



Pan Idræt is  
bidding to host  
EuroGames 2021



We invite the whole world to  
a spectacular celebration  
of team spirit, sportsmanship  
and love wrapped up in a  
rainbow-coloured pride party

# #YOUAREINCLUDED



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# EXECUTIVE SUMMARY

This document is the official bid from Pan Idræt to host EuroGames in Greater Copenhagen in 2021. Our plan is to do so as part of Copenhagen 2021: a mega event celebrating sportsmanship and team spirit, paving the way for an athletic community where everyone feels welcome. EuroGames 2021 will be held from 18 August to 21 August, with sports events on the full days of Wednesday, Thursday and Friday.

## What is Copenhagen 2021?

EuroGames has united our diverse athletic community since 1992 through high-quality sporting events. But this time, we want to lift our sights just a little higher. Copenhagen Pride will be hosting WorldPride in 2021, and so we want to take this opportunity to invite athletes from all over the world to a unique event: Copenhagen 2021.

Copenhagen 2021 will unite EuroGames and WorldPride in the same city, at the same time, for the first time ever. It will be a celebration of sportsmanship, team spirit and diversity wrapped up in a rainbow-coloured pride party where #YouAreIncluded. People from all corners of the world will come together to compete, sweat and cheer. To feel team spirit, break records, make memories and make new friends. The competitiveness of sports, the playfulness of pride and the seriousness of human rights will send all participants on a transformative journey.

## Impact of Copenhagen 2021

Celebrating a joint EuroGames and WorldPride in Greater Copenhagen will make some serious waves. Our promise is this: activists will break a sweat, athletes will become champions of equality, and party-goers will digest more than just our great Danish beer. Attracting hundreds of thousands of people, Copenhagen 2021 will be remembered as a milestone in the modern history of our community. We will impact not only the hearts and minds of people

around the world – we will change the very lives of rainbow people and continue to build a world in which we are all truly equal.

## Our motivation for bidding

Pan Idræt is bidding to host EuroGames in 2021 because we want to raise the bar – for inclusivity and for global impact. As the organiser of EuroGames 2003, World OutGames 2009, Pan Games 2014, numerous single-sport tournaments throughout the years and as a long-time collaborating partner of the Danish Gymnastics and Sports Associations (DGI) and the Sports Confederation of Denmark (DIF), we are eager to bring this extensive experience to the table and put together a sporting event that oozes professionalism from start to finish. As a standard-bearer in matters of inclusivity, we want to create a sporting event that sees participants of all sexual orientations, gender identities and gender expressions as equals. As a partner in Copenhagen 2021, we want to create a sporting event that unifies our community and strives to break down the barriers facing our athletic community on all levels. We are determined to make this event truly inclusive at all levels of participation and across all parameters of representation. In Greater Copenhagen, everyone will feel like part of a team, because #YouAreIncluded.







# COPENHAGEN

# THIS IS COPENHAGEN

**A modern fairy tale in the capital of one of the world's happiest countries. That is Copenhagen. Come join us. Do make sure to indulge yourself in the host of opportunities in this city: a vibrant nightlife, world-class museums, pulsating shopping streets, renowned architecture, unforgettable gastronomic experiences and top-notch Danish design.**

## **Progressive and liberal**

The city has a vibrant and diverse rainbow community, but it also provides something much more important: a sense of belonging. Copenhageners have very liberal attitudes towards our community and we expect hundreds of thousands to celebrate with us in 2021. When Copenhagen hosted World OutGames in 2009, we experienced an outpour of support from locals who wanted to help us make this event truly amazing.

Denmark was the first country in the world to legalise same-sex unions in 1989 and our politicians have continued to be champions of freedom and equality, passing legislation to continuously ensure the equal rights of all citizens in Denmark and abroad. In fact, our prime minister has supported the Copenhagen bid for WorldPride and EuroGames right from the outset. Furthermore, Copenhagen was named the most LGBTQ friendly place on Earth by Lonely Planet in 2017, and besides being home to several bars, clubs and pop-up parties for all parts of the acronym, we also have the world's oldest gay bar, Centralhjørnet, which first flung open its doors in 1917!

## **Doing sports**

Copenhagen has successfully been positioning itself as a world class city when it comes to sports. Copenhagen hosted the European Short Course Swimming Championships in 2017. And in the coming years, our city will host the

2018 Ice Hockey World Championship and co-host the 2019 World Men's Handball Championship and the 2020 UEFA European Football Championship. Copenhagen is a city of major sporting events and the city looks forward to adding EuroGames to the list of upcoming events. Apart from the major events, Copenhagen is an active city with hundreds of sports clubs and venues for sporty locals and tourists to enjoy.

Pan Idræt offers a safe and inclusive space for all people, regardless of sexual orientation, gender identity and gender expression. The club has more than 900 members and offers more than 25 different sports or activities.

## **To Copenhagen-ize**

In urban planning, this term refers to the process of making a city more liveable by promoting clean technologies, connectivity, creative environments, bicycles, sustainability, democratic design and the active use of city spaces. Copenhagen embodies all these things, and we like to believe this is why Copenhagen has often been named among the world's most liveable cities. The city offers many green spots, parks and recreational spaces for you to enjoy, and Copenhageners even swim in the harbour's clean water in the summer in publicly provided swimming facilities. Top-notch bicycle infrastructure is also present all over the city. While you often see cars blocking the roads during rush hour in other cities, in Copenhagen you'll see crowded bi-

cycle lanes with busy Copenhageners biking to work. There are in fact more bicycles than cars in Copenhagen.

## **Old traditions and modern vibes**

Castles and palaces are anything but a rare sight in Copenhagen. Copenhagen oozes history and reminds one of a modern-day fairy tale. Even the Royal Family has joined the fight for diversity and tolerance. In 2016, Crown Princess Mary spoke at the 2016 International Day Against Homophobia and Transphobia, and Princess Marie marched in the Copenhagen Pride parade as a patron of the Danish AIDS Foundation. But this modern-day fairy tale also offers loads of modern vibes when it comes to design, gastronomy, arts and architecture. Copenhagen has earned quite a reputation as a gastronomic capital with a restaurant scene which attracts both locals and international foodies. Copenhagen has also become renowned for several architectural wonders such as the 8 House and the Bicycle Snake Bridge. And the city's modernised meat-packing district has become a focus of attention for hipsters and hang-arounds alike as exotic eateries, galleries, independent designers and new bars have started to form a vibrant cultural hub.





COPENHAGEN 2021★  
EuroGames 2021







# BIDDING ORGANISATION

Pan Idræt is proudly bidding to host EuroGames in 2021. What we bring to the table is many years of experience in organising sports events for our community here in Copenhagen and internationally, a strong commitment to inclusivity and solid ties to our European rainbow sports community as well as the rainbow community here in Copenhagen.

## History

Pan Idræt was established in 1984 by a group of gay men. They decided to form their own swimming team, as they were rejected by mainstream swimming teams due to fear of HIV and AIDS. Pan Idræt soon became popular and experienced an incredible growth in membership and started organising other sports as well. Today, Pan Idræt offers more than 25 different sports or activities to its more than 900 members and is increasingly acknowledged outside of our community. In 2015, we were awarded the title of Danish Champions of Club Development, named Association of the Year by DGI Copenhagen, and we were nominated for the Culture Minister's Sports Award in 2016.

Athletes from Pan Idræt have taken part in the EuroGames for decades, and we had the honour of hosting the event in 2003. It was a great success with more than 2,000 participants! Furthermore, we were instrumental in the success of World OutGames in 2009, when Pan Idræt managed the logistics of much of the sporting events for more than 5,500 participants from more than 90 countries. In 2014, we organised Pan Games to celebrate our 30th anniversary with more than 1,500 participants from all over Europe. Furthermore, the various sports disciplines organised by Pan Idræt regularly host international tournaments as well. All these events have been financially sound, and in some cases returned money to the community. This serves to prove our capability in organising such sporting events.

## Structure

Pan Idræt is registered with the Danish authorities as a democratic voluntary activity association, and is governed by a board of seven people managing the overall operations and logistics of the organisation. Each sports section is run by an elected steering committee that manages the training sessions, matches, social activities and budget of the sport in question. These steering committees are in turn overseen by the Pan Idræt board elected at the annual general meeting.

## Board members

The board members of Pan Idræt come from a wide range of backgrounds, are involved in various sports and have experience in organising events like the EuroGames.

### *Christian Bigom, Chair*

Christian has made Pan Idræt stand out in the debate on homophobia in the athletic community, and he has positioned Pan Idræt internationally. He has taken part in numerous EuroGames as a swimmer and a bowler and has in recent years started playing dodgeball. Christian is self-employed and works with cash registers and payment solutions.

### *Lene Hyrup Eriksen, Vice-chair*

Lene has championed efforts to increase the share of women in Pan Idræt with various initiatives, and has strengthened ties between Pan Idræt and Copenhagen Pride by for



example having sports showcased at Pride Square. Lene has played handball and waterpolo and currently plays football in Pan Idræt. Lene works as a teacher.

*Kristian Bitzer, Vice-chair*

Kristian is responsible for finance, strategy and volunteers. He is also the board member in charge of the bid and the preliminary planning for EuroGames 2021. Kristian plays badminton and is also on the cycling team. Kristian works in the financial sector.

*Jasper de Mooij, Board member*

Jasper is a Copenhagen-based Dutch citizen and focuses on Pan Idræt's international members and Pan Idræt's clothing line and webshop available for all members. He plays badminton and volleyball, and works as a project manager in IT security. Jasper was the first chairman of Rabalder Volleyball in Trondheim, Norway.

*Sylvester Pedersen, Board member*

Sylvester's role in Pan Idræt is to optimise online communication through social media, newsletters and advertisements. Sylvester studies Medialogy at Aalborg University in Copenhagen, and works with web design and online marketing. Sylvester plays volleyball in Pan Idræt, and has many years of experience in both martial arts and dancing.

*Johnny Hansen, Board member*

Johnny has taken part in organising several events and tournaments over the years such as handball during EuroGames 2003, football at PanGames 2014 and as chairman of the IGLFA World Cup 2005. He is an advanced business analyst and plays football and dodgeball and hikes in Pan Idræt. Johnny has also played handball and been part of the running section of Pan Idræt.

*Britt Gadegaard, Board member*

Britt was the chair of Pan Idræt in the years leading up to

World OutGames 2009, and volunteered in various capacities during the event. This means that she knows how to make international LGBTQ sporting events succeed. Britt plays badminton in Pan Idræt and is a self-employed project management consultant.

**Ties to the rainbow community**

Uniting WorldPride and EuroGames for Copenhagen 2021 is a joint venture of Pan Idræt and Copenhagen Pride. We have been working closely together for several years to make this event materialise and our collaboration will continue as we go forward. Pan Idræt also has good relations to similar sports associations in Denmark such as Danish D-Lite in Aarhus and Lambda in Odense in addition to several mainstream clubs allied in the work to make sports more inclusive. Furthermore, we have strong ties to EGLSF and the global rainbow sports community. Athletes from Pan Idræt are frequent participants in sporting events around the world, exemplified by Denmark being among the best represented nations at EuroGames in Helsinki and at the World OutGames in Miami, where we received praise from other participants for our efforts to help salvage the sporting and social events that were at risk due to the organisers' last-minute cancellations.

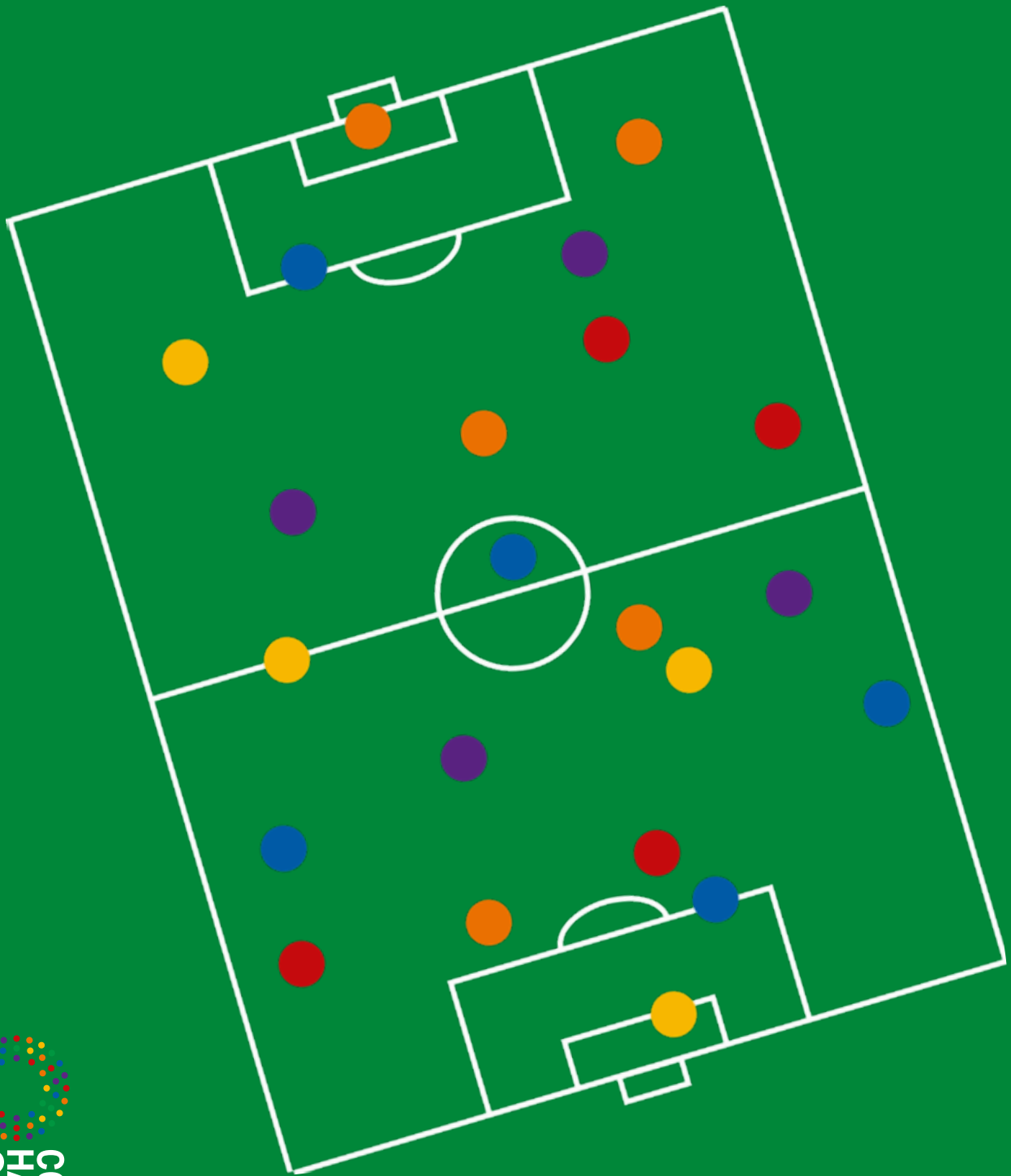
**Happy Copenhagen**

To ensure that we harness the synergy in hosting WorldPride and EuroGames at the same time in the same city, Pan Idræt has joined forces with Copenhagen Pride to set up a joint project organisation, Happy Copenhagen, which is facilitating the planning of the collaborative aspects of Copenhagen 2021 – this work entails formulating a joint communications strategy, booking venues, raising funds and so on. Pan Idræt and Copenhagen Pride each names an equal number of members to the board of Happy Copenhagen – currently two each – to set its strategic direction and monitor its work.





# FUNDING & BUDGET



# FUNDING & BUDGET

**To make EuroGames 2021 inclusive and successful, it must first and foremost be affordable and financially stable. That is why we have worked hard to build relations with the Danish government and key stakeholders across Greater Copenhagen, the binational region which encompasses all local and regional governments in Eastern Denmark and Southern Sweden.**

## **Fees**

The registration fee will be € 90 for members of EGLSF and € 120 for non-members. We will offer an early bird registration to encourage athletes to plan for EuroGames 2021, either at a discounted price or covering other services such as tickets for cultural events or parties. Visitor passes can be bought by members of EGLSF at the price of € 30 and by non-members at the price of € 40, granting full access to all sporting events as well as discounts on other events.

Naturally, all registered participants and paying visitors will be granted free access to the opening and closing ceremonies as well as all sporting events. Furthermore, all registered participants and paying visitors will be able to buy discounted party tickets, and we expect to offer an array of discounts on merchandise and other products and services provided by our business partners and sponsors.

## **Funding and budget**

We have already begun the important process of building relations to stakeholders such as politicians, city officials, charitable foundations and commercial sponsors as these are pivotal in ensuring funding for this event. The Cities of Copenhagen, Frederiksberg, Roskilde and Malmö have pledged to co-fund this event, and the Capital Region of Denmark along with the Region of Skåne in Sweden are expected to channel funds into this project. These commitments, we believe, will ensure we can meet necessary

start-up costs such as securing office space and printing promotional material. Furthermore, the Danish prime minister has signed an official letter of support on behalf of the government, which will hopefully also translate into funding once we win the bid. That is why we are confident that we can deliver a financially sound project and that we can raise the necessary funds. We expect to secure funding for all sporting facilities in various local budgets for 2019, which are negotiated in late 2018.

On the following page, you will find a summarised budget, while a detailed budget can be found in the appendix. All estimates of income are conservative and based on those from World OutGames 2009. All amounts are given in EUR after conversion from DKK.

One may notice that the administration cost seems high at first sight, but this is partly because all staff salaries have been grouped here, including the salaries for the sports staff in charge of organising all the sporting events for EuroGames 2021. Expenses for outreach can be found under the budget line for housing, registrations and booking. It is currently set at just above EUR 201,600, which exceeds the demand for spending at least 2.5% of the entire EuroGames budget for outreach.

The budget also includes expenses for our sports leader conference, a number of cultural events for all participants

to make new friends outside of the court, and an ambitious marketing budget so that we can meet our goal of attracting 6,000 participants and contribute to strengthening the brand of EuroGames in the rainbow community all over Europe.

We want to be as transparent as possible in terms of budgeting, income and expenses. That is why we will make budget controls available for the board of EGLSF to enable proper governance of the financial progress of our event on a regular basis.

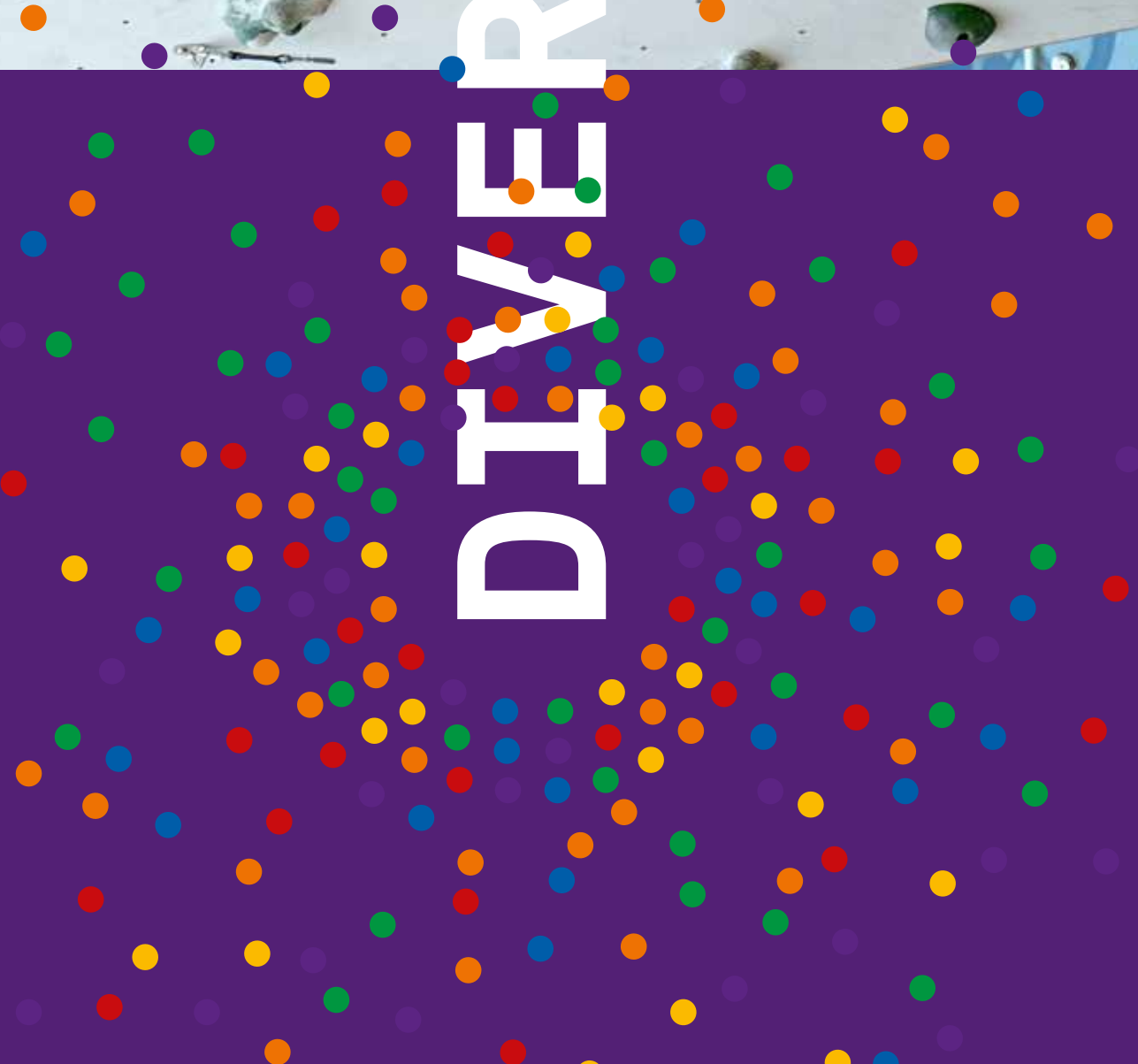


<b>EUROGAMES 2021 EXPENSES (ALL NUMBERS IN EUR)</b>	
1.1 Sports	850.134
1.1A Sportsleader conference	275.000
1.2 Marketing	1.195.598
1.3 Culture, ceremonies and festivities	505.108
1.4 Safety, security and logistics	486.425
1.5 Administration	1.994.741
1.6 Housing, registrations & booking	258.737
1.7 Other costs	79.070
<b>Total</b>	<b>5.644.813</b>
<b>EUROGAMES 2021 INCOME (ALL NUMBERS IN EUR)</b>	
2.1 Registration fees	608.000
2.2 Tickets & merchandise	77.957
2.3 Donations and sponsorships	1.169.355
2.4 Public grants	3.652.554
2.5 Benefits in kind	215.054
<b>Total</b>	<b>5.722.919</b>





# DIVERSITY







# INCLUSION & DIVERSITY

EuroGames is not just a sporting event - it's also an *inclusive* sporting event. Inclusivity and diversity should be front and centre in this event, and we will do our best to make people of all sexual orientations, gender identities and gender expressions feel welcome. We will do so by reaching out to the segments of our community that are often left out or feeling invisible.

## Gender policy

We will strive to offer competitions without gender divisions, but where this is not possible for sanctioning or practical reasons, participants can self-declare their gender category. The gender identity of all athletes will be respected with reference to the Pan Idræt gender policy (see appendix) and the principles of fair play. We believe that athletes themselves can assess whether competing as one gender over another provides them with unfair advantages, hence we will let them decide for themselves what gender they wish to compete as. However, a participant must stick to one gender category for the whole of EuroGames and not for example choose one gender category for one event and another for a second event.

We strive to ensure trans, intersex and non-binary inclusion, and we will engage with activists from these communities to receive advice from those with expertise in this regard. We acknowledge that there can be obstacles to achieving this goal in the competitions sanctioned by official bodies with stricter gender policies. In these cases, we will engage in dialogue with those, challenge their policies and try to find solutions to make EuroGames as inclusive as possible even when other bodies have a different set of rules.

## Recruiting women

One of the key findings from World OutGames 2009 in Copenhagen was that it is possible to increase the share

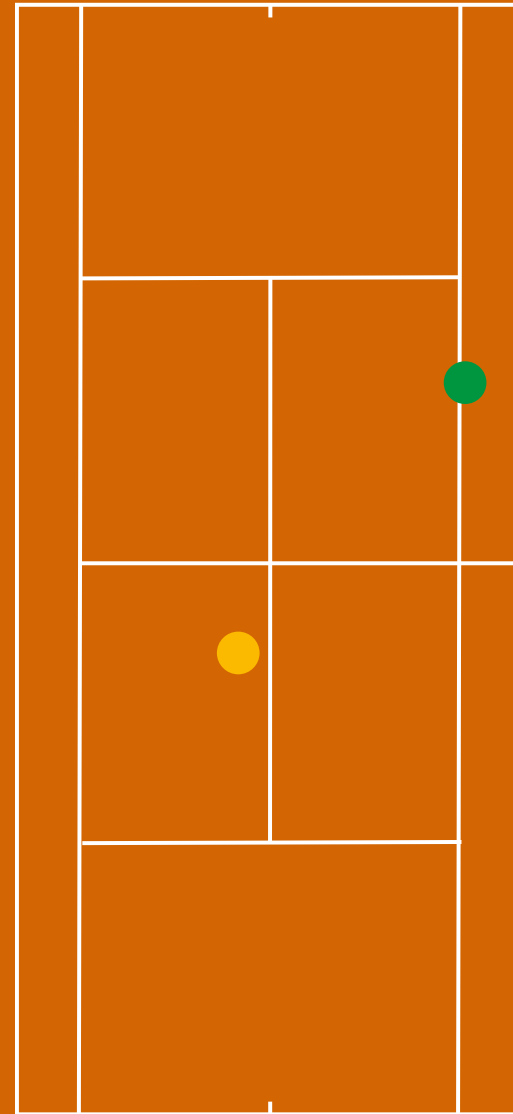
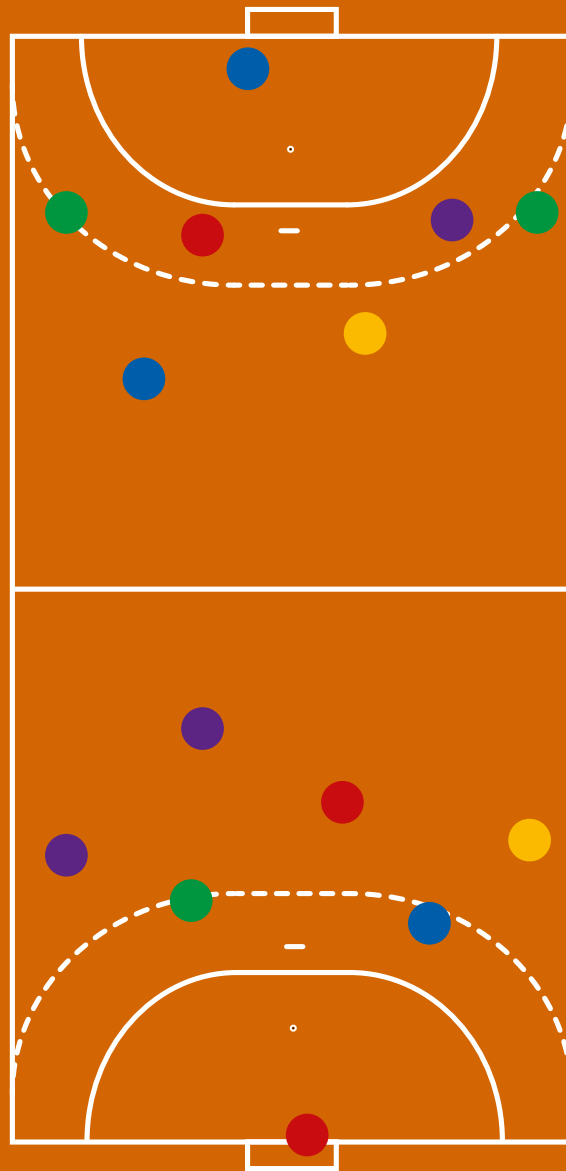
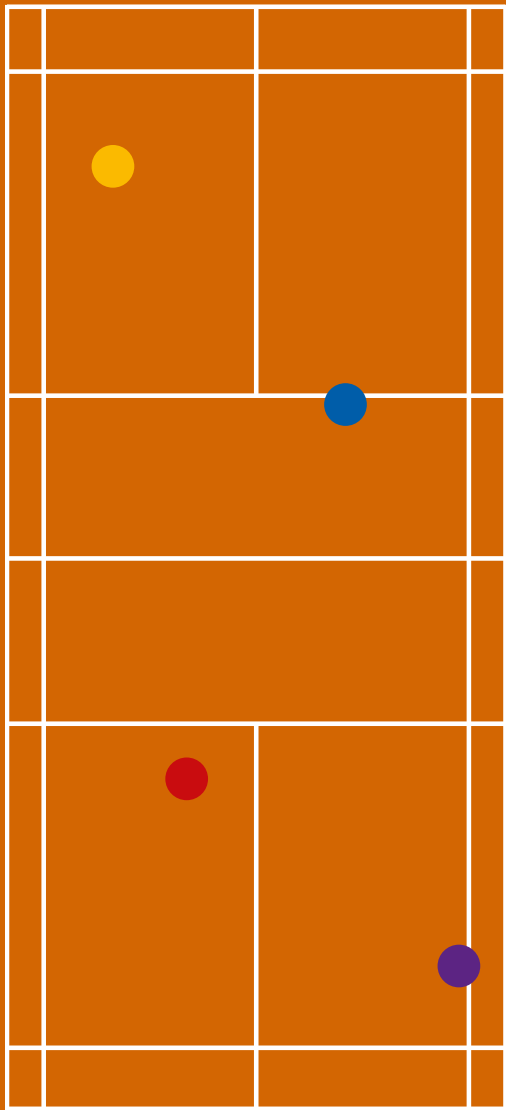
of women in our sporting events. 30 percent of the participants back then were women. For 2021, we want to build on this and commit ourselves to have more than 30 percent women in our event. We want to do so by fostering relations with sports clubs around Europe targeting lesbian and bisexual women, that are not necessarily members of EGLSF, and by advertising and pitching news stories in magazines targeting lesbian and bisexual women. Furthermore, we want to repeat a success from the World OutGames 2009: a dedicated Women's Space to make sure that the women taking part in this event do not feel left out in venues dominated by men.

## People with disabilities

Pan Idræt has yet to hold any activities for people with disabilities, but we are excited about the prospect of looking into this for EuroGames in 2021. The local political lobby organisation LGBT Denmark has a social group for people with disabilities and we will initiate a dialogue with this group as well as other stakeholders to explore the possibilities of creating sporting events for people with disabilities.

## Diverse marketing

We know that diversity in an event in large part depends of the diversity portrayed in the marketing. With our tagline being #YouAreIncluded, we will pursue a strategy of including people of all genders, colours, capabilities and socio-economic status in our marketing materials.



EuroGames 2021





# SPORT COMES FIRST

**EuroGames 2021 will feature a wide variety of sports. Our aim is to offer those sports that have been the backbone of EuroGames in recent years, while at the same time bringing new and emerging sports into the EuroGames family. With more than 25 sports, we hope that you'll find something to your liking - no matter if you prefer aquatics or ball sports, team sports or one-on-one competitions or if you're a beginner or a pro.**

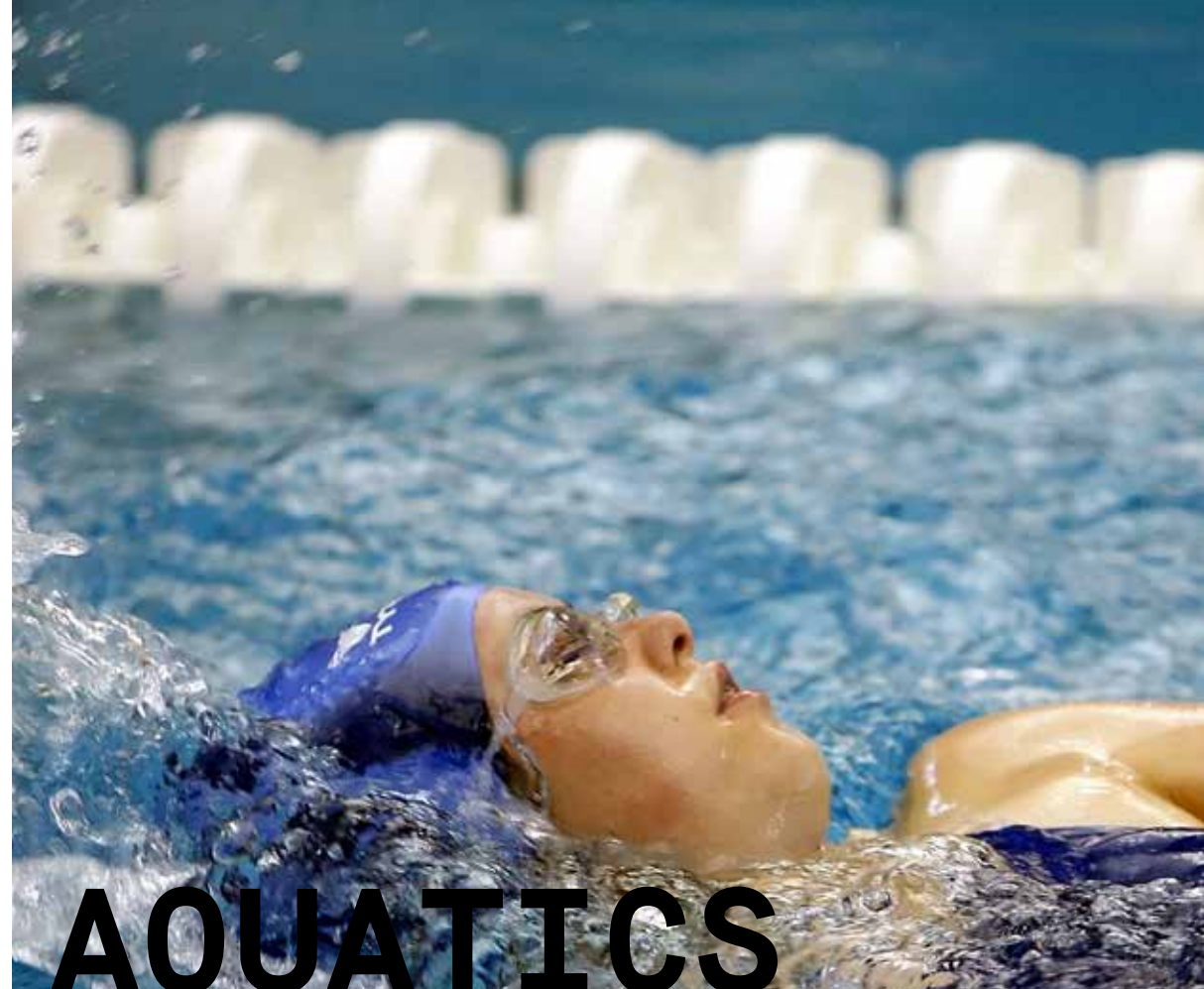
We hope that the sports included will also be able to attract a diverse array of participants, as some of them will be more popular among smaller segments of our rainbow community.

On the following pages you can see an overview of the sports that we want to offer. A more thorough glimpse into the details of each sport can be found in the appendix of this bid. In most cases, Pan Idræt has the in-house knowledge to put together the various tournaments that are the most important part of EuroGames, given that Pan Idræt currently offers more than 25 disciplines to its more than 900 members. But in the cases when in-house knowledge is non-existent or insufficient, we will partner with The Danish Gymnastics and Sports Association (DGI), The Sports Confederation of Denmark (DIF) and other umbrella organisations to deliver sporting events.

It should be noted that the list is preliminary and dynamic in the sense that should participants show more or less interest in given sports, some might be cancelled (well in advance!) and others might be added. The same goes for the proposed venues as these are subject to changes based on the final number of participants. The proposed structure of each tournament may also change in the coming years. We know that some people travel a long way to take part in EuroGames, and we want to give them the chance to have as many matches as possible, meaning that should

you lose your first match, we will strive to make sure that the tournament schedule allows for additional matches.

Alongside the tournaments that will be organised for the following sports, we strive to also include events and/or workshops with sports such as roller derby, walkathon, yoga, martial arts, body condition and open water swimming.



# AQUATICS

**Diving:** World OutGames 2009 featured a highly praised diving competition, and of course EuroGames 2021 will do so as well. Partnering with other clubs, we will offer diving as one of many sports for EuroGames 2021.

**Synchronised swimming:** Pan Idræt does not currently have a synchronised swimming team, but that won't prevent us from hosting a tournament in this discipline – just as we did for World OutGames 2009, we will work with other clubs to have this sport as part of EuroGames 2021.

**Swimming:** Being a popular sport in Copenhagen and the rest of Denmark, we have some top-notch facilities for swimming. We are looking forward to welcoming hundreds of swimmers in 2021. The swimming team is Pan Idræt's largest section and they have extensive experience in organising tournaments.

**Water polo:** Pan Idræt has a highly-skilled water polo team and they will most certainly put on a world-class water polo tournament in 2021 that will accommodate hundreds of participants.





**Basketball:** Pan Idræt is working to establish a basketball team, but should these efforts not prove successful, we will work with other clubs to include basketball in our sports programme.

**Beach volley:** Copenhagen has great beach volley facilities, and the volleyball team in Pan Idræt has just made beach volley available to its members. Hence, offering beach volley in 2021 is an obvious choice!

**Dodgeball:** As an emerging sport on the European sports scene, dodgeball is already very popular among the members of Pan Idræt. Pan Dodgeball is enthusiastic about organising this tournament!

**Floorball:** Copenhagen has really taken floorball to heart over the last few years, including a team in Pan Idræt, and so we want to include this in EuroGames 2021! Working with other clubs, we are sure this will be a success!

**Football:** Football is the national sport in Denmark. The Pan Idræt football teams have been involved in many international tournaments, hosted the IGLFA World Championship in 2005 and are looking forward to planning the football tournament in 2021.

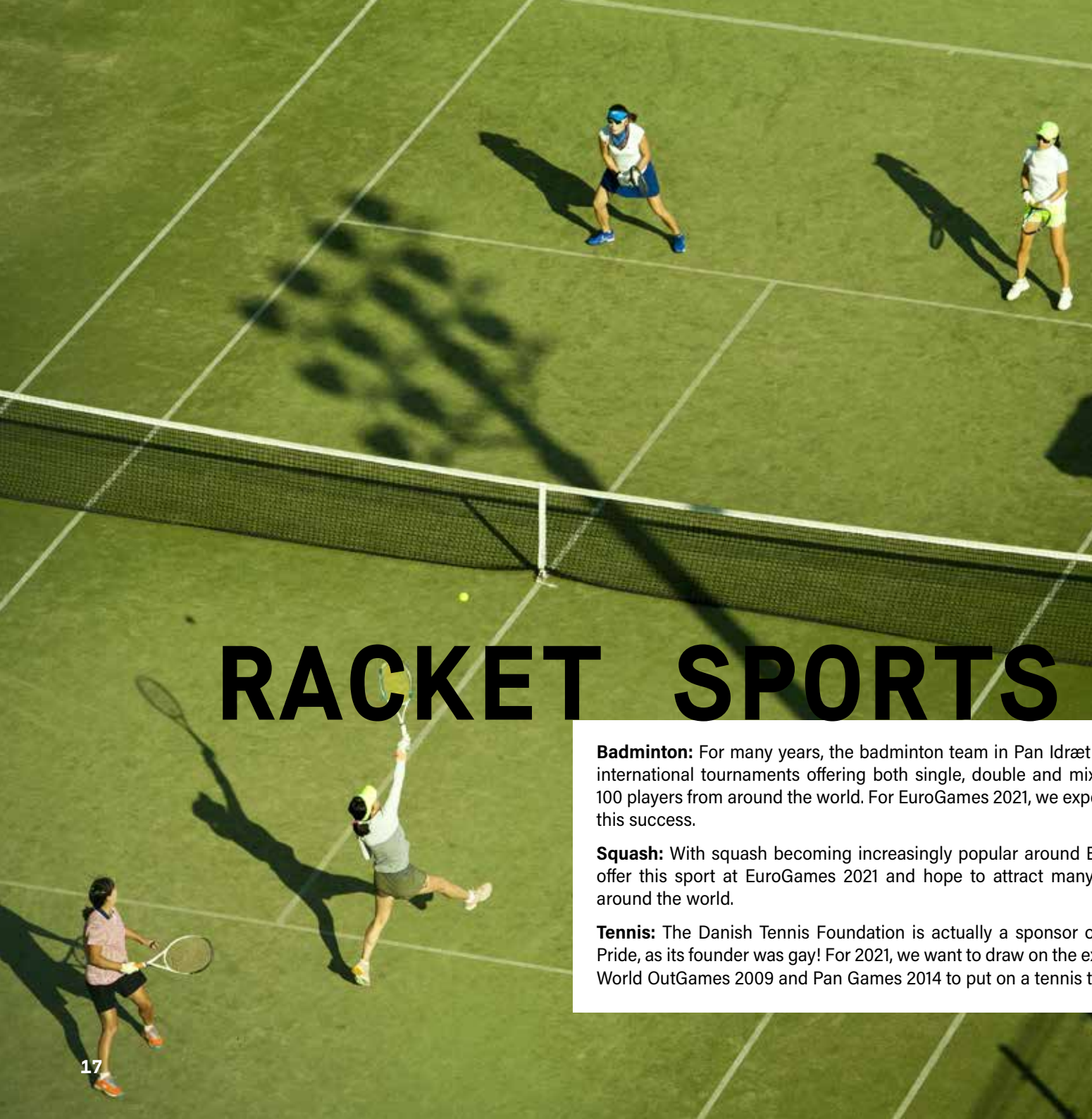
**Handball:** As a popular Scandinavian and European sport, EuroGames 2021 will of course feature handball! The Pan Idræt handball team is excited to put together a tournament.

**Volleyball:** The Pan Idræt volleyball team has taken part in numerous international tournaments such as the annual Frankfurt Christmas tournament, providing them with a large European outreach and a solid foundation for planning a volleyball tournament in 2021.



# BALL SPORTS





# RACKET SPORTS

**Badminton:** For many years, the badminton team in Pan Idraet has organised international tournaments offering both single, double and mix to more than 100 players from around the world. For EuroGames 2021, we expect to continue this success.

**Squash:** With squash becoming increasingly popular around Europe, we will offer this sport at EuroGames 2021 and hope to attract many athletes from around the world.

**Tennis:** The Danish Tennis Foundation is actually a sponsor of Copenhagen Pride, as its founder was gay! For 2021, we want to draw on the experience from World OutGames 2009 and Pan Games 2014 to put on a tennis tournament.







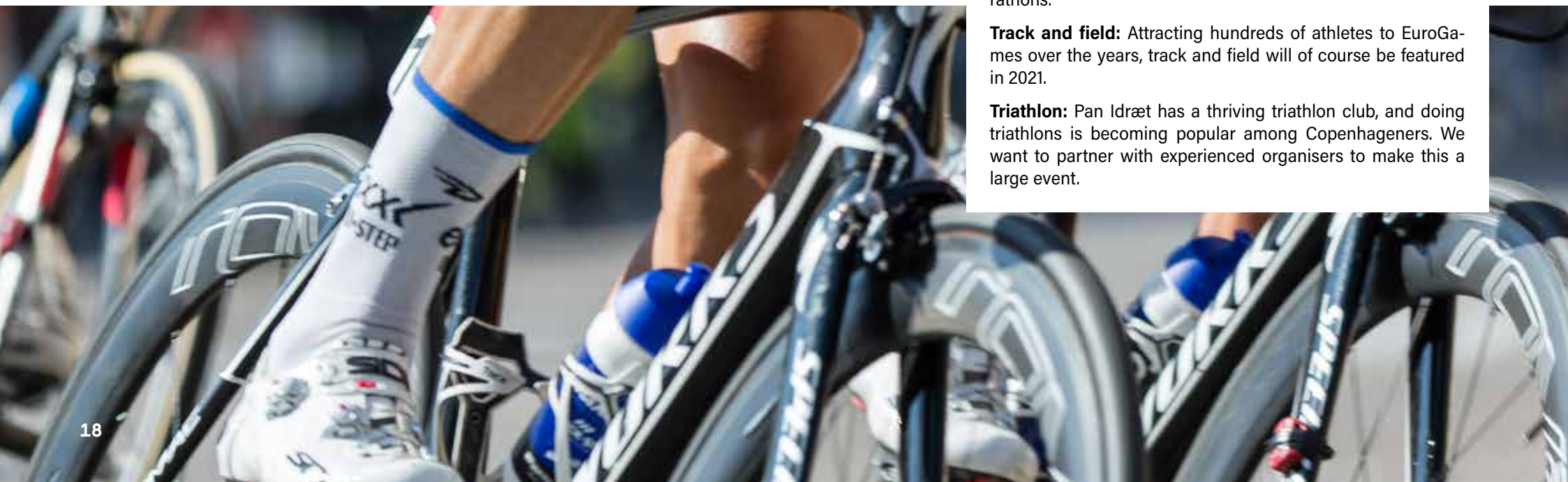
# ATHLETICS

**Cycling:** Copenhagen and Denmark is a massive cycling nation with extensive networks of bicycle lanes along the countryside. We will organise a safe and scenic cycling experience.

**Running:** Copenhagen has many beautiful and scenic surroundings. For people to enjoy these, we plan to offer running in 2021 with several distances ranging from 5 km to half marathons.

**Track and field:** Attracting hundreds of athletes to EuroGames over the years, track and field will of course be featured in 2021.

**Triathlon:** Pan Idræt has a thriving triathlon club, and doing triathlons is becoming popular among Copenhageners. We want to partner with experienced organisers to make this a large event.







# DANCING

**Ballroom dancing:** The dancers in Pan Idraet have made a tradition of hosting an annual dancing tournament for dancers from all over the world, and we look forward to welcoming dancers to EuroGames 2021.





# VARIOUS

**Curling:** As we partner with Malmö to offer winter sports for EuroGames 2021, curling will of course be on the poster as well! We are looking forward to working with other clubs to organise a curling tournament.

**Bowling:** Bowling was a success during World OutGames 2009, and we are looking forward to once again offer this sport to athletes from around the world.

**Chess:** Copenhagen has several chess clubs and to offer chess in 2021, we will be partnering with local clubs to put a tournament together.

**Bridge:** Bridge will also be featured for EuroGames 2021 and we are looking for potential partners to help us organise such a tournament.

**E-sport:** With so-called "gaming" culture on the rise and e-sport becoming increasingly popular, we are excited to offer this as part of EuroGames 2021, and bring e-sport into the EuroGames family!

**Field hockey:** The Pan Idræt field hockey players take part in many international tournaments, and they are excited to put together a tournament to welcome field hockey players from around the world to Copenhagen.

**Golf:** Copenhagen has many beautiful golf courses, and we will make sure to put these in play for EuroGames 2021. Golf is a popular sport among members of Pan Idræt, and we will offer a high-quality golfing experience for participants from across Europe.

**Ice hockey:** Offering ice hockey at World OutGames 2009 was a success that brought Canadian athletes all the way to Copenhagen. We are working with partners in Malmö to be able to bring ice hockey into the EuroGames family this time around.



**EuroGames 2021**



**COPEN  
HAGEN  
2021**





# EVENTS & CULTURE

**EuroGames is first and foremost about sports, but sport is not the same without making friends and making new memories. That is why we want to give athletes several venues for meeting each other and socialising. And most importantly: We want to create synergy between EuroGames and WorldPride so that both events and all participants merge together.**

## **Ceremonies**

We plan an outstanding EuroGames opening ceremony in the city centre on Wednesday, the first day of EuroGames 2021. To let the whole city be a part of this event, we want to make it free of charge for all. The opening ceremony will feature speeches from EGLSF and other stakeholders before the march of the athletes. Thousands of people will be present to greet the athletes as each country marches on stage. The march of the athletes will be followed by stage performances and a massive after party.

The closing ceremony of EuroGames will take place after the WorldPride parade. It will be a separate, distinct part of the stage show and will of course give visibility to the EuroGames brand and the rainbow athletes in attendance. With speeches from various stakeholders, medal ceremonies and stage performances, we want this to be a party for athletes, human rights activists and party-goers alike. The grand finale will be the famous Tivoli Gardens fireworks, and we encourage people to venture into the night and the streets adjoining Pride Square to transform the city into street parties surrounding the pop-up bars and stages that will offer something for all tastes and letters of the acronym. When we close down the street parties, we will have a venue nearby with DJs ready to put on a show. For the opening as well as the closing ceremony, we will make sure that the EGLSF is involved in the planning and will receive branding.

## **Parties**

Each night during EuroGames 2021 will feature open air, free of charge stage shows. But when it gets late and we have to close down, each night will also sport its own official after-party in various settings around town, which will be able to accommodate approx. 2,000 people. We also plan to work with various pop-up party organisers to be able to create smaller parties that can cater to the various segments of our rainbow community. This is a way for us to make sure that those often feeling left out in venues dominated by men can feel welcome and included and make new friends and new memories, too.

## **Social events**

We know that the various sports have their own traditions that add a social element to the competitions. We want to help out in organising these and support volunteers in the best way we can to create social events that bring athletes together.

## **Indoor venue**

Palads Theatre will be the registration and information hub throughout the celebration of Copenhagen 2021. EuroGames athletes will come here to pick up their credentials and it will also serve as the venue of our sports leader conference, a cultural centre with an exhibition area and the seventeen cinemas will screen various movies at night in collaboration with relevant partners and film festivals.

## **EuroCities**

During World OutGames 2009, Copenhagen introduced the concept of OutCities. This concept gave other cities from around the world a chance to showcase their destination. It was a success as participants ventured out into the city to explore not only Copenhagen, but also what other cities had to offer and thereby bringing our global community closer together. We want to bring this concept back to Copenhagen for EuroGames 2021!

## **WorldPride**

Copenhagen Pride will be hosting WorldPride in 2021. So in addition to a well-organised EuroGames, we can also offer all athletes a fully-packed cultural programme and hundreds of events around town. The big WorldPride parade will take place on Saturday, August 21, and all participants of EuroGames are invited to march or cheer from the streets as the human rights manifestation makes its way through town. In fact, we encourage you to join the festivities! We will make sure that the athletes can march as one of the first groups in the parade and that EGLSF will be given prominent placement and branding in this event alongside other stakeholders.





# HUMAN RIGHTS PROGRAMME

**EuroGames is a sporting event. But being able to play the games you want to play, with those you want to play with, is also about human rights. That is why we plan to feature an ambitious sports leader conference and a global outreach programme to combat discrimination in the athletic community, foster more inclusive sports around the world and empower athletes from less affluent communities.**

## **Sports leader conference**

Our human rights programme will include a conference to break barriers for rainbow athletes, which will take place on Monday and Tuesday. We plan to host a sports leader conference with the ambition of empowering our clubs in general and promoting the inclusion of athletes at all levels of participation.

Collaborating with other stakeholders, we want to give athletes and coaches of all ages and all sports, recreational and competitive, the knowledge and tools necessary to effectively run successful sports clubs and combat discrimination in their own local leagues and in international tournaments as well.

This conference will feature speakers, workshops, presentations, panel discussions and open debates to empower our athletes, build the capacity of rainbow sports clubs around the world and raise awareness among mainstream sports clubs and governing bodies about the barriers facing rainbow athletes.

## **Outreach programme**

Since we are striving to make EuroGames in Copenhagen truly inclusive, we will prioritise bringing people from less affluent communities to Copenhagen. To cover outreach for EuroGames, we will establish an outreach fund of just above EUR 201,600 that will allow us to bridge social and

economic gaps and bring athletes to Copenhagen for EuroGames 2021. With this number, we are providing an outreach budget amounting to 3.5% of the entire EuroGames budget, exceeding the minimum demand of 2.5% put forward in the bidding manual. We will partner with philanthropic foundations to raise these funds as well as experiment with grassroots fundraising and crowdfunding methods. Participants will also be encouraged to make a donation to outreach when registering for EuroGames 2021.

Besides providing financial assistance, our outreach programme will also provide athletes with invitation letters and guidance in applying for visas.



# COPEN HAGEN



EuroGames 2021





# TRAVEL & ACCOMMODATION

**Copenhagen Airport is the main hub in Scandinavia and has easy access from all continents, and the city has a wide array of options when it comes to accommodation - ranging from low-budget hostels to 5-star luxury hotels. You can easily walk around the city or make your way around on bicycles, and public transportation connects the city with the rest of the Greater Copenhagen region.**

## **Travelling to Copenhagen**

Non-stop flights from 157 international destinations and more than 4,000 weekly departures make Copenhagen easy to access from all continents. More than 70 airlines have flights to Copenhagen, and more than 10 percent of the airlines operating in Copenhagen Airport are budget airlines. These serve several European destinations and numerous overseas destinations.

## **Getting to the city**

The last leg of your travel will be easy as Copenhagen Airport has a metro station, and a train station just below the arrivals hall. The metro will take you to the city centre in just 13 minutes. Several bus lines also run from the airport to the city centre, and it is also possible to take a taxi.

## **Getting around**

Thanks to its compact scale and extensive pavements, street crossings and pedestrian zones, Copenhagen is easy to explore by foot and safe to walk around in. Copenhagen offers a well-functioning infrastructure with 400 kilometres of bicycle lanes with beautiful routes and bridges connecting all parts of the city. The city also hosts an extensive public transportation system that connects the various areas of the city centre with many bus lines and four metro lines with 35 stops altogether. Furthermore, public transportation connects participants to most of Greater Copenhagen in a matter of only 45 minutes - you can even go from the

Copenhagen city centre to Malmö! And as some of our sporting events will take place in Malmö and the surrounding areas, we will initiate talks with public transportation authorities to explore ways of including free public transportation in the registration fee.

## **Hotels**

Copenhagen's hotel capacity has expanded by more than 50 percent in the last 10 years, and the Greater Copenhagen region will have more than 50,000 hotel rooms in 2021 to meet every wallet size and taste. Hotels and hostels are spread around Copenhagen, though with a larger concentration of hotels in the area near Copenhagen Central Station and the area around Kongens Nytorv. Both areas are easily reached from Copenhagen Airport by metro or train.

## **Staying with locals and hosted housing**

Should you prefer to stay with locals, Airbnb and Mister-B&B have more than 12,000 listings in Copenhagen ranging from luxurious houseboats to budget-friendly studios. When Copenhagen hosted World OutGames in 2009, we also had a lot of Copenhageners opening their homes to international visitors for free through a hosted housing programme. We would like to repeat this success once again to offer participants, and especially those coming to Copenhagen via the outreach programme, hosted housing.



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2021



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# MARKETING, VOLUNTEERS & LEGACY

The tagline of our event is as much a promise to all participants and volunteers as it is an ambition for our legacy: **#YouAreIncluded**. We want to communicate this message clearly in all of our marketing efforts, and we want to give our volunteers training in inclusivity and safe space-building. We will leave a legacy of inclusivity and unity, locally and globally, by uniting EuroGames and WorldPride in the same city, for the first time ever.

## Communications strategy

We have already established a presence on social media, begun building our brand and slowly started promoting our event in Denmark as well as internationally. Last year, we were OutCity Partner at the World OutGames in Miami, and although the event was cancelled at the last minute, we used our presence there to market our Copenhagen 2021 event and help salvage the remnants of the sporting events as well as lead the efforts to put on some of the social events that the disheartened athletes could take part in.

A full brand roll-out is scheduled for later in 2018, so until now we are working to consolidate our presence on social media, reach out to influencers and potential ambassadors, develop campaign concepts, grow our email list and build relations with national and international media and journalists in and outside the rainbow community. As we approach 2021, our marketing efforts will grow exponentially and can be broken down into:

- *Digital media*: Social media will play an important role. Accounts on Facebook, Instagram and Twitter have been set up for our Copenhagen 2021 event and our following on these are growing steadily. On these platforms, we want to publish engaging content about sports, human rights – and of course Copenhagen.

- *Advertising on/offline*: Advertising online and offline will mostly be a priority from 2020 and onwards, where we plan

to roll out advertising campaigns in relevant media all over the world, in mainstream media in Denmark and neighbouring countries and on outdoor advertising in the world's largest rainbow hubs.

- *Earned media and media partnerships*: As Copenhagen 2021 will be a historic event, we have reasons to believe that this will spark lots of earned media. Our plan is to compile compelling stories from people from all parts of the world about their participation in EuroGames 2021 and pitch these to relevant media.

- *Event partnerships*: Pan Idræt has established good relations to several sports clubs around the world. We plan to extend these good relations into partnerships to make sure that our event is exposed to the participants in rainbow sports tournaments all over Europe and the world. We aim to visit a mix of newly-established tournaments and those more well-established.

## Volunteers

We can't make this event a success without committed volunteers. From greeting participants at the registration hub, typing match results into computers and handing out participation medals, volunteers will be key to us.

From EuroGames in 2003, World OutGames in 2009 and PanGames in 2014, Pan Idræt has built extensive in-house knowledge in recruiting volunteers to major sporting

events. And in the daily operation of Pan Idræt, hundreds of volunteers make sure that everything runs smoothly with bills being paid, equipment being bought, slots in various venues being booked and social events being organised. These people will make up the backbone of our volunteer team for EuroGames 2021. The Copenhagen and Danish rainbow community also has a large pool of committed volunteers, and we will seek to recruit there as well. Furthermore, Pan Idræt has good relations with many mainstream sports clubs and umbrella organisations as well, and we will recruit people from these as volunteers too.

But we want to do more than just recruit volunteers: we also want to train our volunteers and have them become on-site ambassadors of EuroGames 2021. And once all the athletes leave Copenhagen, these volunteers will have gained skills that they can use in their own organisations to build safe spaces and a culture of inclusion.

## Legacy

Our biggest and most important legacy will be that of our sports leader conference and outreach programme. This will be a legacy of not only Copenhagen, but for the rest of the world.

As we invite athletes, coaches and other stakeholders from all parts of the world and thought leaders of the athletic community to our sports leader conference, they will be



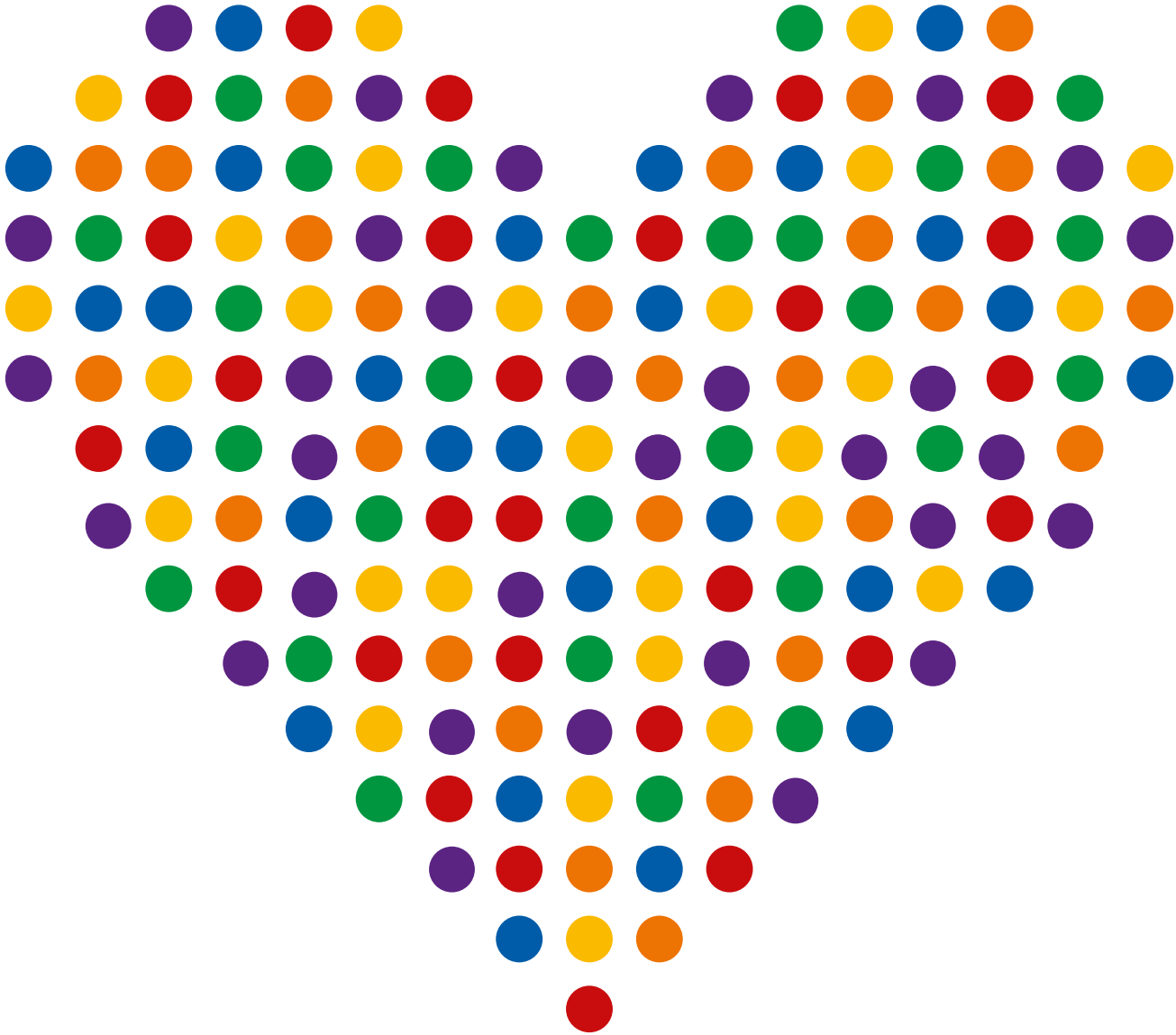
equipped with the tools necessary to effectively run successful sports clubs and to combat discrimination on their teams and in professional leagues. Hopefully, this will contribute to children experiencing an inclusive environment from the first time that they set foot in a sports club – and that this inclusive environment will grow stronger and pave the way for more athletes to be their authentic selves on the court.

With our outreach programme, we plan to bring less affluent people to Copenhagen to empower them. They will be given tools to inspire and organise their peers back home in an effort to create more inclusive societies – and they will be able to effectively lead and grow their local sports clubs to become drivers of change.

Finally, uniting EuroGames and WorldPride in the same city, for the first time ever, will serve to deliver a legacy of unity in our community, locally and globally. Activists will break a sweat, athletes will become champions of equality, and party-goers will digest more than just Danish beer. It will be a legacy of inclusion at all levels and a landmark victory in our struggle for equality and justice.



# APPENDIX





# GENDER POLICY

## **Fair Play & Inclusion**

In Pan Idræt we believe that Fair Play is the most important principle of all in sport. Fair Play is more than respect of the respective rules of organised sport - Fair Play is about showing mutual respect for each other before, during and after sport.

Because of our origin as a sports club founded by gays and lesbians, it is part of our DNA to be an inclusive club with a particular focus on sexual and gender diversity. We will at all times ensure that we have a safe and open sports community based on Fair Play for everyone who joins us.

It is our priority that no one be subjected to direct or indirect discrimination, as long as participation in sport takes place on an equal and just basis rooted in Fair Play.

Gender identity is not a basis for defining or forming our sports teams and activities unless this is decided by the members responsible for a particular activity. Any such categorisation by gender identity must be based on a justifiable sports requirement.

## **Specific needs for gender categorisation**

We recognise the complexity of gender identity and accept that there can be situations, notably in connection with competitions, where gender categorisation is required. In such instances, all our members have the right to self-de-

termine the gender category they participate in. Their decisions must be based on the principles of Fair Play. Medical treatment with hormones is not a barrier to participating in Pan Idræt's activities, provided that the principles of Fair Play are respected.

In the event of disagreement regarding the principles of Fair Play, the steering committee of the relevant activity shall determine the gender category for the member's participation.

The above policy does not apply for competitions, meets, matches etc. when these are subject to a different policy which is set by the relevant governing body.

*Approved by the Pan Idræt annual general meeting on the 1st of April 2016*



## SPORTS SPECIFICATIONS

DIVING	
<b>Proposed venue</b>	Copenhagen Aqua Arena
<b>Distance from city centre</b>	21 minutes by public transportation
<b>Number of courts</b>	1, 3 and 5 meters
<b>Days of tournament</b>	1
<b>Number of participants</b>	30
<b>Number of levels</b>	Men, women and others divided into age groups
<b>International standards</b>	Fédération Internationale de Natation
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

SWIMMING	
<b>Proposed venue</b>	Copenhagen Aqua Arena
<b>Distance from city centre</b>	21 minutes by public transportation
<b>Number of courts</b>	8 lanes long course (50 meters)
<b>Days of tournament</b>	3
<b>Number of participants</b>	400
<b>Number of levels</b>	Men, women and others divided into age groups
<b>International standards</b>	Fédération Internationale de Natation
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003, World OutGames 2009 and PanGames 2014

SYNCHRONISED SWIMMING	
<b>Proposed venue</b>	Copenhagen Aqua Arena
<b>Distance from city centre</b>	21 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	1
<b>Number of participants</b>	50
<b>Number of levels</b>	Men, women and others in singles and men, women and mix in teams
<b>International standards</b>	Fédération Internationale de Natation
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

WATER POLO	
<b>Proposed venue</b>	Copenhagen Aqua Arena
<b>Distance from city centre</b>	21 minutes by public transportation
<b>Number of courts</b>	2
<b>Days of tournament</b>	3
<b>Number of participants</b>	150
<b>Number of levels</b>	Mix teams divided into recreational and competitive
<b>International standards</b>	Fédération Internationale de Natation
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009 and PanGames 2014

## SPORTS SPECIFICATIONS

BASKETBALL	
<b>Proposed venue</b>	Bülowsvejhallen
<b>Distance from city centre</b>	12 minutes by public transportation
<b>Number of courts</b>	3
<b>Days of tournament</b>	2
<b>Number of participants</b>	200
<b>Number of levels</b>	Men, women and mix divided into recreational and competitive
<b>International standards</b>	International Basketball Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	World OutGames 2009

DODGEBALL	
<b>Proposed venue</b>	Valby Hallen
<b>Distance from city centre</b>	20 minutes by public transportation
<b>Number of courts</b>	2
<b>Days of tournament</b>	2
<b>Number of participants</b>	100
<b>Number of levels</b>	One level with mix teams
<b>International standards</b>	Big Apple Dodgeball
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	None

BEACH VOLLEY	
<b>Proposed venue</b>	Amager Strandpark
<b>Distance from city centre</b>	28 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	2
<b>Number of participants</b>	100
<b>Number of levels</b>	Men, women and mix divided into A, B+, B- and C
<b>International standards</b>	Fédération Internationale de Volleyball
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

FLOORBALL	
<b>Proposed venue</b>	Frederiksberg Idrætsanlæg
<b>Distance from city centre</b>	27 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	2
<b>Number of participants</b>	180
<b>Number of levels</b>	Men, women and mix divided into recreational and competitive
<b>International standards</b>	International Floorball Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	None



## SPORTS SPECIFICATIONS

FOOTBALL	
<b>Proposed venue</b>	Frederiksberg Idrætsanlæg
<b>Distance from city centre</b>	27 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	2-3
<b>Number of participants</b>	250
<b>Number of levels</b>	Men and women divided into recreational and competitive
<b>International standards</b>	International Gay and Lesbian Football Association
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003, IGLFA World Championship 2005, World OutGames 2009 and PanGames 2014

VOLLEYBALL	
<b>Proposed venue</b>	Valby Hallen
<b>Distance from city centre</b>	20 minutes by public transportation
<b>Number of courts</b>	Stil to be announced
<b>Days of tournament</b>	2
<b>Number of participants</b>	400
<b>Number of levels</b>	Men, women and mix divided into A, B+, B- and C
<b>International standards</b>	Fédération Internationale de Volleyball
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003 and World OutGames 2009

HANDBALL	
<b>Proposed venue</b>	Bellahøjhallen
<b>Distance from city centre</b>	21 minutes by public transportation
<b>Number of courts</b>	1
<b>Days of tournament</b>	3
<b>Number of participants</b>	100
<b>Number of levels</b>	One level for men and one level for women
<b>International standards</b>	International Handball Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003, World OutGames 2009 and PanGames 2014

BADMINTON	
<b>Proposed venue</b>	Grøndal Centret
<b>Distance from city centre</b>	26 minutes by public transportation
<b>Number of courts</b>	+20
<b>Days of tournament</b>	3
<b>Number of participants</b>	300
<b>Number of levels</b>	Men, women and others in singles and men women and mix double divided into A, B+, B-, C+ and C-
<b>International standards</b>	International Badminton Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003, World OutGames 2009, PanGames 2014 and several years of Copenhagen Cup

## SPORTS SPECIFICATIONS

SQUASH	
<b>Proposed venue</b>	Grøndal Centret
<b>Distance from city centre</b>	26 minutes by public transportation
<b>Number of courts</b>	6
<b>Days of tournament</b>	2
<b>Number of participants</b>	100
<b>Number of levels</b>	Men, women and others divided into recreational and competitive
<b>International standards</b>	World Squash Association
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	World OutGames 2009

CYCLING	
<b>Proposed venue</b>	Amager Strandpark
<b>Distance from city centre</b>	28 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	1
<b>Number of participants</b>	75
<b>Number of levels</b>	All participants are divided into gender and age categories
<b>International standards</b>	Union Cycliste Internationale
<b>Structure of tournament</b>	Short and long distance: 40 km and 80 km
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

TENNIS	
<b>Proposed venue</b>	Kjøbenhavns Boldklub
<b>Distance from city centre</b>	28 minutes by public transportation
<b>Number of courts</b>	+15
<b>Days of tournament</b>	3
<b>Number of participants</b>	200
<b>Number of levels</b>	Men, women and others in singles and men, women and mix double divided into open, A, B and C
<b>International standards</b>	International Tennis Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

RUNNING	
<b>Proposed venue</b>	Fælledparken
<b>Distance from city centre</b>	25 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	3
<b>Number of participants</b>	500
<b>Number of levels</b>	All participants are divided into gender and age categories
<b>International standards</b>	International Association of Athletics Federations
<b>Structure of tournament</b>	Various distances: 5 km, 10 km and half marathon
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003, World OutGames 2009 and PanGames 2014



## SPORTS SPECIFICATIONS

TRACK AND FIELD	
<b>Proposed venue</b>	Østerbro Stadion
<b>Distance from city centre</b>	31 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	3
<b>Number of participants</b>	200
<b>Number of levels</b>	All participants are divided into gender and age categories
<b>International standards</b>	International Association of Athletics Federations
<b>Structure of tournament</b>	Still to be announced: We will offer a selection of track and field disciplines
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	World OutGames 2009

BALLROOM DANCING	
<b>Proposed venue</b>	DGI Byen
<b>Distance from city centre</b>	10 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	3
<b>Number of participants</b>	300
<b>Number of levels</b>	Men, women and mix divided into adult and senior
<b>International standards</b>	European Same-Sex Dance Association
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	EuroGames 2003, World OutGames 2009 and several years of Nordic Open

TRIATHLON	
<b>Proposed venue</b>	Amager Strandpark
<b>Distance from city centre</b>	28 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	1
<b>Number of participants</b>	150
<b>Number of levels</b>	All participants are divided into gender and age categories
<b>International standards</b>	International Triathlon Union
<b>Structure of tournament</b>	Olympic distance: 1,500 meters swimming, 40 km biking and 10 km running
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

BOWLING	
<b>Proposed venue</b>	Grøndal Centret
<b>Distance from city centre</b>	26 minutes by public transportation
<b>Number of courts</b>	20
<b>Days of tournament</b>	1
<b>Number of participants</b>	100
<b>Number of levels</b>	Men, women and others in singles and men, women and mix divided into recreational and competitive
<b>International standards</b>	World Tenpin Bowling Association
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	World OutGames 2009

## SPORTS SPECIFICATIONS

BRIDGE	
<b>Proposed venue</b>	Grøndal Centret
<b>Distance from city centre</b>	26 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	1
<b>Number of participants</b>	50
<b>Number of levels</b>	Participants of all genders divided into recreational and competitive
<b>International standards</b>	World Bridge Federation
<b>Structure of tournament</b>	Standard bridge tournament
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	World OutGames 2009

CURLING	
<b>Proposed venue</b>	Malmö Stadion
<b>Distance from city centre</b>	56 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	2
<b>Number of participants</b>	50
<b>Number of levels</b>	Men, women and mix divided into recreational and competitive
<b>International standards</b>	World Curling Federation
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	None

CHESS	
<b>Proposed venue</b>	Still to be announced
<b>Distance from city centre</b>	Still to be announced
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	1
<b>Number of participants</b>	75
<b>Number of levels</b>	Participants of all genders divided into recreational and competitive
<b>International standards</b>	World Chess Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	None

E-SPORT	
<b>Proposed venue</b>	Malmö Stadion
<b>Distance from city centre</b>	56 minutes by public transportation
<b>Number of courts</b>	N/A
<b>Days of tournament</b>	2
<b>Number of participants</b>	100
<b>Number of levels</b>	Participants of all genders divided into recreational and competitive
<b>International standards</b>	International e-Sports Federation
<b>Structure of tournament</b>	Still to be announced
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	None




























## SPORTS SPECIFICATIONS

FIELD HOCKEY	
<b>Proposed venue</b>	Valby Hallen
<b>Distance from city centre</b>	20 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	3
<b>Number of participants</b>	175
<b>Number of levels</b>	Men and women divided into recreational and competitive
<b>International standards</b>	International Hockey Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

ICE HOCKEY	
<b>Proposed venue</b>	Malmö Stadion
<b>Distance from city centre</b>	56 minutes by public transportation
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	2
<b>Number of participants</b>	50
<b>Number of levels</b>	Men and women divided into recreational and competitive
<b>International standards</b>	International Ice Hockey Federation
<b>Structure of tournament</b>	Preliminary rounds: Pool system Final rounds: Knock-out system
<b>Organiser(s)</b>	Still to be announced
<b>Former experience</b>	World OutGames 2009

GOLF	
<b>Proposed venue</b>	Still to be announced
<b>Distance from city centre</b>	Still to be announced
<b>Number of courts</b>	Still to be announced
<b>Days of tournament</b>	2
<b>Number of participants</b>	40
<b>Number of levels</b>	All genders play against each other in up to three levels based on the handicaps of the participants
<b>International standards</b>	Danish Golf Union
<b>Structure of tournament</b>	Stableford tournament
<b>Organiser(s)</b>	Pan Idraet
<b>Former experience</b>	World OutGames 2009

# ACTIVITIES DURING EUROGAMES

	Monday	Tuesday	Wednesday*	Thursday	Friday	Saturday
Tournaments						
Opening ceremony						
Closing ceremony						
Pop-up sporting events						
Sports leader conference						
Open-air concerts on Pride Square and parties						
WorldPride parade						
Women's space						

## EUROGAMES 2021 DETAILED EXPENSES (ALL NUMBERS IN EUR)

### 1.1 Sports

1.1.1. Sports venues	403.226
1.1.2. Transportation	67.204
1.1.3. Equipment and supplies	67.204
1.1.4. Sanction fees and officials	134.409
1.1.5. Medals & awards	100.806
1.1.6. Miscellaneous sports 10%	77.285
<i>Sports total</i>	<b>850.134</b>

### 1.1A Sportsleader conference

1.1.1.a Planning of conference (meetings, transport)	4.032
1.1.2.a Consultants sportsleader conference	32.258
1.1.3.a Conference speakers and workshop presenters	67.204
1.1.4.a Rent of conference facilities	67.204
1.1.5.a Facilities (sound, dressing)	67.204
1.1.6.a Materials (development and print)	6.720
1.1.7.a Catering	5.376
1.1.8.a Miscellaneous sportsleader conference 10%	25.000
<i>Sportsleader conference total</i>	<b>275.000</b>

### 1.2 Marketing

1.2.1. Advertising & promotion	514.113
1.2.2. Merchandise products	143.817
1.2.3. Design & print	93.750
1.2.4. Outdoor advertising, city dressing, flags & displays	168.011
1.2.5. Miscellaneous marketing 10%	275.907
<i>Marketing total</i>	<b>1.195.598</b>

### 1.3 Culture, ceremonies and festivities

1.3.1. Opening ceremony	80.645
1.3.2. Parties	110.887
1.3.3. Last day - closing ceremony	94.086
1.3.4. Cultural events (theatre, art et.al.)	67.204



1.3.5. Consultants & planning	37.634
1.3.6. Miscellaneous 10%	3.763
<i>Culture, ceremonies and festivities total</i>	<b>505.108</b>
<b>1.4 Safety, security and logistics</b>	
1.4.1. Safety	20.161
1.4.2. Security	84.005
1.4.3. Logistics & volunteer organisation	305.780
1.4.5. Consultants safety, security and logistics	32.258
1.4.6. Miscellaneous 10%	44.220
<i>Safety, security and logistics total</i>	<b>486.425</b>
<b>1.5 Administration</b>	
1.5.2. Computer hardware and equipment	13.441
1.5.3. Computer software and licenses	14.113
1.5.3. Office (rent, maintenance, cleaning et. al.)	201.613
1.5.4. Telecommunication	8.065
1.5.5. Accounting	13.441
1.5.6. Insurance	26.882
1.5.7. Board & steering committee expenses	24.194
1.5.8. Sports programme staff	528.226
1.5.9. Administrative staff	894.163
1.5.10 Staff social expenses et.a.l	140.108
1.5.10 Miscellaneous administrative 10%	130.497
<i>Administration total</i>	<b>1.994.741</b>
<b>1.6 Housing, registrations &amp; booking</b>	
1.6.1. Sports and conference registration & hotelbooking	33.602
1.6.2. Outreach programme (Housing, per diem)	201.613
1.6.3. Miscellaneous 10%	23.522
<i>Housing, registration and booking</i>	<b>258.737</b>
<b>1.7 Other costs</b>	
1.7.1. EGLSF Annual meeting participation	13.441
1.7.2. Promotion and participation in sports events	13.441
1.7.3. EGLSF licensing fee	45.000
1.7.4. Miscellaneous 10%	7.188
<i>Other costs total</i>	<b>79.070</b>
<b>Total</b>	<b>5.644.813</b>

## EUROGAMES 2021 DETAILED INCOME (ALL NUMBERS IN EUR)

<b>2.1 Registration fees</b>	
2.1.1. Registration fee EGLSF members (4000 persons)	360.000
2.1.2. Registration fee non-EGLSF member (2000 persons)	240.000
2.1.2. Sportsleader conference (100 persons)	8.000
<i>Registration fees total</i>	<b>608.000</b>
<b>2.2 Tickets &amp; merchandise</b>	
2.2.1. Signature party tickets	24.194
2.2.2. Merchandise	53.763
<i>Tickets &amp; merchandise total</i>	<b>77.957</b>
<b>2.3 Donations and sponsorships</b>	
2.3.1. Sponsorships	255.376
2.3.2. Donations by funds	913.978
<i>Donations &amp; sponsorships total</i>	<b>1.169.355</b>
<b>2.4 Public grants</b>	
2.4.1. Local municipalities and other institutions	3.450.941
2.4.2. Malmö municipality	134.409
2.4.3. Governmental and EU funding	67.204
<i>Public grants in total</i>	<b>3.652.554</b>
<b>2.5 Benefits in kind</b>	
2.5.1. Frederiksberg municipality	94.086
2.5.2. Roskilde municipality	26.882
2.5.3. Copenhagen municipality	94.086
<i>Benefits in kind total</i>	<b>215.054</b>
<b>Total</b>	<b>5.722.919</b>

## LETTERS OF SUPPORT



THE PRIME MINISTER

### EuroGames 2021

The Government of Denmark strongly supports Pan Idraet's bid for hosting the EuroGames in Copenhagen in 2021. Tolerance, diversity and acceptance are fundamental for Danish society. We sincerely believe that all human beings have the right to fully enjoy their human rights and freedom regardless of their sexual orientation and gender identity. LGBTI persons around the World must be allowed to fulfill their ambitions, potentials and dreams both in sports and in life.

For several years, Denmark has been a frontrunner in ensuring LGBTI rights, securing equal opportunities and non-discrimination of all LGBTI persons. Denmark was the first country in the world to legalize same-sex civil partnership, and just recently the first country in the world to remove transgender from the mental illness list. Every year, the Government takes active part in the annual pride organized by Copenhagen Pride, and just last year we hosted the important European Ministerial Conference IDAHO Forum.

Copenhagen would hence be an excellent place to host this immensely important event, and I would look forward to a Copenhagen painted in rainbow colors and full of talented athletes and happy spectators from all around the world celebrating our pride in who we are, and insisting on equal rights and opportunities.

In conjunction with Pan Idraet's application, Copenhagen Pride is bidding for the 2021 WorldPride. If succeeding in attracting these two major events Copenhagen, would become an extraordinary setting for celebrating and highlighting LGBTI rights, equality and equal opportunities.

The Danish LGBT organizations have a valuable experience in hosting sport events, incl. the 2009 World Outgames and the 2003 EuroGames. The country would be proud to welcome the international LGBTI-community back to Copenhagen to a grand celebration of love and freedom.

You can be assured of my Government's full support to ensure that Pan Idraet will be guaranteed the stature that such an important event deserves.

  
Lars Løkke Rasmussen  
Prime Minister of Denmark



December 15th, 2017

Case no.:  
2017-0341234

### Letter of intent

Dear members of the European Gay and Lesbian Sport Federation

With this letter we hereby announce our wholehearted support for Pan Idraet's bid to host EuroGames 2021.

As the capital city of one of the world's most progressive countries when it comes to LGBT-rights, Copenhagen – named "The most gay-friendly place on the planet" by Lonely Planet – would welcome being the host of EuroGames 2021.

Copenhagen has been named the most liveable city on several occasions the last few years, and one of the reasons for our success is our continued focus on building a community based on openness, trust and liveability.


In Copenhagen, EuroGames participants will enjoy the pleasures of being close to the sea and they will experience a flourishing cultural life with a vibrant atmosphere. The city also offers state-of-the-art sports facilities and hotels, which are all within walking distance from each other.

In 2017, Copenhagen once again made it to the Top 10 on Sportcal's Global Sports Cities Index, ranking at number 8. Due to its excellent facilities and welcoming atmosphere, Copenhagen has hosted major sports events such as the Men's European Volleyball Championship in 2013, the Half Marathon World Championships in 2014, and the 2017 European Short Course Championship in Swimming.

In the near future, our city will also host the Ice Hockey World Championship in 2018, the Men's Handball World Championship in 2019 and parts of the European Football Championship in 2020.

On behalf of the City of Copenhagen, we would be excited to welcome EuroGames 2021 and all its participants to our city. We stand by the efforts of Pan Idraet to host EuroGames in Copenhagen, and we are committed to assisting Pan Idraet in planning and executing this spectacular event.

  
Frank Jensen  
Lord Mayor

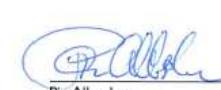
  
Carl Christian Ebbesen  
Mayor of Culture and Leisure

  
Mia Nyegaard  
Mayor of Employment and Integration

  
Morten Kabell  
Mayor of Technical and Environmental Affairs

  
Jesper Christensen  
Mayor of Social Affairs

  
Ninna Thomsen  
Mayor of Health and Care

  
Pia Allerslev  
Mayor of Children and Youth



## LETTERS OF SUPPORT



The City of Malmö is a young, inquisitive and creative city characterized by innovative and tolerant thinking. The city lies in the heart of the expansive Greater Copenhagen Region and is a truly multicultural city with over 178 nationalities represented.

Malmö is a diverse and tolerant city where everyone is welcome. The municipality has a strong history of cooperation with the LGBTQI+ community in facilitating the progression of a tolerant society.

We believe that this work is an ongoing process and therefore we strongly feel that Copenhagen's bid for EuroGames 2021 is an important milestone in this ambition.

The city works closely together with Copenhagen in the Greater Copenhagen & Skåne Committee which is a political collaboration connecting Southern Sweden and Eastern Denmark. The collaboration is aiming to connect people across countries and cultures.

Malmö has a long and strong tradition of hosting events ranging from Eurovision Song Contest, Americas Cup and New Action on Women's Rights just to name a few.

The city of Malmö strongly supports the Copenhagen bid and, should Copenhagen be awarded the event, we would do our utmost to help make this a successful event on both the Swedish and the Danish side of the Öresund Bridge. Being part of Greater Copenhagen we would be proud to welcome all participants of the EuroGames 2021.

2017 11 27

Yours sincerely,

Katrin Stjernfeldt Jammeh

CITY OF MALMÖ  
August Palmis plats 1  
SE-205 80 Malmö  
Tel. +46 40 34 10 00  
Fax. +46 40 12 82 18  
kommunsalrod@malmoe.se  
www.malmoe.se



To all members of EGLSF,

Copenhagen 07 - 11 - 2017

For many years, the Danish Sports Association (DGI) has collaborated with Pan Idraet on many occasions. From executing the successful World OutGames 2009 to creating a more inclusive and diverse athletic community, DGI has been working closely with Pan Idraet.

We have always been impressed by their level of professionalism and drive. Offering more than 25 disciplines to more than 900 members, Pan Idraet embodies the ideals that DGI is founded upon: Building community, overcoming challenges and promoting healthy living through sports. So much so that we chose to honor them with the title of Danish Champions of Club Development in 2015.

The backbone of Pan Idraet is the strong commitment of hundreds of volunteers that give people of all backgrounds a safe space in which they can be themselves and grow as athletes. Working with these volunteers has always been rewarding, and that is why we are excited to throw our full weight behind their bid to host EuroGames 2021.

We are confident that Pan Idraet will welcome athletes from around the world to a sporting event that raises the bar and oozes professionalism. We will assist them in doing so by stepping up when challenges arise and when our knowledge and help is needed. We've done so before, and we are happy to do it again in connection to EuroGames 2021.

Indeed, we can assure you that EuroGames 2021 will be a spectacular event, and we urge all of you to support the bid from Pan Idraet to host this event in Copenhagen,

Yours sincerely,

Jakob Jun Pedersen  
Generel Manager  
DGI Storkøbenhavn

DGI Storkøbenhavn | Vester Voldgade 100, 1. sal | 1552 Kbh. V. | Tlf. 7940 4900 | storkoebenhavn@dgi.dk

19. DECEMBER 2017



## SUPPORT LETTER – EUROGAMES 2021

The National Olympic Committee and Sports Confederation of Denmark (DIF) supports the EuroGames in 2021 in Copenhagen. Sport must be for everyone, and DIF sees the EuroGames 2021 as a fantastic event that brings people together around diversity in sport. Copenhagen is an experienced event-city and we are confident that Pan Idræt, in cooperation with Copenhagen, will be able to host a great event in 2021.

Kind regards,

The National Olympic Committee and Sports Confederation of Denmark

DIF  
DANMARKS IDRÆTSFORBUND  
IDRÆTTENS HUS  
BRØNDBY STADION 20  
2605 BRØNDBY  
DANMARK  
T: 43 26 26 26  
WWW.DIF.DK

SIDE 1 AF 1

To all members of EGLSF,

Copenhagen Pride is hosting WorldPride 2021, and we are delighted to endorse the bid from Pan Idræt to host EuroGames 2021. Over the years, we have worked closely with Pan Idræt to strengthen the ties between our two organisations and to strengthen the Copenhagen rainbow community.

We have showcased Pan Idræt and several sports on Pride Square during Copenhagen Pride Week for many years, and we have worked together to raise awareness on the issue of homophobia and transphobia in the athletic community.

Pan Idræt is an important part of the rainbow community in Copenhagen, and their professionalism, attention to detail and years of experience in organising inclusive sporting events is exactly why we are happy to join forces with them to create Copenhagen 2021: A joint celebration of EuroGames and WorldPride. We are confident that Pan Idræt will deliver an outstanding EuroGames that will not only provide a safe space for rainbow athletes to compete, but also serve as a platform to empower rainbow athletes and strengthen their sports clubs around the world.

We believe that our two organisations can learn much from each other in the process, and that we can create something truly spectacular for pride activists and rainbow athletes alike.

Copenhagen Pride urges you all to vote in favour of granting EuroGames 2021 to Pan Idræt.

Yours sincerely,

Lars Henriksen

Chair of Copenhagen Pride

This bid for EuroGames 2021 was prepared by Pan Idræt in collaboration with Happy Copenhagen and Wonderful Copenhagen.

Photos by: Kelly Hansen (front page, page 5, left side of page 17, bottom of page 18, right side of page 19, bottom of page 22, page 23, page 33 and page 34), Wilfred Gachau Photography (right side of page 3), Lone Israelsen (page 21) Copenhagen Media Center (Thomas Rousing: Page 1, Per Kjærbye, fodboldbilleder.dk: Page 6, Ty Stange: Page 7, Connie Maria Westergaard: Page 14, Morten0.com: Page 16, Christian Arp-Hansen, ArpPhoto: Page 26, Martin Heiberg: Page 28, Pierre Mangez: Page 31).



EuroGames 2021



[panidraet.dk/en](http://panidraet.dk/en)  
[copenhagen2021.com](http://copenhagen2021.com)

