

Pride Safety Toolkit:

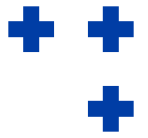


Prides and Community Event Organizers

A guide for navigating rising levels of anti-2SLGBTQI hate and promoting safety and inclusion when planning your event

Egale

fierté
CANADA
pride



Acknowledgements

The Pride Safety Toolkit was developed by Egale Canada and Fierté Canada Pride with support from the Canadian Anti-Hate Network.

About Egale Canada

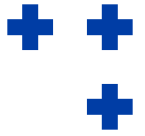
Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

egale.ca | [@egalecanada](https://twitter.com/egalecanada) | info@egale.ca

About Fierté Canada Pride

Fierté Canada Pride (FCP) is the national association of Canadian Pride organizations. FCP's mission is to strengthen Pride organizations and 2SLGBTQIA+ communities through elevating marginalized peoples, practicing reconciliation in action, collaborating intentionally, building capacity, and advocating for systemic change. FCP envisions a world where Pride & 2SLGBTQIA+ movements and communities that are connected, accessible, accountable, intersectional and equitable.

fiertecanadapride.org | [@FCP_Canada](https://twitter.com/FCP_Canada) | hello@fiertecanadapride.org



About Canadian Anti-Hate Network

The Canadian Anti-Hate Network counters, monitors, and exposes hate promoting movements, groups, and individuals in Canada using every reasonable, legal, and ethical tool at our disposal.

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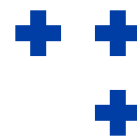


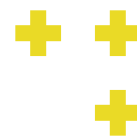
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Introduction

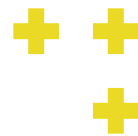
[About the Pride Safety Toolkit](#)



Introduction

It's no secret that 2SLGBTQI communities, our rights, and our freedoms are under attack. There has been an exponential rise in anti-2SLGBTQI, hate-fueled, and gender-critical movements across Canada. The news has been flooded with reports of drag story time events being canceled or overturned by hate-fueled protesters. We've seen transphobia and homophobia spread at secondary and post secondary schools from board meetings to on-campus speaking engagements. Pride flags - the very symbol of solidarity and inclusion of 2SLGBTQI people - are being desecrated, or worse, institutions and municipalities are opting not to fly the Pride flag at all, leaving many feeling alone and wondering whether or not they are safe to be who they are.

If history is any indicator of what's to come, let it be known that our 2SLGBTQI communities and our allies will not stand by as our rights, freedoms and safety come under threat. Whether it's by taking to the streets at Pride, hosting or attending a drag story hour or other community event that promotes inclusion, it's essential that we take concrete actions to counter this wave of anti-2SLGBTQI hate. We will not let them unravel our Pride.



About the Pride Safety Toolkit

The Pride Safety Toolkit was developed by Egale Canada and Fierté Canada Pride with support from the Canadian Anti-Hate Network as an immediate interim solution to promote safety at Prides and other 2SLGBTQI events amid rising levels of anti-trans and anti-2SLGBTQI hate, discrimination and violence.

The Pride Safety Toolkit for Prides and 2SLGBTQI event organizers, such as libraries and other public spaces, includes answers to common legal questions as well as actionable tools, resources, and safety and security considerations - both proactive and reactive - to help ensure the safety of 2SLGBTQI people attending Prides and other community events amid rising levels of anti-trans and anti-2SLGBTQI hate.

Also see: [Pride Safety Toolkit for 2SLGBTQI people and allies attending Pride or community events](#)

Disclaimer: This document includes information about relevant legal considerations but should not be construed as legal advice.

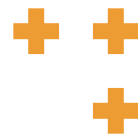


Legal Backgrounder

[What is a Hate Crime?](#)

[Why are hateful protests allowed and what legal limits apply?](#)

[Report a Hate Crime](#)



What is a Hate Crime?

There is “technically” no such thing as a hate crime in Canada (see [Hate Speech in Canada](#)). What many in the public often refer to as hate crimes are legally referred to as hate-motivated or bias-motivated crimes. These refer to a criminal offence committed against a person or property motivated in whole or in part by hate, bias or prejudice against an identifiable group. An identifiable group may be distinguished by race, nationality or ethnic origin, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression. Almost any type of criminal offence can be motivated by hate.

Examples of hate crime offences may include acts of violence or hostility such as an assault (hitting or spitting on someone) or causing damage to property (see [Key Indicators that a Hate Crime may have been Committed](#)). The key is that these acts intentionally target individuals or property based on the offender’s hate towards the “identifiable group”. The *Criminal Code* also requires a court that imposes a sentence for any offence to take into consideration whether the offence was motivated by hate, bias or prejudice based on any of the identifiable groups or any other similar factor.

What is a Hate Incident?

A hate incident is a non-criminal action or behaviour that is motivated by hate against an identifiable group. Examples of hate incidents include using racial, homophobic, transphobic or other discriminatory slurs, or insulting a person because of their ethnic or religious dress or how they identify (For example, a dispute in a park which escalates to verbal abuse, derogatory or discriminatory slurs). These incidents can be very harmful and lead to emotional and psychological stress. It’s important to note that hate incidents can quickly escalate into hate crimes (see [What is a Hate Crime?](#)).



Key Indicators that a Hate Crime may have been Committed

1	Comments made during the offence.
2	Motivation of the perpetrator or even lack of an apparent motive.
3	Victim's perception that they were targeted.
4	Display of hate symbols, gestures and language.
5	The manner in which the offence was committed.
6	Recurring patterns of harassment, humiliation or intimidation.
7	Other relevant circumstances surrounding the offence.

Hate Speech in Canada

The *Criminal Code*, in sections 318 and 319, addresses hate propaganda. Hate propaganda is defined in the *Criminal Code* as “any writing, sign or visible representation that advocates or promotes genocide or the communication of which by any person would constitute an offence under section 319.”. The offences are as follows:

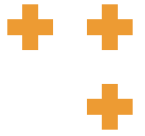
1. Section 318 - [Advocating Genocide](#).
2. Section 319 (1) - [Public Incitement of Hatred](#).
3. Section 319 (2) - [Wilful Promotion of Hatred](#).

Context is extremely important in hate propaganda investigations. With the *exception of public incitement of hatred*, prosecutors must obtain the consent of the Attorney General prior to laying charges.

Canadian Charter Of Rights And Freedoms

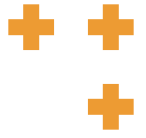
Freedom of expression is an enshrined fundamental freedom in the [Canadian Charter of Rights and Freedoms](#). Section 2 of the Charter states: Everyone has the following fundamental freedoms:

- A. Freedom of conscience and religion;



- B. Freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;
- C. Freedom of peaceful assembly; and
- D. Freedom of association.

Hate propaganda is not protected by the Charter.



Why are hateful protests allowed and what legal limits apply?

The right to freedom of expression, including the right to protest, is essential in any democracy. While making hateful and abhorrent statements about protected groups is not illegal, hate propaganda, discussed above, is one of the restrictions on this type of speech. Those provisions, however, are rarely a reason for arrest on the spot. Instead, these charges tend to be pursued in the aftermath of an incident, supported by extensive documentation.

The police can use other legal instruments to arrest hateful protestors or remove them from 2SLGBTQI community events. According to an [independent review](#) into the Hamilton Police Service's failure to protect Hamilton Pride from hate groups in 2019, the following limits apply to hate-fuelled protests:

- Mischief to property is the interference with other people's lawful use or enjoyment of property. This applies in particular to Pride events which have received permits.
 - Hateful protestors communicating with Pride attendees in a way that causes them to reasonably fear for their physical safety could be charged with criminal harassment or uttering threats.
 - Very loud, aggressive, or disorderly protestors could be charged with causing a disturbance, and their gathering could be classified as an unlawful assembly, allowing police to disperse their gathering.
 - While this varies depending on the municipality, many municipalities will have bylaws regulating behaviour in public spaces, including the authorization to use volume amplification devices (like loudspeakers or megaphones).
- See Egale Canada's [letter calling on all levels of government to take action to combat anti-2SLGBTQI hate](#) for a list of bylaw and other safety and inclusion recommendations you can share with your municipality.



Report a Hate Crime

Report An Emergency Hate Crime	Report A Non-Emergency Hate Crime
<p>To report an emergency, call 911</p>	<p>To make a report, call the non-emergency number for your local police department, or visit your local police department to make a report in person.</p>
<p>Emergency circumstances involving a hate crime include:</p> <ul style="list-style-type: none">⚠ A crime in progress;⚠ An immediate threat to your safety;⚠ An immediate threat to the safety of someone else; or⚠ Property in immediate danger of a criminal act.	<p>Non-emergency circumstances involving hate crime include:</p> <ul style="list-style-type: none">⚠ You are the victim of a hate crime, but there is no immediate threat to your safety;⚠ Someone else is the victim of a hate crime, but there is no immediate threat to safety;⚠ Internet or social media posts that include threats, promote hate, or indicate a criminal act against a person or property; or⚠ A property was targeted by a hate crime.



Pride Organizers

[Planning Your Pride](#)

[Safety and Security Protocols to Consider](#)

[Planning Your Pride](#)



Planning Your Pride

As a Pride organizer, you have a responsibility to the safety of your event attendees; plan for the best outcome but be prepared for the worst. Here are some safety considerations to think about when planning your Pride or event:



Create and share safety protocols and emergency plans with the public in the weeks leading up to the event.

- [See an example.](#)
- Also see section on [Safety and Security Protocols to Consider.](#)



Conduct consultations.

- Conduct consultations with 2SLGBTQI community stakeholders to identify concerns and inform supports and/or actions to mitigate/respond to incidents of hate during the Pride event.



Ensure that you have insurance.

- Ensure that you have insurance for the event, including liability insurance.
 - See [Insurance Bureau of Canada](#) and the [Insurance Brokers Association of Canada.](#)



Check for signs that hate protesters might show up at your Pride or community event and keep staff, volunteers and community members updated.

- Frequently check your own social media and/or event platforms as well as the social media accounts of individuals or groups known to fuel hate.
- Check the news for hate-fuelled protests in nearby communities.
- Talk to other Pride organizers in your province/region to share insights or reach out to [Fierté Canada Pride](#).
- Don't let hate unravel our Pride. Learn more about Egale's *Pride Unravelling* campaign encouraging everyone to stand in solidarity with 2SLGBTQI people amid rising hate.
 - Web: egale.ca/wontunravel
 - Social: [@egalecanada](#) #MyPrideWontUnravel



Consider working with local law enforcement.

- Consider working with local law enforcement leading up to the event (*only if you feel safe to do so and/or have an existing relationship*). Alternatively, work with your regular security team to inform them of what the current context is.



Consider reaching out to local government.

- Consider reaching out to local government officials to see what additional supports they might be able to offer and/or to advocate for specific bylaws to improve safety.
- See Egale Canada's [letter calling on all levels of government to take action to combat anti-2SLGBTQI hate](#) for a list of bylaw and other safety and inclusion recommendations you can share with your municipality.



Conduct 2SLGBTQI inclusion and safety training.

- Conduct 2SLGBTQI inclusion and safety training with staff, volunteers, and contractors and/or circulate informational resources.

Trainings

- [2SLGBTQI Inclusion 101](#) (Egale Canada)
- [Bystander Intervention](#) (Right to Be)

Informational Resources

- [De-escalation Tips](#) (Crisis Prevention)
- [Attacks in Crowds or Public Spaces](#) (Ready.gov)
- [Code of Conduct](#) (Fierté Canada Pride)



Safety and Security Protocols to Consider

- ✓ **Have a designated safe-space location(s)** where attendees can go for help or support if they witness or experience a hate crime or hate incident.
 - Many 2SLGBTQI people may feel uncomfortable or afraid to go directly to police or security to report an incident.
 - Note: Only one third of hate crimes or hate incidents are ever reported to police. ([learn more](#))
- ✓ **Have a designated medical area** and/or medical personnel on standby.
 - Ensure medical professionals who will be on site are equipped to provide inclusive care.
 - This can include having counsellors or other mental health service providers available as Pride events can create a variety of emotional responses from members of the 2SLGBTQI community who may need support. (See [Support Resources](#))
- ✓ **Have a designated area for hate protesters.** This should be a discreet but internally designated area.
 - Note: If hate protesters have already arrived, preventing them from being heard may escalate the situation.
- ✓ **Set up blockades or barriers in high-risk areas** to limit the movement of hate protesters and control the flow of traffic.
- ✓ **Consider authorizing your security to check for weapons.** This must be communicated to Pride attendees in advance ([see an example](#)).
- ✓ **Provide emotional and mental health resources for staff and volunteers** during and after the event, especially if there were incidents of hate or hate protesters were present.
 - This can include having counsellors or other mental health service providers available during the event and/or following up with staff and volunteers after the event. (See [Support Resources](#))



Scenarios to Plan for... What if?

What if there is a hate crime or hate incident at my Pride or event?

(See [Key Indicators that a Hate Crime has been Committed](#) and [Report a Hate Crime](#))

In an emergency, contact 9-1-1.

You can also text HOME to 686868 in Canada to text with a trained Crisis Responder.

Tips When You Call

- At home, you can dial 9-1-1 direct.
- At a business or other location, you may need to dial an outside line before dialing 9-1-1.
- When using a cell phone be prepared to give the exact location of the emergency. The call is free.
- For TTY access (Telephone Device for the Deaf), press the space bar announcer key repeatedly until a response is received.
- Deaf, deafened, Hard of Hearing, or Speech Impaired persons may register for [Text with 9-1-1 Service](#).
- If you do not speak English, you must stay on the line while the call taker contacts a telephone translations service.

During Your Call

- Remain calm and speak clearly. Identify which emergency service you require (police, fire or ambulance) and be prepared to provide the following information:
 - a description of what is happening
 - the location
 - your name, address and telephone number



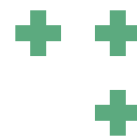
- Remain on the line to provide additional information if requested to do so by the call taker.
- Do not hang up until the call taker tells you to do so.

* Note: Some people may be afraid to or not want to report a hate crime or hate incident to police or local law enforcement. If possible, respect the victims decision.

**Learn more about [what to expect when making a statement to the police](#).

After the Call/Incident

- Regardless of whether or not you call the police at the time of the incident, *it is vital to gather and record details about the incident* including date, time, names of people involved (including any witnesses), a description of the perpetrator(s), and any video or surveillance footage of the incident.
 - This information will be essential should the victim wish to report the incident at a later date or if the incident is reported by a bystander/witness and you are requested to provide any information to law enforcement that might help bring the perpetrator to justice.
- Try your best to provide a *safe space* (physically and emotionally) for the victim following an incident ([learn more](#)).
 - Also see section on [Safety and Security Protocols to Consider](#).
- *Let the victim know that they have your organization's support.*
 - This support can be practical like offering to be present during their interactions with law enforcement to help them feel less alone and/or providing any details, witness accounts or footage of the incident to support the victims claim.
 - Consider making a community impact statement ([learn more](#)).
 - Provide a list of community resources or support networks to anyone who may have been directly or indirectly impacted by a hate crime or hate incident. (See [Support Resources](#))



What if there is growing indications that hate-fuelled protesters are planning to show up at my Pride or event?

(See section on [Planning Your Pride](#) for tips on where to check for signs)

- **Consider moving your event** to a different location and letting attendees know privately.
- **Keep staff, volunteers, and attendees updated** on the situation and any measure being taken to prevent or mitigate the risks.
- **Consider notifying local law enforcement** of the situation and concerns (if you are comfortable doing so).

What if there are anti-2SLGBTQI hate protesters disrupting my Pride or event?

- Preparing in advance is essential (see section on [Planning Your Pride](#))
- In the moment, here are some things you might consider:
 - Ask volunteers and/or Pride attendees to help block signage by standing together to create a human barrier (*only if they feel safe to do so*).
 - Direct hate protesters to a designated or more secluded area (*if possible*).
 - Engage security or local law enforcement (*if necessary*).



Libraries and Community Spaces

[Planning your 2SLGBTQI Community Event](#)

[10 ways to foster safer and more inclusive 2SLGBTQI community events](#)



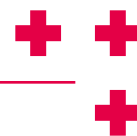
Public community spaces, including public libraries, are essential spaces for community building. These sites foster many connections between a vast range of people from children to older adults, from students to newcomers, from educators to artists; and all at little to no cost. Now more than ever it is important for these spaces to hold Pride events that are accessible for everyone.

Planning your 2SLGBTQI Community Event

Please see the [Planning Your Pride](#) section for a more comprehensive list of resources and safety considerations.

10 ways to foster safer and more inclusive 2SLGBTQI community events

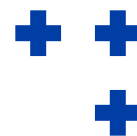
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|---|--|
| 1 | Ensure washrooms are inclusive of all genders (See Egale's Inclusive Washroom Guide). |
| 2 | Ensure staff and volunteers receive 2SLGBTQI inclusion training (See Egale's training and workshops). <ul style="list-style-type: none">• Ensure staff and volunteers understand the internal safety protocols and policies (For example, Code of Conduct, Statements on Inclusiveness, Communities of Practice). |
| 3 | Create and share safer space guidelines (See an example of Safer Space Guidelines). |
| 4 | Make sure safe space indicators are visible (stickers, pride flag, etc). |



5	Consult with and consider partnering with a local Pride or 2SLGBTQI organizations to support your event (these organizations can also offer other resources and/or trainings).
6	<p>Determine the role/presence (if any) of police or security at your event.</p> <ul style="list-style-type: none">• Consult with community stakeholders and consider what the state of the relationship is between the police and 2SLGBTQI communities in your area.
7	<p>Consider reaching out to local government officials to see what additional supports they might be able to offer and/or to advocate for specific bylaws to improve safety.</p> <ul style="list-style-type: none">• See Egale Canada’s letter calling on all levels of government to take action to combat anti-2SLGBTQI hate for a list of bylaw and other safety and inclusion recommendations you can share with your municipality.
8	<p>Create a safety plan for your event space. Share this with event organizers, staff, performers, etc. (See an example of a safety plan checklist).</p> <ul style="list-style-type: none">• Consider additional protections and safety measure for drag performers.
9	Be prepared to answer basic questions about 2SLGBTQI inclusion at your event or within your organization.
10	Keep a list of resources, supports and community services that you can offer to 2SLGBTQI people or parents/caregivers of 2SLGBTQI youth and children (See Support Resources).

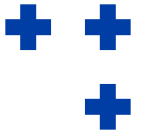


Support Resources



Support Resources

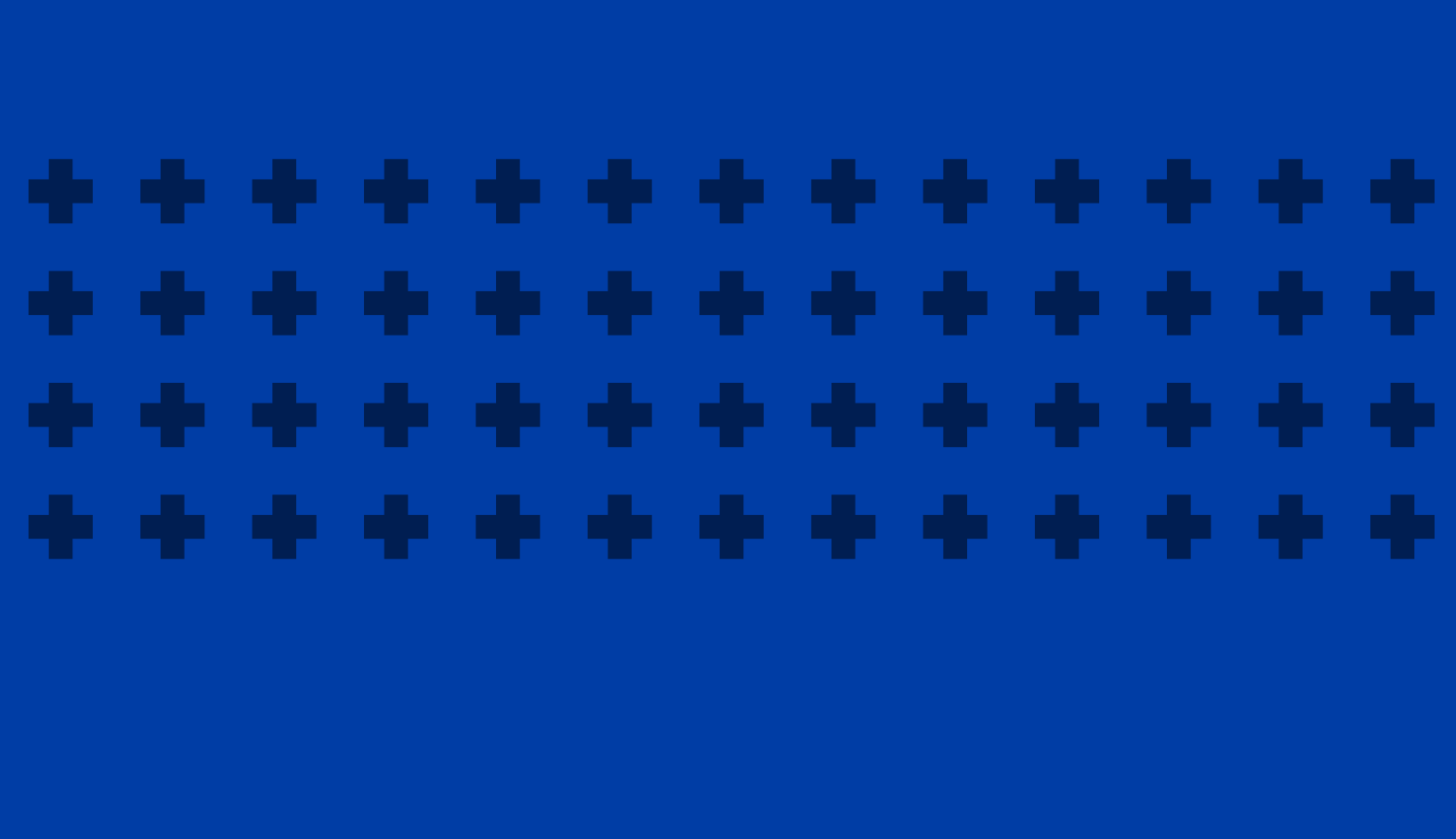
- [Mental Health Supports](#) a list of resources, help and crisis lines from the Government of Canada (includes provincial directories).
- [LGBT Youth Line](#) Youth Line offers confidential and non-judgemental peer support through telephone (1-800-268-9688), text (647-694-4275) and chat services.
- [Kids Help Phone](#) Kids Help Phone's e-mental health services are available 24/7 across Canada. Get support right now by texting CONNECT to 686868.
- [PFLAG](#) Pflag Canada offers peer-to-peer support striving to help all Canadians with issues of sexual orientation, gender identity and gender expression.
- [Health811](#) Telehealth option to connect with a registered nurse day or night for free, secure and confidential health advice.
- [Across Boundaries](#) Mental health and addictions services and support for QTBIPOC folks.
- [Hope for Wellness Helpline](#) If you're experiencing emotional distress and want to talk, call the First Nations, Métis & Inuit Hope for Wellness.
- [Trans Lifeline](#) Peer support services, hotline, and resources for transgender people.
- [SELF](#) 14 Self-Care Activities Black LGBTQ+ Folks Are Relying on Right Now.
- [It Gets Better Canada](#) Pride 101: The First-Timer's Self-Care Guide to Pride



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