



# JOIN US AND TAKE THE PLEDGE VISIBILITY / SAFETY / INCLUSION 2020

## LGBTTQI+ (Rainbow) Safety, Visibility, and Inclusion During Rainbow Events

If you are interested in hosting a Rainbow focused event, Pride Pledge wants to share some key tips and advice- especially with our partners who are interested in holding Pride events in their own venues.

**Staff Involvement Briefing:** Make sure you get your team together and ensure everyone is fully briefed and included in designing your event to ensure the creation of an awesome, safe, visible, and inclusive space. Ensure that they all understand you have committed to the Pride Pledge and what this means. It is VITAL to ensure you include LGBTTQI+ staff and/or stakeholders in this discussion and allow their voice to be heard. Pride Pledge is more than happy to assist if needed.

**We have outlined some of the key considerations for you below:**

- Dress Codes
- Staff Rostering
- Security
- Safety
- Bathrooms

### Dress Codes

Pride events can be flamboyant and glamorous, but equally can lead to patrons being very scantily clad – i.e. guys with shirts off in gay bars is 100% normal, and you will more than likely have people attending in drag.

Have you discussed your code, and how you will communicate this to staff and patrons? It is important to communicate this in advance and be clear and consistent i.e. adding to your event information on Facebook, having a sign at the door, and remembering this might need to look different from a normal event you host.

### Staff Rostering

For any event, you want to ensure you put your best foot forward. It may be a surprise to you, but it is possible that some of your team may not be 100% comfortable or engaged with working a Pride event.

In our experience, it is critical to ensure the staff scheduled to work the event are fully on board. Clear communication is necessary to make sure the people who really want to work the event are there, and those who don't (or aren't comfortable), aren't!



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## Security

Security Staff are integral in making an event feel safe and inclusive. In our experience, Security Staff often have limited experience in working Pride events. Lack of experience and awareness can occasionally lead to the first port of call being aggressive, intimidating, and/or inappropriate. This can easily be avoided, however, with some great training and awareness raising, supported by clarity of your expectations for your event.

We recommend briefing your security team and team leader on the event, key protocols, and culture, including all of the points in this document. We recommend everyone is clear that this is a Pride event.

## Visibility

Rainbow patrons will be looking for clear signs that your venue is committed to safety and inclusion. Visibility is a key start.

Firstly, ensure you have your Pride Pledge certificate in prime position, and your Pride Pledge sticker on your door (or somewhere visible.) After that, you can have fun with Rainbow Flags, signs, etc. but make sure you have listened to the advice of your Rainbow staff or stakeholders to ensure the appropriateness of this – there are loads of ideas out there and we are sure your Rainbow staff will have many!

## Safety

### Dealing with Homo, Bi, and Transphobia

Rainbow Communities experience phobia every day. It can be in the form of low level comments in passing such as 'that's gay,' to outright hatred, abuse, and physical assault – even in New Zealand.

One of your patrons' biggest concerns will be how you have created a safe space and how you will deal with any other patrons, members of the public, and/or staff who do not share your values.

ZERO tolerance is key, or else it will undermine your event for everyone. Ensuring you, your team, and your security all have clarity on how these matters will be dealt with is critical, in addition to deciding at what stage Police would be required.

## Bathrooms

Having Gender neutral bathrooms is becoming more and more of a common place in New Zealand, however, you may not have these in your venue.

If you don't, then we suggest you consider de-gendering your bathrooms for any Pride event you host, if possible. This ensures Trans and Non-Binary patrons feel included and safe, but also many other people from across Rainbow communities.