

TOKYO RAINBOW PRIDE

TOKYO RAINBOW PRIDE 2024

Volunteer Staff Briefing



TOKYO RAINBOW PRIDE

Today's program

1. Introduction of the organization and explanation of the purpose of its activities
2. TRP2023 report
3. TRP2024 outline
4. Volunteering staff recruitment
5. Supplement

What is TOKYO RAINBOW PRIDE?

※ “TOKYO RAINBOW PRIDE” will be “TRP” hereafter.

【 Our Mission】

Our mission is “be true to yourself, joyful, and proud.” We strive toward creating a society where everybody can live happily as they are regardless of sexual orientation or gender identity.

[Our Visions]



可視化

多様な性が存在することを
すべての人に見えるようにし、
理解を促進する。

Spotlight Diversity

Promote understanding and spotlight the existence of the diversity of all genders and sexualities.



場づくり

多様なセクシュアリティの
人たちの交流が生まれる場をつくり、
全国へ、世界へ、未来へと、
LGBTQコミュニティをつなげる。

Create a Supportive Environment

Create an environment where people of diverse sexualities can interact and connect the LGBTQ community to the rest of the country, to the world, and to a brighter future.



課題の解消

LGBTQに対する
差別や課題を解消し、
Happy!な社会の実現に向け
行動する。

Take action

Take action to eliminate LGBTQ discrimination and bring down barriers in order that we can make our society a happy place.

The history behind the TOKYO RAINBOW PRIDE organization

The History of TOKYO RAINBOW PRIDE

May.2011 Establishment of voluntary association <TOKYO RAINBOW PRIDE>

Jan.2013 Establishment of voluntary association <TOKYO RAINBOW WEEK>

Oct.2014 Joined <TOKYO RAINBOW PRIDE> with <TOKYO RAINBOW WEEK>

10th,Aug.2015 Establishment of Specified NPO <TOKYO RAINBOW PRIDE>

TOKYO RAINBOW PRIDE Executive Co-Chairs of the Board



Fumino Sugiyama



Natsumi Yamada

Please check; <https://tokyorainbowpride.org> in detail.

Purpose of the event

TOKYO RAINBOW PRIDE serves as a place to connect with LGBTQ+ people and their supporters (Ally) and to celebrate diversity in sexuality and life, in order to realize a society in which LGBTQ+ and other sexual minorities can live more freely and positively without discrimination and prejudice.

For more information; <https://www.youtube.com/watch?v=UitcgQsdEv8>

The Pride Parade in Japan will celebrate its "30th anniversary" in 2024.

The number of participants in the Pride Parade was 1,500 in 2012, when we first hosted the event. The number has increased each year, reaching approximately 10,000 in 2019 and 2023. We believe that this is thanks to the help of many of you.

The cumulative steps taken by each and every one of you who have continued to raise your voices without giving up made a significant change in our society. However, although the perception of LGBTQ+ has changed significantly, there are still many issues to be addressed, such as the slow progress of legal reform.

Let's work together to create a society where everyone, not just LGBTQ+ people, can live their lives in safety, and together we can make a big change in society.

We hope you will join us in passing a better future to the next generation.

*We count the Pride Parade in 1994 (organized by the "Tokyo Lesbian and Gay Parade") as the starting point.

For more information: <https://tokyorainbowpride.org/about/history/>



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TOKYO RAINBOW PRIDE 2023 report

The Report of TOKYO RAINBOW PRIDE 2023

Official name: TOKYO RAINBOW PRIDE 2023

Theme: 変わるまで、続ける - Press on till Japan changes. -

Dates: April 22 (Sat.) - April 23 (Sun.), 2023

Place: Yoyogi Park Event Plaza, Shibuya-ku, Tokyo

Admission: Free

Host: TOKYO RAINBOW PRIDE

Supported by: Shibuya Ward

Total number of sponsors: 276 organizations

Media exposure: 3,576 (21 on TV, 28 in newspapers, 3,527 on Web)

Pride Parade participants: 10,000 peoples/39 groups

Total Pride Festival attendance: 230,000 (breakdown: Day 1: 100,000, Day 2: 130,000)

Total number of volunteer staff: approx. 550 (total for 2 days)

TOKYO RAINBOW PRIDE 2024 Outline

TRP2024 Theme

Don't give up, change Japan

For three decades, we've raised our voices.

Since 1994, when Japan first embraced the Pride Parade, each of us proudly marched under the Pride banner, picturing a society that embraces authenticity. What started as a modest yet potent march has grown into a formidable movement.

We stand here today because everyone who believed in reshaping the future stood in solidarity with us, keeping the rainbow Pride spirit high. However, despite our collective yearning for societal transformation, reality remains unyielding to the hopeful desires of many.

Enduring challenges persist, from trailing behind in marriage equality to an unresolved gender gap index, limited choices in expressing our true selves, and the relentless presence of bullying, discrimination, and deep-seated prejudices.

As society becomes more aware of LGBTQ+ and diversity and inclusion, we've gained a shared desire for a world that recognizes and respects diverse genders, lifestyles, and paths to happiness. A multitude of voices clamor for a future where every individual, in their rich diversity, can live fairly and authentically.

For the sake of a future where each person, regardless of their identity, can live authentically and find happiness,

We vow to never give up and continue to demand change.

TOKYO RAINBOW PRIDE 2024 Schedule

Pride Festival

April 19(Fri)

April 20(Sat)

April 21(Sun)

✳️Parade: April 21 (Sun) only

The event will feature a variety of booths at the venue, and many performers, artists and guests on stage.

We need volunteers for these three days.

【Pride Festival】 Yoyogi Park, Event Square

Recruiting of volunteering staff for TRP2024

Our Principles

- 1. Actively engage in dialogue.
Be respectful and show respect for the opinions of others.**
- 2. Ask for advice; don't keep things to yourself.
Don't push yourself too hard.**
- 3. Always respect people's privacy.
Especially be careful about what information you send out.**

Number for recruitment of the volunteerings staff in TRP2024

- | | |
|--------------------------------------|---------------------------|
| 1. Parade Division | Around 300 members |
| 2. Stage Division | Around 30 members |
| 3. Merchandise Division | Around 40 members |
| 4. General Reception Division | Around 40 members |
| 5. TRP Supporters Division | Around 50 members |
| 6. Questionnaire Division | Around 30 members |
| 7. Event Venue Division | Around 50 members |
| 8. First Aid Division | Around 30 members |

【Parade Division】

Number for recruitment	Around 300members
Job Details	<p>Operating and managing the parade to ensure safety, including the reception of parade participants and the lining up, guiding, and organizing of participants.</p> <p>Day 1: No recruitment Day 2: Reception, parade preparation, etc. Day 3: Reception, parade guidance, safety management, etc.</p>
Preferred qualifications	<p>We welcome people who like customer service and making people smile, people who like to talk, people who are physically active, and people who can handle multiple languages or sign language, since many people participate in it.</p>

【Stage Division】

Number for recruitment	Around 30members
Job Details	Providing security and operational assistance around the outdoor stage on the day of the Pride Festival, including backstage security, audience guidance and information, setting up audience seating, guiding performers' vehicles, and setting up backstage areas on the day of the festival.
Preferred qualifications	We welcome people who are physically fit and able to be active throughout the day, as volunteers have to work on the move or on their feet all day long, and guide the audience with their voices for safety guidance.

【Merchandise Division】

Number for recruitment	Around 40members
Job Details	Selling TRP official goods, serving customers, and setting out merchandise at the event venue.
Preferred qualifications	We welcome people who are accustomed to serving customers, people who like to interact with people, including people who can use multiple languages, as we have many non-Japanese speaking customers.

*About TRP official goods, please check; <https://shop.tokyorainbowpride.com/>

【General Reception Division】

Number for recruitment	Around 40members
Job Details	Guiding visitors at the general reception. It is the first point of contact that they encounter at the venue. Includes equipment management, operating lost and found, cloakroom for volunteers, reception of delivery for event exhibitors, and flyer enclosure.
Preferred qualifications	We welcome people who want to be involved in a variety of tasks, people who are multilingual (sign language, English, Chinese, Korean, etc.). We especially welcome people who are good at communicating with visitors.

【TRP Supporters Division】

Number for recruitment	Around 50members
Job Details	Encouraging visitors to make donations to TRP at "TRP Supporter Application Spot" by explaining TRP supporters and providing gifts to those who have donated.
Preferred qualifications	We welcome those who are familiar with customer service and those who can deal with overseas visitors and locals alike.

*Please check about TRP supporters; <https://tokyorainbowpride.org/join-supporter/>

【Questionnaire Division】

Number for recruitment	Around 30members
Job Details	Distributing and conducting questionnaires from visitors including answering questions from visitors filling out the questionnaires.
Preferred qualifications	We welcome people who are able to interact with visitors in a friendly and positive fashion.

【Event Venue Division】

Number for recruitment	Around 50members
Job Details	Ensuring the necessary flow lines within the venue during busy times and reducing overcrowding, by guiding and lining up visitors by actively speaking out. Not includes making space to receive people returning from the parade.
Preferred qualifications	We welcome people who have a sense of responsibility who do not give up in the middle of a project and who are active and willing to talk to visitors, as this job is directly related to ensuring the safety of the venue and avoiding incidents.

【First Aid Division】

Number for recruitment	Around 30members
Job Details	Setting up and operating a first-aid relief tent to assist visitors or staff that may find themselves unwell or somehow injure themselves at the venue. Includes management of food and beverage items to be distributed to all staff.
Preferred qualifications	We especially welcome qualified physicians, nurses, or other professionals with experience working in the medical or nursing care field.

Schedule after this session

March 17(Sun) : Deadline for registering volunteer staff

Early Apr : Notification of final volunteer assignments (via e-mail)

April 6 (Sat) : General orientation for volunteering staff

April 19(Fri) ~ 21(Sun) : Tokyo Rainbow Pride 2024

Please note that we give instructions in Japanese language during the event.
Only those who can communicate in Japanese may participate as volunteer.

Registering volunteer staff



Appendix

- **For participants less than 18 years old**
Please provide a “parental consent form” in posting or handing in.
- **The deadline registering volunteering staff is March 17 (Sun).**
We DO NOT ACCEPT any applications after this deadline, without exception.
- **About division assignments**
You will be informed your division assignment by early April by e-mail. Due to staff number allocations, please note that we may not always be able to assign you to your requested division.
- **There will be a roll call on the day of the event.**
For safety of staff and smooth management of the event, please do not to be absent and do not leave the event venue during the event without notice.
- **Cancelation of TRP**
While unlikely, please note that we may have to postpone or cancel TRP2024 in the event of a major outbreak of COVID-19 or for any other unforeseeable event.
- **All instructions for the 3 days of the event will be given mainly in Japanese.**
Bilingual operational and volunteer staff will be asked to wear identifying armbands.

FAQs

Q : What clothes to wear on the day?

A : Please wear clothes that are comfortable and easy to move about in. We will be distributing staff t-shirts to all volunteers, so please wear. We recommend you to bring headcovering, sunglasses and sunscreen to protect yourself against what can be a strong sun in the day, and a jacket to put on at night when the air cools down.

Q : Where can we leave our baggage?

A : We have a cloakroom where volunteer staff can leave their bags.

Q : Can I visit Booths during my volunteer break?

A : You are welcome to enjoy yourself as a visitor to TRP2024 during the break. However, please refrain from drinking alcohol while volunteering, even during breaks.

Q : Job shifts and break times

A : Your shifts will depend on your division but you should be given shifts that allow enough time for breaks. However if you have any concerns or condition that requires special treatment, please let us know in advance.

Q : What should I do if I feel sick while volunteering?

A : There is a first-aid tent at the event venue. If you feel unwell, please notify your division leader or any other volunteer staff and use the tent or rest area.

Q : Do I need to bring my own meals and drinks?

A : We will be distributing lunch boxes/bentos (1 piece) and drinks (1~2 bottles) to all volunteering staff. There will be a few options including vegetarian but if you have special dietary concerns or needs, as special meals will be limited in number, you may want to bring your own meals.

Q : Can I walk the parade as a volunteer?

A : ONLY volunteers of the Parade division can walk the parade with other participants. You will not be able to march in the parade if you are assigned to any other division..

Q : What do I do I see a suspicious person or trouble during the festival or parade?

A : Please immediately contact your division leader, TRP committee members, or head quarter. Committee members will be wear team bibs to distinguish them from other volunteering staff.

A hand in the foreground holds a small rainbow flag on a wooden stick. The flag features the traditional six colors: red, orange, yellow, green, blue, and pink. The background is a soft-focus scene of a crowd, with several other rainbow flags visible, suggesting a public demonstration or pride event. The overall atmosphere is bright and celebratory.

Don't give up, change Japan