board deems that there has been a significant change and/or an abrupt turnover, the board investigates and makes risk assessments of Malmö Pride's organizational and social working environment to be able to take the measures needed to create a safe and secure workplace.

***That,*** in case of approval, the motion goes into effect immediately.

With regards,  
Sophie Beria

*Nomination Committee Chair*  
*Malmö, 22 Feb. 2024*

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