



August 11, 2020

Dear Henry Paquin, Casey Dooley, Joe Trigilio Valerie Bee

Board of Directors
Linda J. DeMarco
President

Martha Plaza
Clerk

Malcolm Carey
Treasurer

Marco Torres
Tina Rosado
Deborah Drew

Staff
Reina Ysaguirre-Boersma
*Director of Outreach
& Development*

Pierce Durkin
Director of Operations

398 Columbus Ave.
#285
Boston, MA 02116

p: (617) 262-9405
e: info@bostonpride.org
w: bostonpride.org

Programs of Boston Pride
*Black Pride
Latinx Pride
Youth Pride*

We are following up on the Board's June 18th letter to Boston Pride's Volunteer and Communication Committee members. As you know from our public statement and subsequent answer to your request, the Board will not be resigning and has begun the process of reviewing our current practices with guidance from Dorrington & Saunders. Along with this important step we are also undertaking others outlined in our letter. We hope and expect that this will result in real and lasting changes throughout the Boston Pride Organization which includes Boston Latinx Pride and Boston Black Pride. It is our belief that these changes will reflect the needs and aspirations of everyone in the incredibly diverse LGBTQ+ community of Boston. That community most certainly includes BIPOC and our Transgender brothers and sisters. It was our hope that the volunteer group which you were part of would participate in this process from within the Boston Pride committees and we continue to extend the invitation to you to participate in our transformation process. However, it now appears that may not be your hope and it is with great sadness and respect that we acknowledge your choice of moving on from our organization,

That said, several of your actions over the past month or so have been harmful to Boston Pride, and we must ask you to address and correct them immediately. Most importantly, it has come to our attention that you have been identifying yourselves as "Boston Pride 4 the People" in public forums and on social media platforms including Facebook and Instagram. As you know, the Boston Pride name has a fifty year history; it is also a registered service mark. Your use of that name to identify your group, even with the added suffix of "for the people", is a direct infringement of our rights and may confuse members of the general public and members of the LGBTQ+ community who think that you are still part of this organization; our attorneys have advised us that continued use for that purpose could subject you to legal sanctions and financial penalties. Furthermore, we see that some former volunteers have been posting and appearing under the "Boston Black Pride" label and logo, which originated with us a number of years ago, is prominently displayed on our website and is creating the same kind of confusion.

We recognize your right to criticize Boston Pride and want you to know all input-whether positive or negative is used to learn from, build upon, and to grow our organization for the betterment of the greater Boston LGBTQ+ community. However, it is important to note, you may not represent yourselves as being part of the Boston Pride organization. We must therefore insist that you stop using the organization's names or any other name that incorporates the words "Boston Pride" to identify yourselves or your groups on social media or elsewhere, and to change any URLs that utilize these names.





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It has also become apparent to us that you or other former Committee members have been using materials that belong to Boston Pride for your own purposes. These materials include donor and member lists. Those valuable items belong to Boston Pride and any unauthorized use could amount to theft. You must immediately refrain from any further use and either destroy, delete or return to Boston Pride all of our materials that are now in your possession.

In conclusion, Boston Pride remains open to your input on ways we can better the organization other than those we have already addressed or are currently in the process of addressing. We are always available to discuss any of the matters raised in this letter or otherwise. Thank you for your consideration.

Sincerely,

Board of Directors
Boston Pride Committee

CC: Casner and Edwards, LLP

