Rainbow Resilience Team

About Us

The Vancouver Pride Society (VPS) produces the annual Vancouver Pride Parade and VanPrideFest, in addition to other annual events. VPS strives to produce inclusive, celebratory events, and advocate for 2SLGBTQAI+ communities through an intersectional lens.

Position

The Rainbow Resilience Team role is a part-time, hourly, casual position. The Rainbow Resilience team is an extension of the Vancouver Pride Society staff on event sites and will specifically be assisting with providing anti-hate measures in addition to other duties. They will receive the following training:

- De-escalation and crisis management
- Legal observing
- Harm reduction
- 2SLGBTQAI+ inclusion
- Anti-Oppression
- Vancouver Pride event site training

Duties include but are not limited to:

★ Providing anti-hate measures on site (ie. monitoring the event site for safety, providing hate preventative measures, sharing knowledge about anti-hate on event sites, offering support to affected members)
★ Ensuring safety protocols are followed and shared on event sites
★ Managing groups of volunteers
★ Handling money from bars or donations
★ Managing specific “zones” at events (for example: the accessibility parade viewing zone or VIP viewing party)
★ Supporting the packing, load-in, and load-out at events
★ Transporting materials to/from event sites
★ Assisting the Events Manager with staging vehicles in the Parade, etc.
★ Delivering Pride Magazines
★ Handing out neighborhood notification letters
★ Setting up, tearing down, and running the VPS information booth
★ Providing customer service to event attendees
★ Monitoring and ensuring safety protocols are followed during events
★ Assisting with crowd control and directing foot traffic
★ Collaborating with other team members to troubleshoot and resolve issues during events
Liaising with vendors and suppliers before, during, and after events
Assisting with the coordination and execution of event logistics, including signage, banners, and equipment setup
Supporting performers or speakers backstage and ensuring they have what they need
Managing inventory and supplies for events
Conducting post-event evaluations and providing feedback for improvement
Other duties as assigned by the Events Manager

Core Competencies

Organizational Skills: Ability to efficiently manage tasks, prioritize responsibilities, and coordinate event logistics.
Communication Skills: Clear and effective communication to interact with volunteers, vendors, and event attendees.
Problem-Solving Abilities: Aptitude to identify and resolve issues quickly and effectively during events.
Flexibility and Adaptability: Willingness to work variable hours, including evenings and weekends, and adapt to changing priorities during events.
Teamwork and Collaboration: Ability to work effectively as part of a team, collaborating with colleagues and external stakeholders to achieve event objectives.

Assets

Educational background in Event Management, Tourism, Event Planning, Hospitality or Public Relations
Valid BC Driver’s License (not required)

Compensation

The compensation for this position is $26.00 per hour. This position offers casual, part-time hours tailored to support events, which include evenings and late nights. There is no set number of hours each week, as schedules will vary based on event needs. The employment period is from July 1, 2024, to August 31st, 2024, though start and end dates may adjust according to specific events and operational requirements. This position requires full availability on August 3rd and 4th, 2024.

Mandatory Training

Our Rainbow Resilience Team is trained in crisis intervention, de-escalation, legal observing and general harm reduction. Successful applicants must attend three (3) paid training sessions;

Training Session 1: July 16, 2024
Training Session 2: July 22, 2024
Training Session 3: TBD

Diversity

Vancouver Pride Society is committed to seeking and sustaining a diverse and inclusive organization and as such, encourages those with diverse backgrounds, abilities, genders, sexual orientations and ethnicities to apply.
Application
To apply for this opportunity, please complete the application form available here.

Vancouver Pride is committed to providing you with an inclusive, barrier-free and accessible workplace to support your success. Should you require accommodation(s) during the recruitment process, please contact us at 604-687-0955 or email office@vancouverpride.ca.

Applications will be accepted until June 30th, 2024, however will be reviewed on a rolling basis until the position is filled.