

PRESENTED BY

**CLEVELAND LESBIAN GAY BI TRANS PRIDE, INC.**  
**DBA \CLEVELAND PRIDE, INC.**

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3210 EUCLID AVE, CLEVELAND OH 44115  
(216) 226-0004 (VOICE/FAX)

**Cleveland Pride, Inc.**  
**2012 PEACE-KEEPER**  
**REGISTRATION PACKAGE**  
**SATURDAY, JUNE 23<sup>RD</sup>, 2012**

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## **MISSION STATEMENT AND PURPOSE**

Cleveland Lesbian-Gay-Bi-Trans Pride, Inc. dba\Cleveland Pride, Inc. (Cleveland Pride) exists to be the catalyst for bringing awareness, education, and knowledge of the queer community to the general public in order to discourage/eliminate prejudice and discrimination on the basis of a person's actual or perceived sexual orientation or gender identity.

Cleveland Pride openly recognizes and embraces all individuals of the queer community that identify as gay, lesbian, bisexual, transgender, queer questioning, intersex, and straight allies; while understanding that each group identified exist in all ages, races, national origins, and physical abilities. We acknowledge that each group depends on and supports the other group(s) to sustain, nurture and develop fundamental progress in basic human and civil rights for all people.

Cleveland Pride will achieve this mission statement by educating institutions, industries and the general public; sponsor educational forums, awareness discussions, informational displays, supportive gatherings, other related organized events, and an annual rally, parade and festival. These will be accomplished by facilitating a financial model to fund and maintain an endowment through obtaining grants, conducting fundraisers, and promoting donation campaigns.

## **THE IMPORTANCE OF BEING PRESENT IN OUR PARADE AT CLEVELAND PRIDE 2012**

Each June communities all over the world celebrate Gay Pride Month to commemorate the Stonewall Riots of 1969 that sparked the gay rights movement in America. Cleveland's Pride is among the first half dozen such celebrations started in the U.S., making our Parade, Rally and Festival among the longest continuing Pride events in the country.

In 1989, our pride celebration began as a small event located on W. 29th Street, a small side street on the near west side with several hundred people, one stage and a dozen vendors. We added a Parade to our festivities in 1990 with 600 walking tall. In 1994, we came out of our closet moving first to public square and then in 1996 to our current location at Voinovich Park, behind the Rock and Roll Hall of Fame, enjoying the amazing Cleveland skyline and the wonders of Lake Erie. In 2011, Cleveland Pride broke record attendance at 17,800 participants for the entire day.

Cleveland Pride's festival is ***the largest*** annual event that brings together our LGBT and straight allied families, friends, organizations and corporations. We have individuals present representing ages from infants to elderly, many races and nationalities, all spectrums of gender and sexual orientation, almost every profession and career, and during that gathering, we know and feel that **"united we stand, we are not alone!"**

Your presence as a parade participant makes it possible for our annual parade, rally and festival to be the most incredible experience for an individual that finally realizes **"they are not alone" and that they are welcomed as equals, as demonstrated by all other parade participants.** Also consider joining us in our vendor and be a volunteer.

The LGBT community is one of the most brand loyal segments of our population and your donation will be recognized by the LGBT community for your dedication and support. We are a 100% volunteer organization from the board of directors to the general volunteers. We run lean and depend on your support. Thank you!

## **EQUAL EMPLOYMENT/VOLUNTEER OPPORTUNITY (EEO) STATEMENT**

Cleveland Pride is a full volunteer organization without staffing. However, services providers and consultants may be engaged from time to time to promote or produce events for the organization. All employees, volunteers service providers, and consultants play an important role in maintaining an environment of equal opportunity.

It is the policy of Cleveland Pride to promote and ensure equal employment and volunteer opportunities for all persons regardless of race, color, sex, national origin, religion, age, disability, sexual identity, sexual orientation or genetic information. Equal employment opportunity principles govern all aspects of the organizations personnel engagement policies, program practices, and operations. All phases of employment (whether through contracted services or volunteerism), including recruitment, hiring, evaluation, promotion, transfer, assignment, training, benefits and separation, shall be conducted in compliance with equal employment opportunity laws and regulations.



## SECTION II

### GUIDELINES, TIPS & TECHNIQUES

#### SOME GUIDELINES TO HELP PEACEKEEPERS DO THEIR JOBS:

1. **Be warm, friendly, and helpful.** The tone of the demonstration depends on how you respond to your fellow demonstrators, police, the media, and workers. Our attitude should be one of openness, friendliness and respect toward all officials and participants. Peace-keepers are not junior police, and this is no place for authority trips.
2. **Be creative.** Nonviolence does not mean being aloof or failing to act. You must be creative in your attempt to intervene and resolve a conflict.
3. **Be firm, but not rigid.** If you have agreed to be a peacekeeper you must have agreed to uphold the nonviolent principles of the demonstration.
4. **Be forthright.** Deal fairly and honestly with people engaged in conflict, no matter what they have done.
5. **Be calm.** It is a rare person who does not become angry or afraid under stress. Don't think that you are weak if you have fears. The important thing in being a peacekeeper is learning how to control your feelings by remembering the overall goal of the action.
6. **Work as a team.** You don't have to do everything yourself. Use and rely on the support you can get from other peacekeepers and from your fellow demonstrators.

#### PEACEKEEPING TIPS:

1. In any situation, when you feel uncomfortable, ask for help.
2. An altercation is defined as: a verbal fight, noisy argument or heated disagreement. Verbal abuse is NO excuse to get into any kind of fight with people.
3. Stop arguing, Look to your team for support, Diplomatically assist other peacekeepers and persons from the crowd.
4. Don't be argumentative, condescending, or aggressive with people.
5. Design hand signals or other non-verbal means of communications to request help.
6. Have volunteers dressed alike, so that they are clearly visible.

**COURTESY CALMS CROWDS:** Smiling, courteous and helpful peacekeepers are critical to establishing a positive first impression with event attendees. It's tough to be a jerk when the folks running the event do everything possible to make sure spectators are treated with respect and in a friendly way.

#### SITUATIONS WHERE PEACEKEEPING IS NEEDED

Below are a few of the best known and proven traditional peacekeeping techniques. They rely on the principles of moral suasion and, in some cases, the willingness to suffer potential violence for the cause of nonviolence. Nonviolent peacekeepers do not touch, grab, tackle or assault disruptive individuals or those destroying property. However, in extreme situations of defense of self or vulnerable people

#### TRADITIONAL PEACEKEEPING TECHNIQUES

Below are a few of the best known and proven traditional peacekeeping techniques. They rely on the principles of moral suasion. Nonviolent peacekeepers do not touch, grab, tackle or assault disruptive individuals or those destroying property. However, in extreme situations of defense of self or vulnerable people (children, the elderly, the ill or injured), individuals must use their own judgment.

- Do not touch a police officer. This could result in a long prison term.
- **\*\* LISTENING:** What is it the disruptive person is trying to say? Sometimes just having someone listen to their complaints is enough to calm them down.
- **\*\* TALKING DOWN:** Remind disrupter(s) they are outside the action guidelines; explain how they may be endangering others; explain that they might be arrested and what the sentences are if convicted; remind them their acts are detracting from the message.
- **\*\* SURROUND AND TALK:** Four or more people surround the disrupter to stop the behavior and talk about it. (However, if they attempt to leave the circle, let them, or you could face kidnapping charges.)
- **\*\* BLOCKADE AND TALK:** Three or more people use their bodies as a blockade to protect a person or property being attacked and talk about it with the attacker(s).

**SECTION III**

**RULES & REGULATIONS**

Rules and Regulations:

Compliance with the Cleveland Pride Code of Conduct and the Parade Rules and Regulations is mandatory. Any organization that does not follow these will be subject to removal from the Parade. Parade Participants are asked to follow instructions from Parade Staff and the City of Cleveland Officials.

**Cleveland Pride Code of Conduct**

When planning your application, please consider the diversity of the community and audience at the event. People participate in Cleveland Pride for many reasons: to celebrate, to make a political statement, to have fun, to showcase their business or group, to include family members, and to show support. The Cleveland Pride Committee respects individuals' rights to express themselves as they choose. The Cleveland Pride Committee is not a law enforcement agency and does not participate as a law enforcement agency. The Cleveland Pride Committee does not endorse nor encourage illegal behavior by anyone participating in or attending the event. Additionally, the Cleveland Pride Committee does not support any form of homophobia or attempt to censor an individual's freedom of speech or freedom of expression so long as it does not infringe on the rights of others. The Cleveland Pride Committee is the event permit holder and reserves the right to deny participation and/or registration of any group or individual who may be considered unacceptable to participate by the rules of such permit and the community. The Cleveland Pride Committee will abide by all Ohio laws governing public decency. Any individual or group who violates these laws may be removed from the event by the City of Cleveland.

**Parade Rules and Regulations**

By submitting this application, you agree to:

- Have at least two (2) Marshals as points of contact between the Parade Staff and your group. Marshals are required to attend one Marshal Orientation Meeting prior to the Parade. Marshals must enforce the instructions provided by the Parade staff to their group. Failure to comply with said instructions will result in the removal of your group from the Parade and possible exclusion from future Pride Parades.
- Follow any and all instructions from the Parade Staff. Any float, vehicle, or motorcycle which is operated against instructions will be removed from the Parade and may be subject to fines and exclusion from future Pride Parades.
- Have at least two (2) volunteers from your organization who will be responsible for walking on each side of each vehicle, motorcycle group, or float to ensure the safety of all involved and alert drivers to potential problems. Failure to provide such volunteers will result in exclusion from the Parade.
- Have adequate insurance for your vehicles on the day of the Parade. The Cleveland Pride Committee and the City of Cleveland are not liable for any accidents or injuries which are due to motor vehicles, floats or motorcycles. Said insurance must be present on the vehicle day of the Parade. All drivers of any vehicles must be duly licensed and show a valid drivers license on the day of the Parade at registration, and to law enforcement officials upon request.
- Have no open or closed containers of alcoholic beverages. If any are discovered, the vehicle and/or its associates will be removed from the Parade.
- Make sure that no object is thrown at persons in the crowd (including Police Officers) from your group.
- Proceed so as not to impede the orderly flow of the Parade. Groups shall neither move too quickly nor stop unless instructed to. Any vehicle, float, or motorcycle that experiences mechanical difficulty must pull to the side of the road to allow others to proceed.
- Enter and exit the Parade route as instructed by the Parade Staff and the Cleveland Police Department.
- Turn off all sound systems between 6:00am and 11:30am so as not to interfere with church ceremonies and neighbors in the area. Sound checks should be done prior to staging. If instructed, sound systems must be turned off at any time during the Parade.
- Refrain from collecting any donation along with the Parade route. Failure to comply will result in the removal of your group from the Parade and possible exclusion from future Pride Parades.
- Respect the maximum authorized vehicle sizes. Per City of Cleveland regulations, no vehicle in the Parade is allowed to exceed the following limits: 9 feet in width, 12 feet in height and 30 feet in length. In addition, only one flatbed is allowed per registered vehicle: combination of trailers, or flatbed(s) and trailer(s) will be allowed.

**Contract Terms**

1. "Right to Refuse:" Cleveland Pride reserves the right to refuse any application. Receipt of your application and payment does not imply acceptance of your application. Acceptance in the Parade line-up will be expressly notified by the Cleveland Pride Committee by email or postal mail once your application and full payment have been received, reviewed and accepted.
2. "Right to Dismiss:" Cleveland Pride reserves the right to refuse and dismiss your contingent's participation in the Parade on the day of the event if any of your vehicles does not satisfy the Parade Vehicle Inspection Criteria established by the Cleveland Police Department and available on the Pride Website or if your contingent is in clear violation of the Parade rules and regulations.
3. "Day-of Fee:" Cleveland Pride reserves the right to charge you a fee on the day of the Parade if your contingent is different from what you have specified in this application (different number/type of vehicle(s), etc.). This fee is established based on the fee schedule at the date of your first payment.
4. "No Refunds:" All fees paid are non-refundable.
5. "True Identity:" You're signing up for who you say you are and cannot sell your spot in the Parade. The organization's name you enter in this application must be that of the group participating in the Parade. You may not give or sell your spot(s) in the Parade without prior written agreement from the Cleveland Pride Committee. If you are an advertising agency or marketing company registering for one of your clients, you must indicate so. If you plan on displaying advertisers' logos and/or any other such visual displays other than those representing your organization, you must receive prior written approval by the Cleveland Pride Committee.
6. "Single Banner Rule:" This registration is valid for your group and your group only. You may not have signs, banners or any other display in your contingent representing or advertising for entities other than your own group as registered in this application.
7. "Finality of Decisions:" All decisions by the Cleveland Pride Committee are final

**Compliance**

\_\_\_\_ - As the representative of my group, I have read and understand the regulations and guidelines listed herein and agree to them. I have read these guidelines to the members of my group and have discussed them thoroughly in our meeting prior to the Parade. In signing this agreement below, I state that I am allowed to sign on behalf of my organization.

ORGANIZATION: \_\_\_\_\_

ORGANIZATION REPRESENTATIVE: \_\_\_\_\_

I have reviewed the following information and understand my responsibilities as a Cleveland Pride Peace-Keeper. In the event of any situation where I feel uncomfortable, I will notify Cleveland Pride's event team, security or police.

Parade Marshall (Peace-Keeper) #1 \_\_\_\_\_ (Print)

\_\_\_\_\_ (Signature)

Parade Marshall (Peace-Keeper) #2 \_\_\_\_\_ (Print)

\_\_\_\_\_ (Signature)