

**Proud Youth**

**Engaging young people in Pride**

**A guide through best practice for Pride organisers**

**LGBT+ Futures Programme Workbook**

As part of the LGBT+ Futures Fund Programme Consortium and its partners are delivering a range of learning and skills development opportunities.

These online toolkits are designed for LGBT+ Groups and organisations to work through with key volunteers, staff or Trustees to develop key policies, procedures, plans and management techniques.

As you work through the toolkit you will see a range of **icons** which are designed to alert you to additional information and support at the appropriate time.



**Group Activity:** Get your volunteers, colleagues or Trustees involved in this part



**Additional Resources Available:** Click on the icon to find more information on the topic



**External Link or Resource:** clicking on this icon or a link by it will take you to an external resource or webpage

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**Webinar Available**. Click on the icon to take you to a recorded webinar on the topic



**Additional Support Available:** Email us if you need more support or information

This Toolkit is not intended to be a definitive guide or template.
It is designed for LGBT+ groups to work through a series of activities and information in order to build a better understanding of the subject matter.

All the information provided was up to date at the time of creation.

This Toolkit was created by **The Proud Trust** for the LGBT+ Futures Fund Skills Development and Training Programme 2019.

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**Section 1: Introductory remarks**

Pride events across the UK are creating spaces for young people as part of their wider programming. Manchester Pride, Trans Pride Brighton, smaller local Prides and Stonewall’s Youth Pride events are only some examples of this myriad of emerging provision. All are growing out of a mixture of factors: local demand, longer-standing partnerships with youth-facing organisations, individual expertise and a collective desire to provide community for *all* LGBT+ people. But why now? And why is this important for your Pride organisation or event?

There are widespread trends. For instance, more LGBT+ people are coming out at ever earlier life stages, which can feel like a beacon of hope for LGBT+ people and allies of all ages. Despite positive signs such as these, though, young people today are facing a world that offers them fewer material resources than recent preceding generations, escalating ecological disaster and increasing influence from the far right. In the face of these pressures, strong communities can be life-saving resources.

What could make your particular Pride event(s) and/or organisation(s) important to and for young people? Note down some ideas. You might want to think about the strengths and weaknesses of local youth provisions, public space available to LGBT+ people, attitudes to LGBT+ people through different generations, LGBT-phobia in your local area, schools in the area, etc.

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It’s not just that young people need us, though; they are an asset to our communities, events and organisations. LGBT+ community spaces have often been places where different generations have met and yet one of the impacts of our present context - more people coming out as LGBT+, fewer fixed LGBT+ venues, online spaces becoming central to many young and isolated LGBT+ lives - is that LGBT+ communities are often more and more bifurcated along generational lines. This can be a positive (it is important that young people have safe peer groups) but entails losses too. Young people offer fresh perspectives, energy, commitment and a huge amount of variety to our communities, as any large group of people will. Their absence is to our collective disadvantage.

Why are young people important to and for your local Pride event(s) and organisation(s)? Note down some key reasons. You might want to consider inter-generational communication, the input of new ideas, the strengths of young people, etc.

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If these reflections haven’t been enough to convince you, our research presented numerous examples of young people’s enthusiasm about Pride events.

Here are some of the things they had to say:

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| **‘It was fun and nice to know there’s a lot of LGBT+ people.’****‘I felt included.’****‘It feels like half the city is there in support.’****‘Welcomed all genders and sexualities.’****‘It was so nice.’****‘I saw how positive and encouraging being myself was in public.’****‘Felt like a space we could express ourselves.’****‘It makes the city feel like a safer place than other times in the year… I noticed in myself a much greater confidence to be myself and wear what I like in public after the last Pride I attended.’** |

With all of this in mind, we have no doubt that you are keen to develop your Pride’s youth provision. We recognise, however, that this can sometimes prove a far less simple task than initially presumed, where specialist knowledge, skills, resources and networks can make all the difference. Whilst this toolkit cannot pretend to substitute for all of those, it covers key areas that our research and work have demonstrated to have significant impact, provides some concrete suggestions on how to tackle common issues, and gives opportunity for you to reflect on what your Pride can do. However large or small your teams and events might be, your great ambitions can make significant change.

Good luck,

**The Proud Trust**

**Section 2: The Pride Organisers’ Perspectives**

**Top Ten Tips**

Click [here](http://www.consortium.lgbt/wp-content/uploads/2019/07/Youth-Inclusion-in-Pride.-Top-Ten-Tips.docx) to access our top ten tips to make your pride inclusive of young people

**Challenges**

What actually constitutes provision for young people? What is it that stops Pride organisers from opening-up their events to more young people and/or makes it hard for young people to attend these events? What is it that makes a Pride event unappealing or unsafe for young people? Pride organisers report numerous areas of low confidence that a small amount of expert advice and resource investment can easily develop.

1. **What is provision for young people?**

Many Pride organisers make space for family areas, creches, young adults, mixed age groups, teenagers, young adults and other demographics that might include young people but, as this wide array of provisions demonstrates, organisers are not unified in their understanding of who young people are.

**The National Youth Agency defines ‘youth’ as the developmental phase between childhood and adulthood.**

[**What is Youth Work? - NYA**](https://nya.org.uk/careers-youth-work/what-is-youth-work/)

**Write what you think is the age range of ‘young people’ or ‘youth’?**

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Youth work often defines ‘young people’ by stages not ages. A person can be going through their ‘youth’ at a much earlier or later stage than we might typically associate with being young, and might hit a point deemed ‘mature’ with regards to various developments at a very different age from their peers. Nonetheless, there are several key cut-off ages that it is helpful to keep in mind.

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| **8 years** This is typically the youngest age at which a line might be drawn between ‘childhood’ and ‘early adolescence,’ and is the approximate lower limit for when youth work begins.**10 years** Criminal responsibility begins at 10 in England and Wales. (It is 12 in Scotland.)**11 years** The traditional age at which ‘adolescence’ supposedly begins and, similarly, the lower age cut-off for much youth work provision.**13 years** The UK’s absolute age of consent limit. The law dictates that nobody under the age of 13 can consent to any sexual activity.**16 years** The age of sexual consent, although there are limitations on this up until 18. Young people who are 16+ can legally leave home either by their choice or their parents’/guardians’ request. Also the age at which a young person can leave full-time education if they so choose. It is legal when 16+ to drink in licensed venues if accompanied by an adult but it remains illegal to buy alcohol.**18 years** Legally, 18 is when a young person becomes an ‘adult,’ including in terms of consent, eligibility for certain types of state support, criminal responsibility, etc. Some youth work may end around this age, although often it continues, particularly for those who have what are known as ‘additional needs.’ 18 is also the age when young people can buy alcohol and cigarettes.**25 years** The upper limit for most youth work. Many schemes, legal provisions /exemptions and specified forms of support for young people end after 25. |

So, as you can see, provision for young people is not as simple as one size fits all. Even if events and organisations can cater towards people throughout this wide range of ages, it is useful to keep in mind these differences due to safeguarding necessities.



**For further details, click** [**here**](https://www.consortium.lgbt/toolkit-safeguarding/toolkit-resources-safeguarding/) **to request the safeguarding toolkit developed by The Proud Trust and Consortium.**

Integration Versus Separation

**With your Pride colleagues and co-organisers, make a list of all your Pride-affiliated spaces and events that young people might access. Are these integrated parts of your wider Pride or separate? Or both?**

An increasingly common provision for young people at Prides are youth zones or youth parties. These are boundaried safer spaces designed for young people. They are typically staffed by specialist workers, operate a dry policy, and involve some activities and refreshments for the attending young people.

**Key questions to ask yourselves if you plan a youth zone or youth party:**

Who will staff it?

Where will it be located? For instance, if it’s planned as a dry space but is right besides locations where Pride attendees are drinking, this might make young people feel just as unsafe as the main parts of a Pride event.

Will there be basic conveniences, such as accessible gender neutral toilets, facilities for food and drinks, shelter from various weather conditions, places to sit and rest, quiet zones?

What times will it be open?

There are also many ways to integrate youth provision into the main event(s), such as in the parade, at stalls, as parts of acts or a whole stage and activities.

**Key questions to ask yourselves if you plan integrated youth provision:**

Will it be staffed differently?

Where will it be located?

What times will it run?

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1. **How do young people attend Prides?**

The process of getting young people to Prides can be broken down into two key components: outreach and accessibility of initial attendance. It is important to integrate young people into your plans for both of these.

Outreach: how do local - and not so local - young people hear about your Pride?

**Directed outreach**: connect with local organisations that work with young people and local groups of young people to speak directly with them about your Pride.

Some examples are: schools, colleges, youth groups, support services, community centres, and sports and activity groups.

Outreach might look like flyers, posters, emails, letters and other communications, or it might look like assemblies, workshops, stalls and other ways of being physically present.

**Visibility:** ensure you are promoting your Pride in places that young people will see.

Target your promotion and advertising at young people and via media that has many young people already engaged. Chief in your strategy for this will be social media, such as Instagram and Tik Tok.

**Networks:** connect with your local and wider networks and ask them to outreach to young LGBT+ people who are connected with them.

Umbrella LGBT+ organisations should be able to provide support on this but don’t stop there. You might be surprised by the connections your connections provide!

Accessible attendance: how do local - and not so local - young people attend your Pride?

Whilst holistic accessibility is necessary to create Prides that young (and older) LGBT+ people can all attend, there are two ways in which attendance is immediately made difficult for many LGBT+ young people.

**Cost:** are young people able to afford your Pride?

Young people are unlikely to have independent access to finances and, particularly if they are not out to their parents or guardians and/or there is a strained relationship around their LGBT+ identity, they are likely to struggle with securing the funds to attend costly events.

Consider not just entrance costs but transport, refreshments, and participation costs, such as for activities, stages, events, attractions and popular merchandise.

**Transport:** how do young people get to your Pride?

Many young people might be under-confident travelling far distances and/or on new routes to attend events, particularly as LGBT-phobic hate crime is a commonplace on public transport (it is the second most commonly reported type of hate crime across the UK’s rail networks). And not every young person will have access to a form of public transport that can take them to local Prides, particularly if they live in already isolated and under-connected areas.

Consider the safety, accessibility, cost and connectivity of transport links to/from your Pride and related events.

1. **What makes provision safe for young people?**

Safety of young people at Pride will be determined by a whole range of factors but there are some key considerations for if you are doing work involving young people.

**For further details, click** [**here**](https://www.consortium.lgbt/toolkit-safeguarding/toolkit-resources-safeguarding/) **to request the safeguarding toolkit developed by The Proud Trust and Consortium.**

Pride events can be overwhelming for new attendees, whether they are young people or not. Young people and organisers report a whole host of concerns with regards to safety, accessibility and comfort at Prides. It is likely you already write **risk assessments** for your events but, with the presence of young people, you will have to ensure these are adapted to young people’s needs as well. Similarly, many elements of the traditional Pride format - big crowds, a parade and party culture - can feel inaccessible to many. Not to fear, though: all this requires is consideration of what support can be offered and some adaptations made for those attendees with common additional needs.

Common risks for young people at Pride events

**Tick which of the below might apply at your Pride events.**

[ ]  Lack of (responsible) accompanying adults

[ ]  Unsafe or less safe adults

[ ]  Possibility of being outed

[ ]  Behaviour and attitudes of non-LGBT+ attendees

[ ]  Age/stage inappropriate content, e.g., sexually explicit material, substance-use references, commonplace swearing

[ ]  Drink and drugs

[ ]  Getting lost or separated from others

[ ]  Sensory overwhelm, e.g., from noise, lights, movement, smells, lots of people, unfamiliar environments

[ ]  Social overwhelm

[ ]  Weather, e.g., direct sunlight causing heatstroke, burns, dehydration, or rain making outdoor events unpleasant, cold, wet, slippy

[ ]  Lack of access to affordable/free refreshments, including water

[ ]  No seats or sitting/rest areas

[ ]  Crushed in/by crowds

[ ]  Inaccessible and/or gendered toilets

[ ]  Other unsupervised young people behaving unsafely

[ ]  Security staff untrained in LGBT+, race and disability awareness, and behaving unsafely towards LGBT+, disabled and/or BAME attendees

[ ]  Anti-Pride and/or LGBTphobic counter-demonstrations

**Together with your colleagues and co-organisers, make a master list of any other possible risks at your Pride events and spaces.**

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Responsible adults: staffing, volunteers and accompaniment

**Whether you provide integrated or separate youth provision at your Pride, you will inevitably need to consider which adults to have present for supervision, support and safety.**

You might consider some of the below groups:

Youth workers

Young volunteers

Adult volunteers

Specialist workers, such as nurses, social workers, etc

Activities-based workers, such as sports coaches, performance workshop leaders, etc

Will they all be (enhanced) DBS-checked or not?



Organisers often hire security for their main Pride events and for separate youth provisions. It is worth noting, however, that young people report their experiences with security staff at Pride events as common causes of discomfort and stress. (See below in Section 3 and Section 4 for further details.)

Accessibility: identifying needs

**In order to provide adaptations for Pride attendees’ needs, you will first have to determine what their needs are. There is no perfect or absolute template for an accessible event but even small changes can make a big difference.**

Choose one space or activity at your Pride then identify two commonplace needs it serves and one commonplace need it overlooks.

What small changes could be made to adapt that space or activity so as to incorporate people with the latter need?

**For example,** a dry youth zone with seats might provide a safer space for young people who cannot stand (or do not want to be standing) for the duration of the event nor be surrounded by people drinking.

However, if the youth zone is all in one area then it won’t have a quiet space for young people who experience sensory overload and/or struggle in large groups and unfamiliar places.

Adaptations could include: the provision of earplugs, a curtained off corner labelled as a quiet zone and/or a separate room designated as the quiet zone.

(See Section 4 for further details on what needs young people report.)

**Solutions**

There is no shortage of committed and creative thinking amongst UK Pride organisers about solutions to the aforementioned challenges they face when thinking about young people’s inclusion in Pride events. The below are drawn from a broad cross-section of Pride organisers who attended the October 2019 UK Pride Organisers’ annual conference. They are neither the final word on how to shape Prides so as to better involve young people nor are they quick fixes; any solution must emerge from a Pride’s local context and involve adaptation across multiple areas. Nonetheless, these enthusiastic suggestions might give you some sense of what direction your work could go in.

1. **Co-production**

Or, as one organiser put it, ‘listening rather than assuming we know what young people need.’

Practical suggestions

**Mark which of the below you have done and which you could do:**

[ ]  Meet with local LGBT+ youth groups

[ ]  Bring local young people into Pride organising committees

[ ]  Make a Pride Youth Panel or Youth Committee for young people to do consulting, volunteering, etc for your Pride

[ ]  Skill young people up to volunteer at events

[ ]  Host an open Pride Youth Evening for questions and discussion

[ ]  Survey young people

1. **Targeted work**

Events run for young people outside of the main Pride and its ancillary events.

Practical suggestions

**Mark which of the below you have done and which you could do:**

[ ]  Youth after-party

[ ]  Youth zone

[ ]  Youth projects around Pride

[ ]  Youth events in the run-up to Pride

[ ]  Youth Pride activities outside of the Pride event(s), such as crafts or sports workshops

1. **Partnerships**

Whilst this can lead into co-production, it is also a happy complement to direct work with young people. Partnerships with other organisations are particularly useful where your team does not have the capacity to work directly with young people.

Practical suggestions

**Mark which of the below you have done and which you could do:**

[ ]  Have local services host separate youth provision, such as a youth space at Pride run by local (LGBT+) youth workers

[ ]  Invite local youth services to integrate with the wider Pride event, such as marching in the parade, providing stalls, running a stage, etc

[ ]  Host events outside of the Pride season with Pride branding at partners’ venues

[ ]  Offer LGBT+ awareness training to non-LGBT+ partners and be sure to integrate the needs of young LGBT+ people in the training

[ ]  Signpost back to partner organisations and other LGBT+ young people’s services via your online presence (websites and social media), and in-person presence

1. **Accessibility and adaptation**

Adapting events to make them more accessible might be the most general cornerstone of making your Pride more inclusive of young people but it can be unclear what that means. There are some ideas below and more in Section 4.

Practical suggestions

**Mark which of the below you have done and which you could do:**

[ ]  Quiet zones

[ ]  Free or discounted tickets for young people

[ ]  Free transport to Pride events (for instance, coaches) from rural areas and less connected locations

[ ]  Cheaper merchandise

There is an abundance of energy amongst Pride organisers to create young people inclusive events. [Click here](http://www.consortium.lgbt/wp-content/uploads/2019/07/Youth-Inclusion-in-Pride.-Case-studies.docx) to access three examples of the fantastic work that is being done by organisers and youth workers, many of whom occupy more than one of these roles and/or collaborate with others, in order to create space for young LGBT+ people at Pride events.

**Section 3: The Young People’s Perspective**

Throughout Pride organisers’ discussions about how to make Prides more inclusive of young people, there was a persistent commitment to working directly with LGBT+ young people. As part of the research for this guide, we consulted a range of LGBT+ young people engaged with LGBT+ youth groups to ask their thoughts on Pride events. Their survey answers identify a wide range of challenges and an equally great number of solutions. It is worth bearing in mind that, as with those issues and solutions suggested by Pride organisers, these are not definitive. There is an understandable absence of perspectives from LGBT+ young people who are not already engaged with LGBT+ youth services, and some of the work done to reach those young people might require further efforts.

**Challenges**

1. **Lack of tailored provision for young people**

At the heart of this guide is the question of how to create Pride spaces and events that provide directly for young people’s needs. Much of this fine balancing act of decisions to be made between, e.g., integrated and separated youth provision; types of staffing; types of activity; age-ranges of young people, etc, is covered in Section 3 but it is worth considering what young LGBT+ people have to say on the matter.

In the young person’s words: what could Prides provide to make them more young people friendly?

* **‘Fun activities.’**
* **‘Spaces for young people.’**
* **‘Spaces for young people [that] aren’t “patronising,” i.e., [some] 16 year olds want to join in the party so make a safe party space not just arts & crafts and workshops.’**
* **‘People or a group you can go with or go to, as attending on your own can be daunting.’**
1. **Intersectionality and accessibility**

Many of the issues of Pride events identified by young LGBT+ people reflect wider issues of intersectionality in LGBT+ spaces. As with any group of LGBT+ people, LGBT+ young people exist across many intersections of identity. A Pride event that truly integrates the needs and experiences of LGBT+ young people will therefore inevitably be a Pride that integrates the needs and experiences of as many intersectional LGBT+ identities as can be comprehended.

****In the young person’s words: things to avoid

* **‘Racism/transphobia/biphobia/ableism/sexism in the community.’**

In reality a rainbow is an infinite spectrum of colour, rather than just a set number of clearly defined stripes. Similarly, our Prides have the capacity to be so much more encompassing and open than mainstream LGBT+ representation might have us be. Prides *can* reflect the true diversity of our communities.

In the young person’s words: key priorities

* **‘Have a diverse set of people and floats displaying many different parts of the LGBT+.’**
	1. **Race**

Young LGBT+ people articulate concerns about racism in their survey responses, such as lack of representation for queer and trans people of colour at Pride events, and the presence of police and security at Prides.

In the young person’s words: lack of representation or specified spaces

* **‘More representation is needed, like BAME.’**
* **‘LGBT+ people of colour need to be showcased. Spaces for them need to be made. If not… people like me will never want to attend.’**

Our Prides can channel the spirit of Philadelphia’s 8-stripe rainbow flag and their associated campaign when we reflect their slogan: ‘more color, more pride.’

In the Pride organiser’s words: Sabah Choudrey (Trans Pride Brighton, Queer Picnic, LGBT+ and Trans Youth Worker) on security and police at Pride events

* **‘Not all security are briefed on gender/sexuality/race awareness and often young people have negative experiences with these kinds of people… This puts off mostly young people of colour from attending.’**
	1. **Class and cost**

This is a barrier identified by both Pride organisers and young LGBT+ people. (See Section 3 for further details.)

In the young person’s words: things to avoid

* **‘Charging admission.’**
	1. **Disabilities**

Many of the ‘additional needs’ that LGBT+ young people might have will relate to disabilities, whether those be physical, mental, developmental and/or a combination of the above. Many of the survey responses reported issues stemming from Pride events not adapting for those with additional needs.

In the young person’s words: things to avoid

* **‘The parade moved too fast for my friend’s mobility scooter to keep up.’**
* **‘Security/police were disruptive and caused issues because of [people using mobility aids.]’**
* **‘It wasn’t wheelchair friendly. Tight spaces, no places to sit or rest, and very loud.’**
* **‘It doesn’t provide the best experience for people who struggle with social anxiety and noise sensitivity.’**
	1. **Trans, non-binary and gender non-conforming**

As with any group of LGBT+ people, LGBT+ young people are not just cisgender, gender-conforming lesbian, gay, bisexual, pansexual, queer and questioning young people but also trans, non-binary and/or otherwise gender non-conforming (GNC) young people. These groups are a crucial part of our communities and yet many of the survey answers reflect on non-inclusive practices at Pride events that meant the respondents and/or their trans and GNC siblings did not feel safe.

Principal noted concerns are the visible presence of anti-trans groups and the gendering of essential facilities, such as toilets, at Prides. The presence of police and security is also mentioned as a concern.

In the young person’s words: things to avoid

* **‘Stop letting TERFs [trans exclusionary radical feminists, also used as a catch-all term for transphobic attitudes/people] in the parade.’**
* **‘Why are toilets gendered?’**
* **‘Police.’**
* **‘Pride has got to be fighting for gender non-conforming, trans, non-binary and intersex rights.’**
1. **The ‘culture’ of Prides**

 The young LGBT+ people surveyed for this guide often reported experiences of alienation from the conventional ‘culture’ of Pride events, particularly the larger ones, even whilst celebrating much that they offer.

* 1. **Commercialised**

Many survey responses reflect a problem with the commercial nature of current Pride events, particularly the larger ones.

In the young person’s words: things to avoid and key priorities

* **‘Less advertisement of big branded companies and more youth in the parade.’**
* **‘Only promote sponsors that activity make positive community change for LGBT+ people.’**
	1. **Depoliticised**

The survey responses that engage explicitly with the culture of Pride events often gesture at a perceived absence of the political tradition from which Prides have emerged.

In the young person’s words: Dylan, 23, on the depoliticising of Pride events

‘I can’t help but get the feeling that to an outsider it can seem like “we’ve done it; we’ve won them their rights.” **This is why it’s important to remember that Pride is a protest; Pride is still political.** I don’t think Pride has to change 180 degrees and go back to where it was in the ‘80s; it is possible to celebrate what’s been done whilst remaining aware of what needs to be done. **But if Pride isn’t educating people on our political situation - on the LGBT+phobic conditions still present in the UK and beyond, such as cosmetic surgery on intersex babies and the spousal veto - who is?**’

* 1. **Voyeuristic**

Many of the survey respondents mention the experience of non-LGBT+ people’s participation at Pride events. This can be in positive terms, such as mentions of how supportive the whole area can feel during around a Pride event, but young LGBT+ people also report finding this a negative.

In the young person’s words: things to avoid

* **‘Pride [seemed] aimed at cis/straight allies.’**
* **‘Some people were watching and judging.’**
* **‘Felt like [we were] an attraction when walking in the parade.’**
* **‘Pride events shouldn’t give the impression to people outside the community that we already have all our rights. They need to highlight issues.’**
* **‘Non-LGBT+ onlookers and participants (including performers) were taking up space, making it a party, and looking at LGBT+ (young) people as an “attraction/event”.’**
	1. **Party-oriented**

One of the impacts of the commercialised, depoliticised, non-LGBT+ culture of many Prides identified by many of the surveyed LGBT+ young people is a dramatic emphasis on party culture. Perhaps more than any other concern, the survey responses clamour against the over-emphasis on drinks, drugs and partying at many Prides, and celebrate those Pride events that de-centre these things.

In the young person’s words: things to avoid and key priorities

* **‘Had a lot of alcohol about.’**
* **‘There was a lot of drinking immediately outside of dry spaces.’**
* **‘There were no visible dry spaces, which made it very unenjoyable.’**
* **‘[There needs to be] more to do than drinking alcohol.’**
* **‘The Pride after party was a sober space that felt like a space we could express ourselves.’**
* **‘The [sober] Pride after party [was] real chill hours.’**
* **Key priority:** ‘safe, dry spaces,’ ‘dry/drug free,’ ‘alcohol-free spaces,’ ‘dry spaces,’ ‘sober space,’ ‘a sober space,’ etc.
1. **Other issues**

Notably, there were several potential concerns identified by Pride organisers that go unmentioned in all responses from the surveyed or interviewed LGBT+ young people. Bullying, peer pressure and language were all named by Pride organisers as possible impediments for young people wanting to access Prides. Young people not mentioning these things via survey or interview is not necessarily a testament to these not being issues, though; rather, it is likely to indicate the limitations of drawing upon advice only from young people engaged with LGBT+ youth groups, as well as reflecting where the young people put the emphasis when asked these questions (that is: on the conditions of Pride events themselves, rather than wider social pressures).

With your colleagues and co-organisers, consider LGBT+ young people whose needs and experiences this guide might not reflect.

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**Solutions**

With all of the challenges for Pride organisers and young LGBT+ people, it can feel daunting to create young people inclusive spaces and events. But the surveyed and interviewed young people provide a plethora of exciting ideas, hopes and dreams for Pride organisers.

Click [here](http://www.consortium.lgbt/wp-content/uploads/2019/07/Youth-Inclusion-in-Pride.-Solutions.docx) to access their solution ideas

The purpose of this toolkit is absolutely counter to providing a one-size-fits-all template on how to improve on your Pride’s inclusion of young people. The solutions and strategies you use will always emerge from and answer to your communities’ contexts. Sections 3 and 4 of this toolkit attempt to provide a detailed look at the many different facets involved in making your Prides inclusive of young LGBT+ people.



**Action Plan**

Click [here](http://www.consortium.lgbt/wp-content/uploads/2019/07/Youth-Inclusion-in-Pride.-Template.docx) to access the action plan template to work through a series of summary questions on how you can provide for LGBT+ young people at and in your particular Pride event(s) and space(s).

If the ‘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.