

ReconcilingWorks PRIDE Community "Day Of" Safety Guide

Pre-Parade/Pre-Event Advance Preparation:

(Refer to the "PRIDE Community Safety Planning Guide" well in advance)

1. **Walk the route** in the weeks leading up to the parade/event. Get to know shop owners, the houseless, and the regulars along the route. Build relationships. Tell curious folks why you are walking around staring. Once you're comfortable with the area, take your team on a walk on the route. Discuss your roles as you walk.
2. **Decide on a general area where everyone will park** so you can escort each other back to your vehicles at the end of the day. If children will be part of the group then we suggest the group parking area be located near the emergency gathering location (#3).
3. **Decide on a emergency gathering location**, or a "fall back" location. This should be a few blocks away from the route and easy for everyone in your group to find. Your team members can lead people to this emergency gathering location in the event of an emergency.
4. **Take a moment to pray**, or a moment of silence for our trans siblings, or a moment of meditation together in the space. Claim it!



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Tips for PRIDE Observers and Revelers:

1. **Notice patterns:** A good rule is if you notice something twice, it's probably a coincidence. If you notice it three times, your gut is trying to tell you something. Notice that same thing four times and you have stumbled upon a pattern. So one guy dressed in all black fatigues just observing, most likely a coincidence if you see another. If you see a third and fourth dressed in similar fashion, not participating in the excitement around them and spread out evenly, that is a pattern that might need attention.
2. **Ignore distractions:** There will be hate-mongers with signs, bullhorns, and scripture. **THESE FOLKS ARE A DISTRACTION; keep folks from engaging.** They will say and do things to try to get you to engage them. This is a very old playbook straight from the westboro baptist church (designated as a hate group by the SPLC). Believe it or not, most of those folks may believe in Jesus and what they are saying, but they also hope to make you so mad that you assault them or infringe on their 1st amendment rights so they can sue your city. This is an old tactic to attempt to make it fiscally unmanageable for a city to support PRIDE. Again, **THESE FOLKS ARE A DISTRACTION; keep folks from engaging with them.** You might want to make a sign or informational flier for your people explaining all this.
3. **There will be plenty of time to party later.** Seriously. Save it for after PRIDE this year, and try to be moderate out there. Throw an afterparty. With heat warnings likely and political tensions flaming higher by the time of PRIDE's arrival, it may be best to keep as much as your wits as about you. We are not teetotalers, just concerned community.
4. **If you see something strange don't approach anyone alone.** Find a parade organizer, or a friend, or even an EMT. Ask them to come help you. We don't suggest getting LEO's (law enforcement officers) involved or informing LEO's of suspicious behavior. This can be unsafe behavior.
5. **Remember to always look out for disabled, vulnerable, and kids in your group.** If something does happen – get them out. Look for the helpers, they will be running towards the shooting.
6. You can fill all the positions that are on these sheets and do all of this for a one-block area. Have a Medic, a De-escalation trained friend, and even a Community Defense Guard in your group.

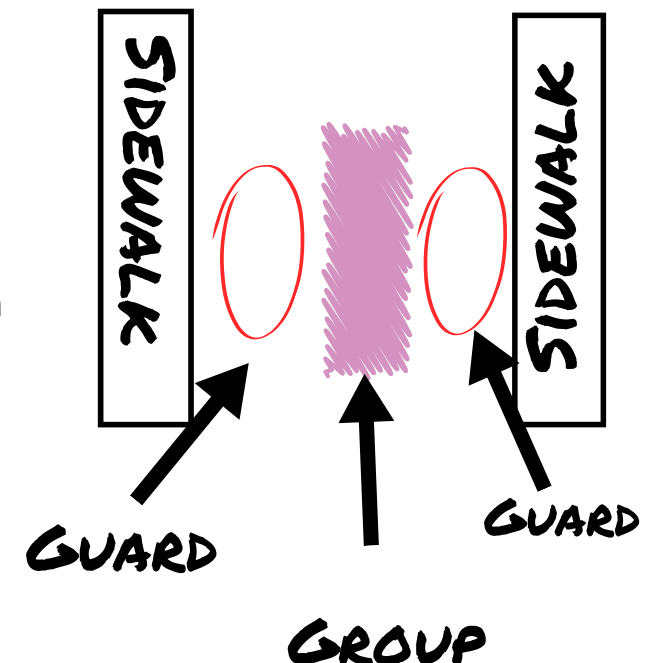
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Community Defense Team Guards (Part 1):

1. Your team should have decided on what tools you will use and have previously checked local, state, and federal law for compliance. **Your prep must be done in advance** – even if familiar with local laws – as there may be special provisions or changes due to the parade/event. Check each others' gear, both defensive and protective. Make sure you are all in compliance with local law.

2. Siblings, we thank you for your work today. You are not going to be able to participate fully in the parade/event. Everyone around you will be like water, flowing from one side of the street to the other, enjoying themselves, smiling, laughing, experiencing LGBTQIA+ joy at PRIDE as intended. You, however, will be the steady stones on either side of the group so you each can watch the sidewalk on your side and the crowd. If there are only two of you, then try to stay positioned towards the middle of the group as they move along the parade route as best you can.

3. You are not the first line of defense. That is the Motorcade Team (who are actually ahead checking out the most dangerous points, and bringing up the rear catching all the things you are missing). You are not the second line of defense. That is the De-escalation Team. **You are there to back all these siblings up, so there is no reason to leave your position (hopefully) the entire parade.** By holding a steady position, being polite and friendly but not actually engaging in the celebration, any person wishing to do the event harm will likely pick easier targets. You are a big part of that illusion, frankly, and your steady pace shows that someone is paying attention to the safety of this group in particular. Radio any concerns to Motorcade, or De-escalation to check out.



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Community Defense Team Guards (Part 2):

5. What does it mean to be a Community Defense Team Guard? Think more football, hockey, lacrosse, or rugby guard than bank guard or an LEO (law enforcement officer). It means you are willing to put your body in the way, your safety on the line for LGBTQIA+ peoples. You are to shield the most vulnerable during an emergency or a mass casualty event and get your group to the assigned emergency gathering or "fall back" location. If anyone from your group is hurt, then one guard gets the group out and one stays with the medic or "stop the bleed" team until help arrives.
6. A Community Guard never engages unless asked by Motorcade, De-escalation, or a Medic to step in, or someone from your group is being physically harmed. Stay with the group. Don't get distracted. Be mindful, slow to react, and steady.
7. A Community Guard, when asked to step into an encounter, always seeks the quickest, least injurious, and most practical way of repelling an attack. In large groups, firearms are the last thing to use in most cases. Even pulling your legal weapon in a legally-defined situation of self defense could cause a panic. One black eye for you, or a busted lip while stopping someone long enough for authorities to step in is better than a stampede over a drunken bigot. Again, think sports guard – knock 'em down, keep 'em still, and wait to see if help arrives. Disarm. Always isolate an armed person. Unload the weapon if you are trained how to. Never try to harm the person back, and always use defensive techniques unless your life is seriously threatened.
8. As soon as an incident is over, get back with your group. **STAY TOGETHER!**

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De-escalation Team (Part 1):

1. De-escalation Team members are the non-anxious presence of your group. Since it is a peacemaker's position, it is the least passive position. Even on a "peaceful" march, event, or parade, a De-escalation Team only works less than a solid Motorcade Team. You are the first point of contact with any conflict including with LEO's (law enforcement officers), so first – thank you on behalf on all the smiling faces you will be serving today; and, second – remember the art of De-escalation is more **distraction** than deterrent, more **rodeo clown** than counselor, and much more **assertive and directive** with the public than any other teams.
2. When encountering an angry and escalating member of the public, De-escalation Team members should use these steps and tips as a loose guide in this political environment:
 - a. **Start with open questions** like: *"Hey, everything ok? I saw you seem upset and I wanted to see what had you all worked up while everyone is having fun?"* (Remember: think Rodeo Clown – smiling helps, wearing glitter and bright clothing, etc. **Rodeo Clowns are not in charge of anyone or anything, they just want to steer danger away from others**).
 - Another option: *"Hey there, I am not in charge, but I am someone you can talk to who can eventually talk to the people in charge. Want to tell me what's going on?"*
 - b. **Listen. Actively listen** to what the person is saying, then listen some more. Try to hear what they are actually upset about; it will typically be stated matter of factly after the initial complaint. For example: *"I am just trying to cross while minding my own business and your friend on the bike is making me wait until all of YOU people are finished crossing! I am just trying to get to work."*

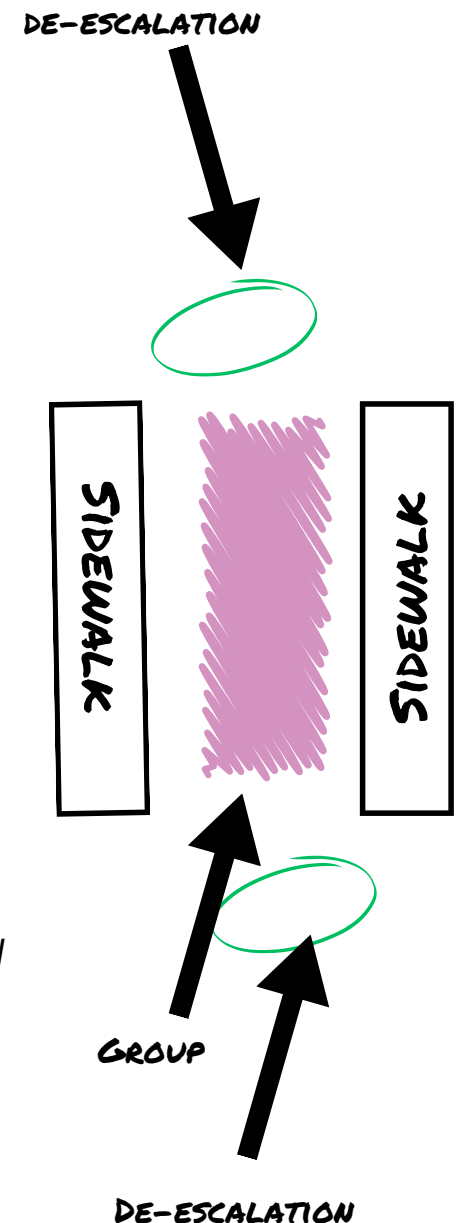
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De-escalation Team (Part 2):

c. **Craft a reply that uses non-violent language that demonstrates they are being heard.** Look them in the eyes; get their eyes off the parade. Example: *"Yeah, that is the worst – being late for work, in this economy, everything is going up. We are almost done. I hate being late particularly when it isn't my fault."* Keep them talking, mindful not to fall behind the group. Once your Medic passes, it is time to move on. Ask them their name, tell them yours if comfortable, tell them you've got to go, and wish them a better day. Radio Motorcade that it's ok to move on, and radio your Defense Guards and De-escalation Team that you are back with group. Remember you don't need to remove the anger from this person's heart for good and for forever; just until your group passes by.

d. **Be mindful of your needs as well.** How many peaceful interactions like this, that are confrontational, can your nervous system take? Hydrate. Take a big break from socializing for the first 15 minutes after the parade/event. Never talk current political zeitgeist topics. Always talk about people, families, the 20-something kids having a good time. Never answer ad hominem attacks or questions about your beliefs other than maybe *"I believe you when you say you have have a right to be upset, just like I hope you believe me when I say I believe these folks have a right to celebrate, and I am only here to make sure you, me, and them have a decent day after this."*

3. One De-escalation Team member should be towards the front, and one towards the rear of the group. This way one can approach problems ahead, and one can intervene for problems tthat occur with the group.

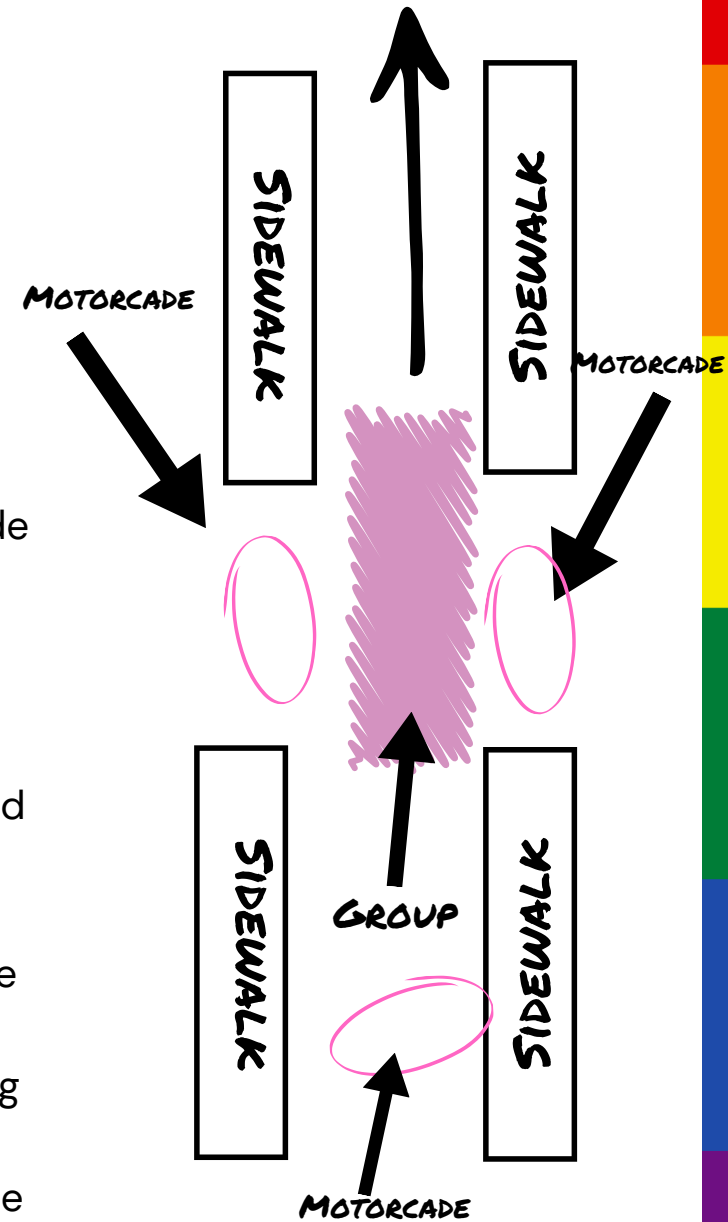


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Motorcade Team (Part 1):

1. Thank you for agreeing to do Motorcade Team. This is a very active role today. Please hydrate and stretch. We suggest an electric bike since you will likely pedal a distance over twice the parade route. Motorcade is an incredibly integral part of keeping LGBTQIA+ peoples safe in marches, political actions, protests, and yes, even very non-partisan parades like today. Your role, while incredibly simple, is also simultaneously incredibly difficult to overcome tactically if someone means your group harm. Motorcade ensures the group moves along at the proper pace, that we stay together, and that we are safe at turns, intersections, and other vulnerable points during the route.

2. You will ride your bikes ahead of the group, with hopefully a third bike bringing up the rear. You will use both your bikes to "cork" the intersection. You will keep your bike, and your body, in the intersection blocking the route a car could take through the parade route. You then signal your marshal or group leaders it is safe to cross. Wait in those positions until the whole group passes, keeping an eye out towards where the crowd and sidewalk or barriers are. Keep your eyes toward the intersection - not your group. Once the group passes or your third Motorcade Team member signals the "all clear," rinse and repeat at the next intersection.



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Motorcade Team (Part 2):

3. Since you arrive before your group to every intersection, you will be scanning for threats and danger, and will **calmly** radio reports or requests to the De-escalation Team, the Medic Team, or to give the Defense Team Guards a heads up that either of those teams seem to be in trouble. You should always hold your "cork" position at an intersection during any incident unless in direct mortal danger. **Get the group across the intersection.** Then after making sure the group knows to stop, wait, or slow down, one Motorcade Team member may go assist as the other one or two Motorcade Team members starts to secure the next intersection.
4. The Motorcade Team's number one responsibility is the group, protecting the route, and finally scanning and securing each crossing ahead. Trust your siblings to do their work, while you do yours. If LEO's (law enforcement officers) ask why you are there, just say it's easier for our group to have "marshalls" leading the way to to help the group keep pace.
5. In case of an emergency or mass casualty event, you are to work with the Defense Team Guards to get your group to the planned emergency gathering ("fall back") area. One Motorcade Team member goes ahead of the group to make sure the route is safe, one team member assists the Defense Guards in keeping the group together and moving to the designated gathering place, and hopefully a third team member makes sure no one was left behind by bringing up the rear. If there are only two Motorcade Team members, then one falls to the rear to make sure no one who isn't receiving medical attention wasn't left behind, while the other scouts the route ahead.

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Community Medic/EMT/Trained "Stop the Bleed" Volunteer (Part 1):

1. We are not here to tell medically-trained, or radically-trained Medics, EMT's and volunteers how to implement their training. We trust if you volunteer for this role you know how fraught an emergency in crowds can be, and how critical the first moments after a GSW can be. We hope you spend the day only giving out Asprin, hydration packs, and helping a few space cadets get back to earth. Again, we hope that is the most you are called on to do. However, if there is an emergency or a mass causality event, we have a few tips from LGBTQIA+ activists and organizers who survived similar incidents in the last decade.

2. You are a helper, and helpers are always willing to dash into danger to help others. **Don't do that.** Do not make an already chaotic situation worse by now creating more victims for emergency response crews to have to attend. We ask that you do NOT help anyone BY YOURSELF in a mass causality event. Ask a Community Defense Guard to accompany you and to help you assess if it is safe to do so. They will watch your back.

3. LEO's (law enforcement officers) will arrive on-site and they may be in a really dangerous, tactical state, hyped up, and frankly afraid in this situation. Identify yourself as a medic and state you are unarmed and giving care or stopping the bleed on this patient. They may ask to see your hands. They may ask you to stop your work. If you refuse, remember to remain calm but also to be assertive since you are fulfilling your Hippocratic oath. Often it is the experience of our LGBTQIA+ siblings that LEO's will also often stop the care of the perpetrator of an incident. If you give care to a perpetrator, please be aware LEO's may aggressively attempt to stop you to secure the perpetrator, even if it kills the perpetrator and even if they have to harm you to do so.

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Community Medic/EMT/Trained "Stop the Bleed" Volunteer (Part 2):

4. You are more likely, hopefully, going to be providing care to something akin to a pretty tame outdoor rave. You will be dealing with people who may have had a little too much fun or forgot to care for their bodies in the excitement of the day. It is more likely you will be talking a friend down from a way too fun place, or offering hydration, aspirin, and snacks to folks. Wearing a medic t-shirt or having a red cross on your bag is a great way to let folks know you are there to be helpful. If they can walk, ask them to move along with the group being sure to never be behind the last Motorcade Team member. This isn't always possible as some people get hurt, and the parade must go on. Ask a Defense Guard to stay and try to complete care, or get the person ready to get to care before your group gets too far ahead. They are counting on you in case something happens with the group.

5. In addition to the usual Medic/EMT/"Stop the Bleed" supplies and equipment for your bag, some harm reduction supplies including fentanyl testing strips, Narcan, and other such things would be a great idea, as well as maybe some condoms.

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Street Chaplain/Community Counselor (Part 1):

1. Thank you for caring for the emotional, spiritual, and mental health of your community today! How dope of you. Much like our Medic Team, we don't want to tell you how to do your vocation, but we do have some hard-won experience that we would like to share. First, today will simply look like a lot of socializing by you and your Chaplain/Counselor Team. That's OK. You are a non-anxious presence for your entire group and the entire team of volunteers. If people see you checking in on folks and smiling from time to time, it will help them find safety in their bodies. You are a community barometer; people will look to see if you are upset first, then decide if they need to be worried or cautious.
2. A good practice is to freely float among the group using a mutual invitation model. First go to the most vulnerable and oppressed and privilege them your time. Just be. If they are having fun, have fun with them. If they are hurting, walk in that pain with them for a moment. Much like Chaplains in a hospital or battlefield, every encounter will be quick, circumstances will always make connection, and meaning-making will be harder. But as we all know there is always time to listen. So listen for a minute. Next, check on your team members in Motorcade, Medics, and Defense Guards. Then check on folks in the group. Rinse, Repeat.

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Street Chaplain/Community Counselor (Part 2):

3. If tragedy does happen, you want to start the trauma chaplaincy almost immediately if so trained. If not trained for this kind of work, just know your group will be incredibly vulnerable to further tragedy and mental health crises in acute ways for 100 days after. They will turn to you first after such an event and this is a great time to refer them to professional help or a team you have vetted in advance. Over the next 3 months you will be one of the people they will turn to first if they need help. Remember you don't have to carry this honor alone.

4. You must care for yourself leading up to – and several days after – the parade or event, even if everything is peaceful, sweet, and life-giving. Remember: emotion is emotion, and holding emotional space for people is holding emotional space, which is work. Hard work. Whether tragedy or joy, it's all hard work on you. After PRIDE, be sure to take the day off.

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Trainings, Suggestions, and supply lists:

1. Medic and Medical Supply

This is a minimum suggested list of supplies and free trainings. If there isn't a Medic, EMT, or medically-trained person available, then take a "Stop the Bleed" course. There are many options in most metropolitan and suburban areas, and a free online course for rural, disabled, or busy folks. You can find all this and the official Stop the Bleed Kit suggested by the American College of Surgeons at www.stopthebleed.org. **This is our official recommendation: take the free "Stop the Bleed" course online and buy the kit.** Unofficially, there is an entire retail market where a bevy of products (as effective and possibly less expensive than the official Stop the Bleed Kit) are readily available and we leave to each organization, community, and group's Medic Team to decide which, if any, you want to use. Also, there are lots of "prepper" or tactical style kits that are focused on wounds received in a GSW, edge weapon, or mass trauma event.

2. Community Defense Team

Bare minimum this team should wear jeans (I know - jeans in June!), boots (hopefully with steel in the toe), and tactical, "shooting" gloves of almost any sort. Do not carry weapons you haven't talked to the rest of the team about. Do not carry weapons you can't confidently say you have spent at least 20-50 hours training with in the last 18 months. Follow all federal, state, and local laws. Finally and most importantly: CHECK IN with the PRIDE committee before you make unilateral security decisions (like to open-carry) that may make members of the community feel less safe. **Do everything you can to appear benign, and to not have to carry weapons.** Motorcade, De-escalation, and Medic Teams are what really keep us safe. You are there in case all else fails.

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General Team Supply List:

We suggest that the entire team have the following supplies provided by your organization for team coherency.

1. Radios

We suggest radios in the 10W range (or more powerful) with at least a 2 to 5 mile site-to-site range. Create your own channel that no one else in the parade, gathering, or march route is using. Have a radio for each member of any of the named teams. We suggest you use your earpieces. We suggest you keep radio chatter or talk to the bare minimum. Typically the last person in the Motorcade Team bringing up the rear will be the one to do radio check-ins with teams. They will tell team members to move up, get in better position, or to slow down for an incident.

2. Informational Fliers

- a. You may want to create a short flier explaining why you, as a community, decided to take a stronger defensive stance. You can hand these out when you are asked about it, keeping you from being bogged down explaining it to people during the event. It will help you stay focused on your role.
- b. You may also want to add information advising people to IGNORE hate-mongers (do not engage!).

3. Coolers

Have a couple of coolers filled with water bottles and rehydration packs to add to the water as necessary.