

Burnaby Pride Festival 2024

Safety Plan

Why Create a Safety Plan?

In the past few years there has been a noticeable rise in attacks on 2SLGBTQIA+ rights & freedoms. Burnaby Pride is committed to hosting an event that is as safe as possible for our guests, volunteers, staff, community organizations and performers. Although we are looking forward to a safe and joyful event, a safety plan is a useful tool to ensure that there is a clear plan of action should problems arise. We are prepared to counter any anti-2SLGBTQI hate to ensure that our community knows how loved and supported they are.

Overview of Safety Strategies:

1. **8 (9) Security Staff** will be onsite, one of who will be a site supervisor (6 roaming, 2 at the stage, 1 at the dinosaur)
2. **RCMP** have been notified about the event and are prepared to dispatch on short notice in an emergency, but will not be on site by default.
3. Designated **Staff Members** are trained in nonviolent de-escalation.
4. There is a **Designated Protest Zone** on the East perimeter (reference site map) where we can direct protesters
5. **4 Volunteers** wearing pink safety vests are on **Safety Team**: responsible for roving the crowd and notifying staff and/or security of any unusual/alarming behaviour *and* providing resources to affected attendees
6. **2 Counsellors** are available to provide brief support to anyone feeling overwhelmed, impacted or wanting to talk throughout the event. Direct them to **Prospect Counselling & Training at Location 13** to access this support. *Please note that this is brief support only, not a therapy or counselling session.*
7. **First Aid Tent** located at the Southwest corner of the event site
8. **Naloxone Kits** present on premises.

Addressing Protestors and Antagonists

1. Monitor

- a. **4x Volunteers** will be assigned to the Safety Team at any given time
- b. Roam grounds and monitor crowd/perimeter for any unusual/unsafe behaviour

2. Reach out to Burnaby Pride Staff

- a. At any point if you feel uncertain or unsafe, radio or find Burnaby Pride Staff wearing **hot pink t-shirts** or **pink safety vest**.

3. De-escalate

- a. Try to catch any sort of protest or triggering commentary as soon as you can to avoid a large outburst
- b. Notify instigator that offensive action or language is not tolerated at this event
- c. Attempt to redirect attendees away from instigators and towards safer spaces
 - i. This can be an excellent time to utilize our **Brief Support Counsellors**
 - ii. **Refer to Prospect Counselling and Training at Location 13.**

4. Do NOT engage - Encourage others to disengage

- a. Avoid answering complicated questions, arguing, or holding conversation
 - i. **Reminder:** *Today our mission is to make our attendees feel safe & comfortable. Today, it is not our job to change the minds of adversaries. Our message is heard loud and clear simply by gathering together in community.*
- b. Encourage attendees to avoid engaging with protesters/instigators who are video-taping
- c. Keep a distance to avoid coming across as threatening or aggressive

5. Relocate Instigator to Protest Zone

- a. If you notice any instigators outside of the Protest Zone: encourage they move to the Protest Zone. If they argue/refuse, then we can...

6. Reach Out to Security

- a. If there is ever a time that **you** feel unsafe or uncomfortable dealing with a situation, know that this option is always here for you

7. Contact RCMP

- a. **In the case of violence, threats, or any immediate risk to safety, call 911**
- b. **Reminder:** *we want to avoid resorting to the RCMP until the last case scenario*
 - History of bad relations between RCMP & 2SLGBTQIA+ community
 - Seeing the RCMP can be triggering to folks

