



Phoenix Pride recognizes the tremendous strides that have been made since the Stonewall Riots in 1969, and we embrace them. However, we also acknowledge the continued struggle and unfair treatment of our Black, Indigenous, and communities of color and appreciate that there is still critical progress to be made between those communities and law enforcement personnel.

Phoenix Pride is not turning their back on LGBTQ+ law enforcement and allies. Our decision to limit law enforcement displays at our upcoming Phoenix Pride Festival and Parade came after thoughtful, cooperative conversations with our longstanding community partners at every level over the course of several years. We believe the decision is in the best interest of our event, which celebrates progress toward inclusion and equality. The desire for systemic change is urgent and requires action at all levels. We look forward toward building a better path together as a community, hand in hand.

To clarify community concerns, we have created a question and answer guide. We hope you find it useful. #pleaseread <https://phoenixpride.org/wp-content/uploads/2020/07/Extended-Phoenix-Pride-QA-071520-V2-003.pdf>

Q 1: Why did Phoenix Pride adopt these new policies related to the presence of law enforcement at the 2020 Pride Festival and Parade?

A: Phoenix Pride does not make hasty decisions. Our policies are developed after extensive and meaningful consultation with community partners over time. As an organization rooted in social progress, that began 51 years ago as a movement to protest police brutality and the unfair treatment and persecution of the LGBTQ+ community, we feel it is important to continue to stand in solidarity with efforts focused on achieving equality today.

We made the decision to limit law enforcement displays after consulting with community leaders and organizations representing diverse populations, believing it would be the best course of action to keep the focus of the Phoenix Pride Festival and Parade on the celebration of the LGBTQ+ community and continued efforts toward social justice, equality and equity for all people.

We continue to, and always will, promote solidarity and we welcome any member of the community to join us as a festival attendee, volunteer, parade spectator or parade participant.

Phoenix Pride recognizes that we have made tremendous strides as a community since our origins during the Stonewall Riots, but we also acknowledge the continued unfair treatment of Black, Indigenous, and Persons of Color (BIPOC), both within and outside of the LGBTQ+ community. Our hope is that people will engage in honest and open conversations around a topic that is not just local, but national.

As an organization that represents LGBTQ+ individuals from all backgrounds, we cannot ignore the injustices that continue to be present, both elsewhere in our nation and here in Phoenix. We recognize the need to continue building bridges and will continue to do so.

Q2: Will the 2020 Phoenix Pride Festival be safe and does this mean there will be no police at pride at all?

A: The safety of everyone who participates in our events is Phoenix Pride's top priority.

As in years past, there will be off-duty Phoenix police officers on site at the Phoenix Pride Festival to ensure the safety of our attendees and protect the public through public and private security, as well as to meet the requirements of our event permit.

The city of Phoenix requires the presence of a designated number of off-duty police officers to manage public safety at events, and the permit we received to hold our event at Steele Indian School Park follows that mandate.

In addition, Phoenix Pride contracts with private security to provide supplemental security at our events. We've worked with many of the same officers at our events for a number of years and have been fortunate to develop relationships with them over that time.

Q3: What about our allies and LGBTQ+ community in law enforcement? Are they welcome?

A: All members of the community, including police officers, LGBTQ+ individuals and allies, are welcome to participate in, and attend, these and any Phoenix Pride events. We are an organization that celebrates and practices equity for all. This provision only applies to law enforcement agencies, not individuals.

We are asking any law enforcement officer marching in our parade to do so unarmed, in civilian attire, and as part of their LGBTQ+ Advisory Boards, as Phoenix Pride recognizes and stands in solidarity with movements for social progress. Further, we've asked that law enforcement agencies refrain from actively participating in our festivities with displays of official vehicles and armed, uniformed officers. **This does not mean they will not be employed for the protection of our attendees.**

Any member of the public is always invited and encouraged to attend any of our events as a spectator.

Q4: What safety measures will be in place at the 2020 Phoenix Pride Parade?

A: We have asked the Police Department to make their officers less visible throughout our festival and on the parade route. We will be working with Phoenix PD on how this will look as we continue to plan our Festival and Parade and keep your safety as top priority.

At the request of Phoenix Pride, the Phoenix Police Department will continue to explore the use of unarmed officers and/or police assistants, as well as unmarked vehicles, to manage the necessary street closures and traffic flow within the Phoenix Parade route and staging area. Their role at the parade will continue to be to ensure the safety of everyone. This may be accomplished through the use of uniformed Phoenix Police assistants and uniformed officers managing traffic into and out of the parade

area for overall safety. In addition, our contracted private security staff will be present throughout the parade route, as they have been for years.

The Phoenix Police Department does not volunteer their time when you see them at our Festival, Parade, Rainbows, or any other public events. Phoenix Pride is **required** to employ off-duty police officers. In 2019, Phoenix Pride paid Phoenix PD over \$27,957.

Q5: What about the protestors at the parade? How will their presence be managed?

A: The off-duty police officers at the parade rarely interfere with protestor's 1st amendment right to protest. Historically, Phoenix Pride designates a "free-speech zone" for the protestors to ensure the safety of our attendees and spectators at the parade. Actions to control protestor intimidation are handled by the Phoenix Pride organization and rarely by the off-duty police officers. We will continue to ensure we intervene in instances of intimidation to our community by protestors.

Q6: Does this mean Phoenix Pride is anti-police?

A: Phoenix Pride stands with our BIPOC LGBTQ+ community that continues to experience police as an oppressive force and be disproportionately targeted and mistreated by law enforcement. We also stand by our LGBTQ+ police officers who continue to try to effect change and ensure that this systemic problem is addressed and reformed.

Q7: Are the off-duty officers pre-screened?

A: Yes. The officers who work with Phoenix Pride are vetted, and have experience working in and with the LGBTQ+ community. Many have a lengthy history of working Pride events, and they will be present for **everyone's** safety.

Q8: What else is Phoenix Pride doing?

A:

1. Phoenix Pride has created a Law Enforcement Advisory Committee to help create measurable and actionable objectives for local/state police departments to act upon, to result in improved, fair and equitable treatment for all members of the greater Phoenix community, with a focus, but not limited to, the LGBTQ+ community.
2. Community Forum discussions.
3. LGBTQ+ sensitivity training for officers and private security hired for Phoenix Pride events.

In Summary,

We recognize that not everyone in the LGBTQ+ community has had negative experiences with law enforcement and our hope is no one ever does. However, this is not a reality for the majority of our underrepresented community.

Our stance is not targeted toward any individual law enforcement officer. It simply reflects the reality of a system that continues to unjustly target black and indigenous people of color, and reflects the

problems of an institution as a whole. Because this is an institutional problem, our efforts to demand accountability from this system must be institutional, as well.

Every person should be able to live with an expectation that interactions with police officers will be fair, operate consistent with constitutional norms, and be guided by public safety free from bias or discrimination. Unfortunately today, too many communities are not confident in that expectation and do not trust fair police-community interactions. Communities have demanded reforms to foster better community-police relations and to prevent unjustified and excessive police uses of force. We hope our actions will encourage dialogue and action toward police reform in our community.

We have compiled a list of data and articles to help you better understand the reasoning behind our decision, as well as to give insight into the systemic issues that LGBTQ+ minorities continue to face on a daily basis:

This is our “8 Can’t Wait” score for Phoenix. (Campaign Zero's [8 Can't Wait](#) plan offers eight immediate steps that organizers say could make a major dent in the amount of police violence or killings of civilians. Business Insider, June 12, 2020.)

<https://8cantwait.org/city/phoenix-az>

Articles:

- <https://www.arcusfoundation.org/wp-content/uploads/2016/08/lgbt-criminal-justice-poc.pdf>
- [https://www-s3-live.kent.edu/s3fs-root/s3fs-public/file/Police Brutality.pdf](https://www-s3-live.kent.edu/s3fs-root/s3fs-public/file/Police%20Brutality.pdf)
- <https://docs.house.gov/meetings/JU/JU00/20190919/109952/HHRG-116-JU00-20190919-SD042.pdf>
- <https://news.ucr.edu/articles/2020/03/19/how-policing-perpetuates-marginalization-lgbtq-youth>

Study:

[https://www.academia.edu/42800967/ So Much for Protect and Serve Queer Male Survivors Perceptions of Negative Police Experiences](https://www.academia.edu/42800967/So_Much_for_Protect_and_Serve_Queer_Male_Survivors_Perceptions_of_Negative_Police_Experiences)

Graphs below: useofforceproject.org (The eight policies cited are used within 8cantwait.org.)

#8CANTWAIT: PHOENIX



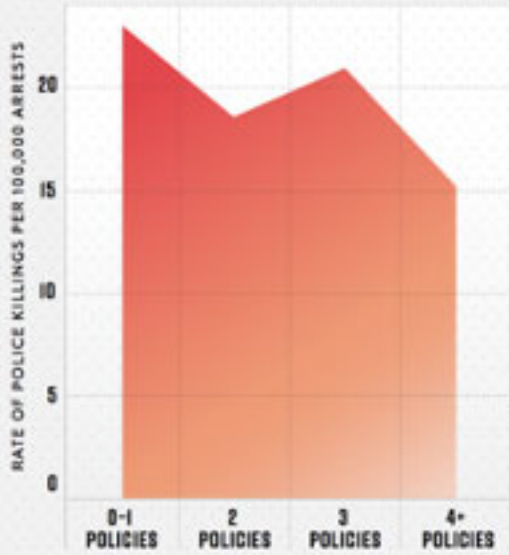
PHOENIX MUST ENACT THESE 4 POLICIES.



CALL KATE GALLEGRO AT 602-262-7111
TELL THEM TO ENACT ALL 8CANTWAIT.ORG POLICIES RIGHT NOW.

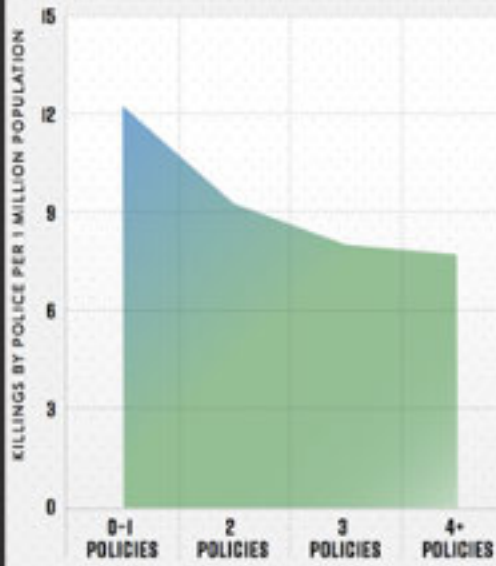
CAMPAIGN ZERO

POLICE DEPARTMENTS WITH MORE RESTRICTIVE USE OF FORCE POLICIES KILL FEWER PEOPLE PER 100,000 ARRESTS



Sources: UseofForceProject.org, The Guardian's 'The Counted' Database, FBI UCR 2012

POLICE DEPARTMENTS WITH MORE RESTRICTIVE USE OF FORCE POLICIES KILL FEWER PEOPLE PER POPULATION



Sources: UseofForceProject.org, The Guardian's 'The Counted' Database, FBI UCR 2012