**Youth Inclusion in Pride**

**Action Plan**

Below is a series of summary questions that, if answered fully, should give you an ideal plan for how you can provide for LGBT+ young people at and in your particular Pride event(s) and space(s).

If this ideal is unfeasible in terms of finances, staffing, timelines or otherwise, the questions should also steer you through what your priorities are. Remember that change can be incremental. Learn from a youth work principal by starting with where you and your Pride are and working from there.

What are the age ranges and stages of youth that you are targeting with each of your provisions?

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Are you doing integrated and/or separated provision for young people?

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Are you staffing these provisions? If so, who with?

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What is your budget?

**Consider the below elements:**

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| **Organisational staffing****Location(s)****Staffing/volunteers****Facilities****Refreshments****Activities****Training****Entertainment****Decoration****Other**      |

What are your timelines? Who can you partner with in the time you have? Who can plan, manage and/or deliver (parts or all of) what you are providing?

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What safeguarding plans do you have in place?

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Have you done a thorough risk assessment, including considerations of young people, intersectional identities, and additional needs?

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What are your outreach/promotion plans for LGBT+ young people who are: (1) out and engaged with relevant (LGBT+) services; (2) not out but engaged with relevant services; (3) out but not engaged with relevant services; (4) not out in most of their life but might still be interested in attending a Pride; (5) not out anywhere in their lives?

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| **1)****2)****3)****4)****5)** |

What provisions and/or adaptations are you making so as to welcome those young LGBT+ people with the following intersectional identities and/or additional needs?

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| **Physical disabilities** **Mental disabilities** **Developmental disabilities** **BAME/people of colour** **Working class people and/or without access to money** **Trans, non-binary and/or gender non-conforming people** **Women** **People without access to transportation** **Home-schooled people** **Sober people** **LGBT+ people who aren’t out**  |

How will you instil the following elements (identified by young LGBT+ people as their hopes and dreams for Prides of the future) in your Pride’s culture?

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| **Non-commercial focus** **Political and/or educative** **LGBT+ (people) centred**  |