



Safety Planning

Founded in 2022, Pride Arts Festival is a community initiative located in s̓wíw̓s (Osoyoos BC), presented by WANA & SOS Pride. Pride Arts is a protest and a celebration of love, community and culture highlighting 2SLGBTQIA+ communities and BIPOC communities through our vendors alley, food and beverage garden, live performance artists and fine artists.

We acknowledge that the Pride Arts Festival takes place on the stolen, traditional ancestral territory of the Syilx/Okanagan Nation. Syilx Okanagan People have lived, gathered, occupied, traded, built sustainable economies and responsibly managed this territory since the beginning of people on this land. The Pride Arts Festival is hosted in what is now known as Osoyoos, derived from the word s̓wíw̓s (pronounced "soo-yoos") meaning "narrowing of the waters" in the local Okanagan/Nsyilxcən (ńsəl̓xcíń, ńsyilxčń) language. s̓wíw̓s (Osoyoos) is within the Osoyoos Indian Band's area of leadership and business responsibility that extends from the South Okanagan into the Boundary and Kootenay regions.



General Safety Plan

Pride Arts Festival is a community movement, a protest, and an act of love. We prioritize the safety of our community & recognize the risks and vulnerabilities of participating at our public event.

As a result, we have created a multi step de-escalation strategy & safety plan.

Security team: Hero Security Company Ltd.

Number of security team members onsite at all times: 2

Protocol: should there be a disturbance or disruption, our trusted security team will:

1. Calmly approach the situation
2. Use de-escalation skills to identify problem
3. If necessary, peacefully remove individuals causing harmful action
4. Harmful action includes, but is not limited to: acts of homophobia, transphobia, racism, and ableism. Anti-2SLGBTQIA+ protests, acts of verbal or physical violence, inappropriate heckling.
5. Our security team is instructed to only resort to RCMP involvement when absolutely necessary after all de-escalation techniques have been employed
6. Our security team will be in clearly visible security uniforms for our community to easily locate & engage

If you're feeling unsafe and can't access a security team member, or notice a situation you aren't sure about, please do not hesitate to contact our Safety Plan Director:

Keisha: 250 486 7654



Cultural Safety Plan

Cultural safety planning is our commitment to creating an arts environment where all people—especially those from historically underrepresented communities—can participate fully, freely, and without fear of discrimination or harm.

For Pride Arts, cultural safety planning means:

- Recognizing power and privilege
- Embedding intersectionality
- Centering care and well-being
- Practicing truth and reconciliation
- Moving from awareness to action
- Ensuring accountability

We are committed to creating a festival that is inclusive, equitable, trauma-informed, and deeply respectful of diverse lived experiences as both a framework for action and a lived practice of humility, care, and responsibility.



Cultural Safety Plan

Here's how we're doing it -

Community Engagement & Collaboration

- Community Engagement: Involve community members in all stages of festival planning. Support attendees with low-barrier access. Support & facilitate audience involvement and participation during appropriate performance pieces.
- Inter-artist collaboration: Support & facilitate collaboration between artists onstage and off, during and after the festival.
- Informal Peer-Support: Support like-minded artists and contributors support one another, share stories, offer insights, and hold space for one another.

Pre-Performance Support:

- Planning support: Provide comprehensive planning supports for artists as needed.
 - Support with assembling tech and stage needs
 - Support with assembling set
 - Support with navigating costume changes or other performance needs
- Emotional Safety: Offer performers access to committee member with specialized training in emotional regulation with a background in performance art to discuss pre-performance concerns, specifically around emotional safety.
- Well-Being Check-Ins: Ensure regular check-ins with performers to assess their emotional and mental readiness for their roles, particularly for those exploring personal or sensitive content.



Cultural Safety Plan

Commitment to Care:

- Committee members dedicated to care: Pride Arts committee members ensure physical, emotional, and spiritual needs are adequately met, within reason and means, to volunteers, entertainers, vendors, and attendees.
- Committee members are dedicated to intersectionality: Pride Arts committee members use current and up-to-date information about sociopolitical frameworks within society to ensure a culturally competent, accessible, and trauma-informed festival. Committee members have access to annual trainings around the diverse 2SLGBTQIA+ experience specific to the festival sector.

Racialized Trauma-Informed Debrief:

- Dedicated support access from committee member for BIPOC & 2SLGBTQIA+ Participants: Offer specific 1:1 debrief sessions for BIPOC & 2SLGBTQIA+ performers and participants to discuss themes of race and identity with committee member experienced in addressing racial trauma, gender-based violence, and trauma specific to the queer & trans community.
- Intersectional Trauma Care: Ensure committee members understand the intersections of racial and 2SLGBTQIA+ identities, providing culturally relevant and sensitive debriefs for those who have experienced both race and sexuality-based trauma.



Cultural Safety Plan

Understand power & privilege:

- Pride Arts Festival is committed to operating outside behaviour and frameworks that reinforce social structures of domination. Pride Arts recognizes that the commitment to inclusion & equitable practice includes knowledge around power & privilege related to our current sociopolitical environment. This includes understanding and dismantling systems within our festival of: white supremacy, colonial structures, patriarchal & cis-centred ideals, and other oppressive states and functioning.
- Commitment to truth & reconciliation: Pride Arts stands strongly and proudly behind the Indigenous community, their experiences, and commits to standing against colonialism within the festival environment.

About the Cultural Safety Coordinator:

Keisha is the founder of popular SWANA dance company, Boundless Belly Dance, and sits as the Vice President of the Penticton & District Arts Council. Her love for social justice brought her to her work with the Okanagan Wellness Advocacy Group, where she works as the Director & Wellness Advocate, supporting the vulnerable adult sector.

Keisha has studied art & activism from the time she was very young, in both academic environments, through lived experience as a biracial lesbian with disabilities, and from mentors and guides. She is known as an expert in trauma-informed, culturally competent care for the Vulnerable Adult Sector, and effortlessly combines her diverse range of skillsets to support Pride Arts Festival participants who are considered marginalized within our current sociopolitical environment.

This plan ensures an inclusive, supportive environment for all participants and attendees at the Pride Arts Festival, with sensitivity to the diverse needs of the 2SLGBTQIA+ community.



Code of Conduct & Complaint Process

The Pride Arts Festival is a protest and a celebration of love, community and culture highlighting 2SLGBTQIA+ communities and BIPOC communities

Pride Arts Festival aims for everyone involved to feel safe and respected during their Festival experience. We are committed to providing a safer space free from harassment, abusive behaviour, and consent violations. Pride Arts Festival committee and crew, volunteers, vendors, performers, hosts, and attendees are expected to follow these guidelines and be accountable for their conduct and actions.

We have a zero-tolerance policy for any form of bullying or harassment from anyone involved in Festival programming. We expect from you:

- No inappropriate or non-consensual physical contact;
- No unwelcome sexual advances or attention, whether indirect or explicit;
- No abusive or disrespectful language or physical conduct that reinforces social structures of domination related to race, place of origin, ancestry, gender identity and expression, sexual orientation, mental or physical disability, body size, age, religion, family status, source of income, or beliefs.

You can expect from us:

- To listen to concerns and address them to the best of our ability with fair, action-based solutions in-line with our values, vision & mission statement.
- To strive to create a safe, welcoming, non-discriminatory environment that recognizes power dynamics within our current sociopolitical environment.
- To be open to, reachable, and available for communication and feedback.
- To provide learning opportunities and space for growth within the Pride Arts Community (volunteers, festival attendees, hired professionals, contracted groups/individuals)
- To commit to growth and improvement as we learn.
- Community engagement and accountability.



Code of Conduct & Complaint Process

If you're not feeling safe, or have a concern:

- Complaints, concerns and feedback are welcome. Please submit through email: sosprideboard@gmail.com
- Indicate Types of complaint:
 - Regarding performance or performer acts
 - Regarding vendors & vendor content
 - Regarding general festival operations
 - Regarding another attendee

Committee Protocol for complaint:

- Committee member is assigned to investigate & act as communications
- Committee member listens & reviews situation, opens dialogue with Pride Arts Committee
- Response is given within 48 hours, including Pride Arts stance & learning opportunity materials