



Community Meeting

Tuesday, March 10, 2020

Agenda

- Welcome & Land Acknowledgement
- Brief History of Pride in Hamilton
- Pride Hamilton & Pride 2019
- Behind the Scenes
- Plans for Pride 2020 and Where We Stand
- Moderated Q & A

Brief History of Pride in Hamilton

- “Pride” began in Hamilton, from most accounts, in 1991 (Pride 2021 will be 30 years since the first Pride)
- Different groups of people have run Pride over the years, some for as long as 5 or 10 years, some for as long as 1 or 2 years
- “Pride” in Hamilton has seen a tremendous amount of tumult and difficulty; violence, attack, and disruption; and challenges around capacity building, funding, and community solidarity

Brief History of Pride in Hamilton

- There has not always been a smooth transition amongst groups who ran Pride in the past so there's been a continuous need to “start from scratch” and rebuild trust both within Two Spirit and LGBTQIA+ communities (burn out) and with the broader Hamilton community
- Pride has been many things over the years and, as a result, there is a strong feeling both inside and outside communities around what “Pride” symbolizes, means, and stands for; these feelings come with expectations

Pride Hamilton

- In recognition of some of the longstanding issues in the community, and after the fallout from threats to safety in 2017, a group of volunteers came together in 2018 to start a new event for Pride and to hold it in a large and central park (Gage Park)
- Taking up more space meant getting more attention and, in the wake of a similar situation at Haldimand Norfolk Pride, “street preachers” showed up to disrupt Pride 2018

Pride Hamilton

- After successfully pulling of its first Pride in Gage Park, some of those volunteers decided to **incorporate** Pride for the first time as “Pride Hamilton” in November of 2018
- This was not without controversy and struggle but was something necessary as the organization did not have a way to secure funding any longer and needed its own bank account, insurance, storage/office space, etc.

Pride 2019

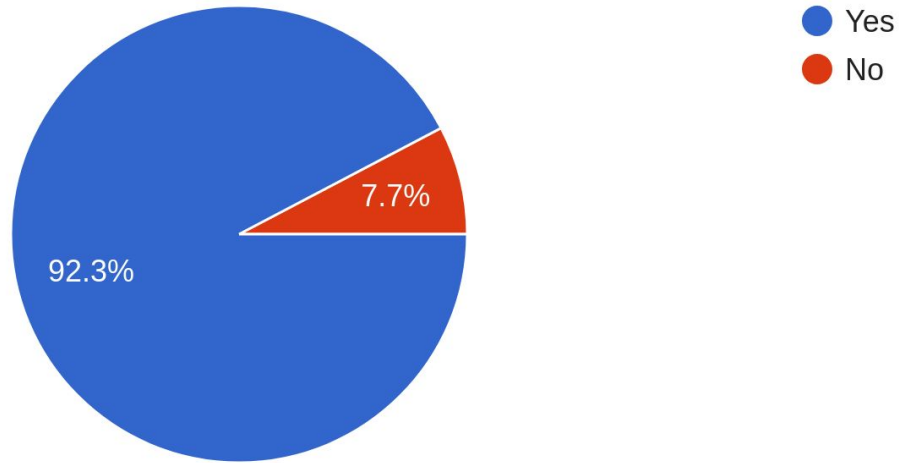
- Pride Hamilton ran its first event in 2019 with more than 80 vendors and a full day of live performances, largely using the template handed down from the folks who ran Pride 2018
- Taking up space in Gage Park continued to make Pride more visible and Pride attendees were attacked; the event was broadcast through local, regional, national, and international news media with a focus on the violence and its aftermath (but not much else)

Pride 2019

- Vendor survey results:
 - Survey ran over a 2 week period
 - 20% of those contacted responded
 - We received feedback that was both written and multiple choice in nature

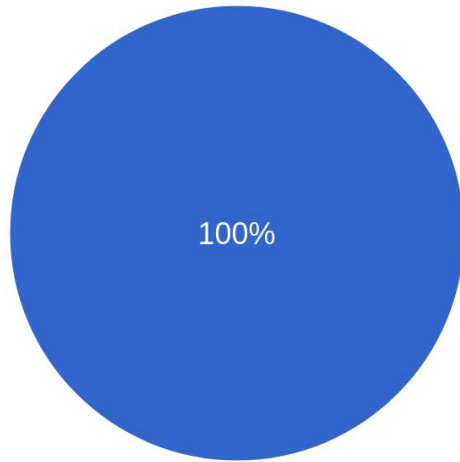
Pride 2019

Was the day a success for you?



Pride 2019

Are you planning to attend Pride 2020?



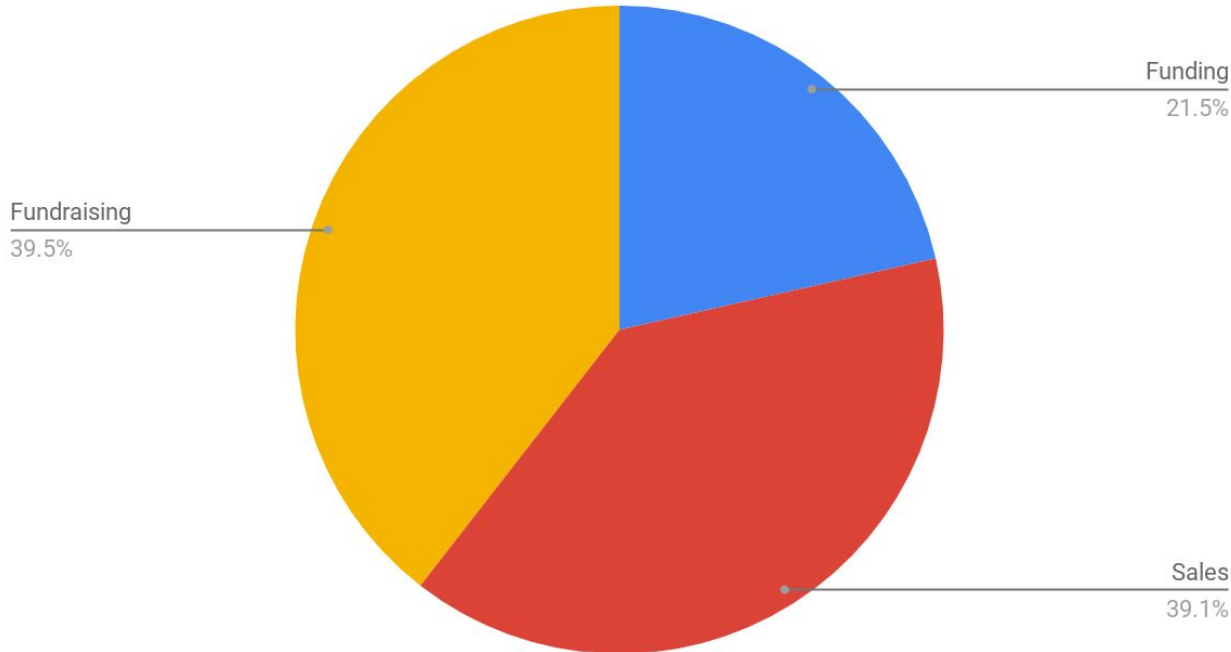
- Yes
- No
- Maybe

Behind the Scenes

- We've received a lot of feedback about Pride not being very transparent and we want to clear that up by showing communities how we run Pride, what our focus has been for the past few years, and where that focus will change for Pride 2020
- The following slides will represent a high level picture of the finances, funding, volunteers, vendors, training, and suppliers for Pride 2019

Behind the Scenes

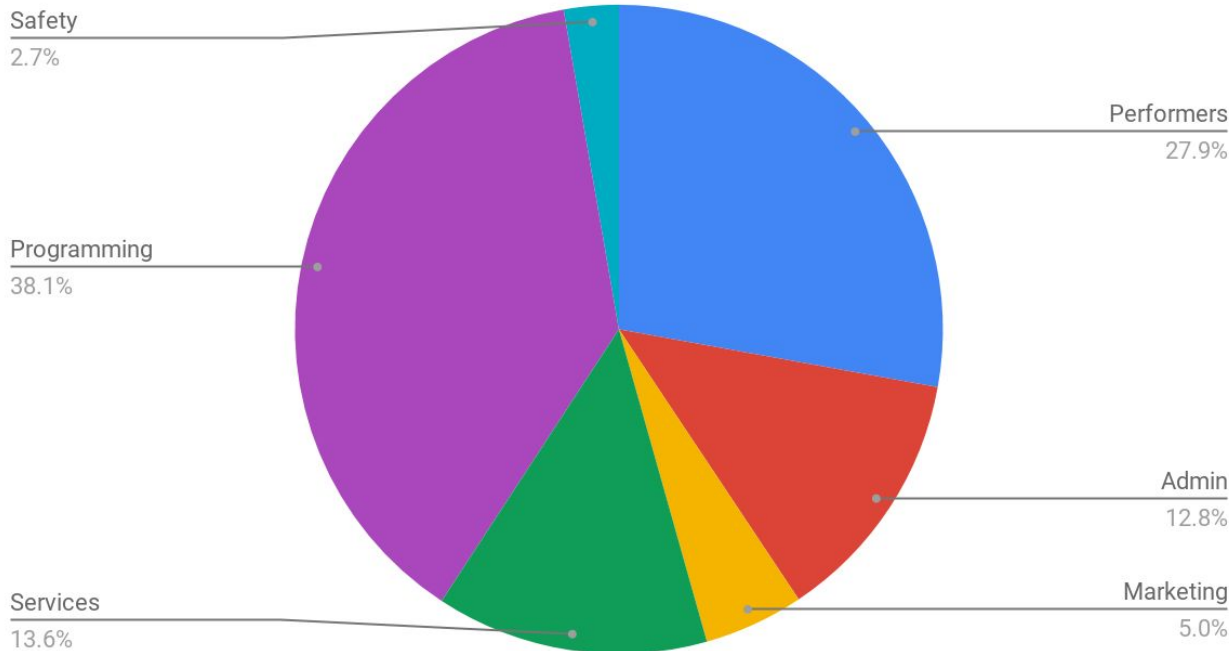
Budget Allocation - Revenues



- **Funding** = City Enrichment Fund; Ward 3 City Councillor
- **Fundraising** = 1 small fundraiser and corporate sponsorships
- **Sales** = vendor fees, merchandise, and alcohol

Behind the Scenes

Budget Allocation - Expenses



- **Admin** = Insurance, Corporation expenses, Fees
- **Services** = Food, ATM
- **Programming** = Equipment, Merchandise, Alcohol

Behind the Scenes

Other important numbers include:

- 8 Event Coordinators
- 85+ Volunteers on the day of the event
- 85+ Vendors
- 3k+ Attendees
- 15 Live Performances
- Anti-Racism and Anti-Oppression Volunteer Training
- Naloxone Training

Plans for Pride 2020

- Pride planning has been going on since Fall 2019 and we've been steadily recruiting volunteers to help to act as Coordinators
- We have expanded the roles for Coordinators to make responsibilities around Outreach, Safety, Marketing, Social Media, Fundraising, and Sponsorship much clearer
- We held a community debrief and put out a vendor survey after Pride to gather feedback from communities

Plans for Pride 2020

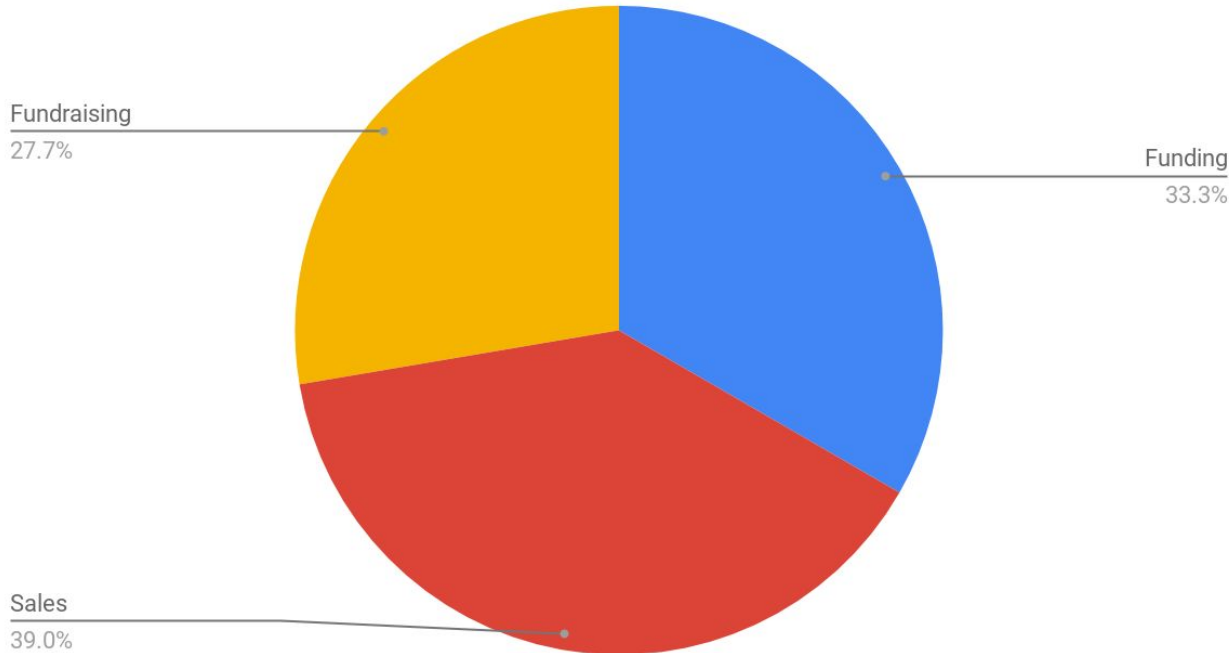
- We met with members of Hamilton's Two Spirit community to talk to them about ways to make Pride more inclusive
- We have met with the City of Hamilton's Special Events Application Team (SEAT) to talk about submitting an early application and about a schedule of planning meetings
- Meetings with the Hamilton Police Service will happen through the SEAT application process

Plans for Pride 2020

- **A rally and march** will be taking place on **Friday, June 19** in the evening from City Hall to Gore Park
- **Pride in the Park** will be taking place on **Saturday, June 20** from day to early evening and will be held in Gage Park
- **Chill events** including performances will be planned for **Sunday, June 21**
- **Workshops** will happen from May 22 through June 21 in partnership with branches of the Hamilton Public Library across the entire city

Plans for Pride 2020

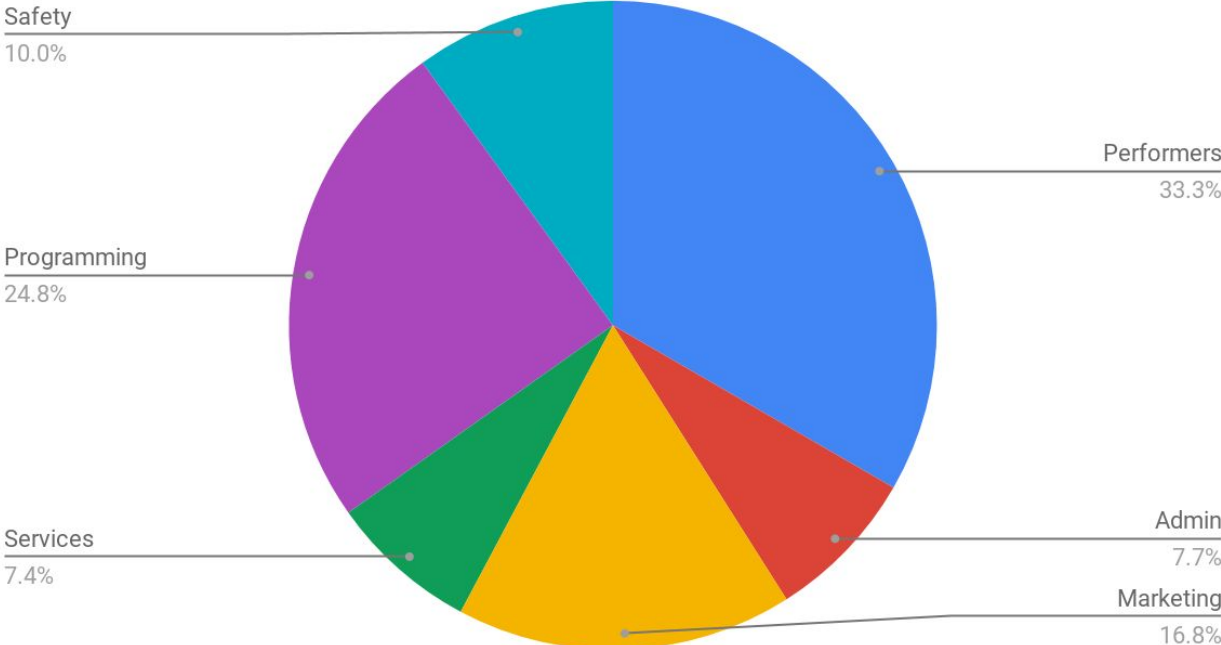
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Plans for Pride 2020

Budget Allocation - Expenses



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Plans for Pride 2020

Budget Allocation Change Summary

- Budget increased by 200-300% to account for more programming
- No significant change in allocation of Revenues
- Allocations for Safety and Marketing increased significantly
- Allocations for Admin and Programming decreased slightly
- Allocation for Services decreased significantly

Plans for Pride 2020

Other important numbers include:

- 15+ Event Coordinators
- 175+ Volunteers on the day of the event
- 200+ Vendors
- 5k-7.5k Attendees
- 15 Live Performances including Family & Youth Performances
- Anti-Racism and Anti-Oppression Volunteer Training
- Naloxone Training
- 1 Additional Training Session

Where We Stand

SAFETY

- Release of a public safety plan at the conclusion of the SEAT process
- Continued focus on a balanced approach to what “safety” means to all communities including those that feel that police make Pride spaces less safe
- Restructuring the park layout to take up more space, increasing paid security, and inviting community allies to stand with Pride

Where We Stand

INCLUSION

- Appointment of a new Outreach Coordinator position for 2020
- Expansion of the Family & Youth area including performances
- Partnering with the Hamilton Public Library to offer workshops
- Meeting with members of Hamilton's Two Spirit community

Where We Stand

TRANSPARENCY

- Meetings like this to let folks in our communities know where things stand
- Discussions with key stakeholders in advance of important decision-making
- More surveys to connect with communities and get feedback

Where We Stand

ACCOUNTABILITY

- Continuing to work through and hold our organization accountable knowing that we are not a monolith
- Speaking out about the impact of the ongoing trauma at Pride events and the open wounds our communities carry with them; we acknowledge the work we all must do as part of the **Calls for Justice in the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls**