



Volunteer Role Profile

Head of Community Outreach

Copenhagen Pride is Denmark's biggest human rights event and we are seeking a **Head of Community Outreach** whose role it will be to ensure that inclusion lies at the heart of everything that we do. The Head of Community Outreach will work across our volunteer team, board and secretariat to advise and guide us into realising our ambition of being a truly inclusive organisation that leaves no-one behind.

Whilst our organisation focuses on LGBTI+ equality and human rights, we know we have a responsibility to address all forms of exclusion and inequality. This includes ensuring that our organisation is accessible and open to people regardless of their physical ability, nationality, refugee status, gender, age, financial status, income, academic background, HIV status, or any other factor.

We also strive to ensure that Copenhagen Pride and our events reflect the diversity and breadth of our community. So the Head of Community Outreach will ensure that we serve well those in our community who are sometimes left out, including women, young people, older people, people from religious communities, and the kink community.

This is an unpaid volunteer role with a huge potential to make a big difference to one of Denmark's biggest annual events.

Core responsibilities

- Develop an Inclusion Strategy for 2023-2025 to set out how Copenhagen Pride can be more inclusive at all levels and areas of the organisation in collaboration with the chairpersonship and secretariat
- Reviewing all Copenhagen Pride events and activities to assess inclusion and make recommendations for how we can be more accessible and inclusive
- Work with internal colleagues to address concerns about inclusion
- Support our Volunteer Team in recruitment and retention of volunteers, helping to achieve our vision of a volunteer team that accurately reflects our community
- Work with external partner organisations and individuals to ensure we are hearing the voices of those who are marginalised and excluded, so that we can learn from them



- During Pride Week and Winter Pride Week, assess and evaluate our events to help us improve accessibility and inclusion in future years
- Monitor and follow examples of inclusion at other Pride and similar events in Denmark and abroad, learning from best practice to see how we could implement them
- Be the internal champion for inclusion, a trusted colleague who can be turned to for insightful advice and guidance

Your skills and experience

We welcome applications from all sections of the community. Your knowledge and commitment are more important than strict definitions of experience.

- Strong commitment to LGBTI+ equality, human rights, and inclusion for all
- Experience – either personally or professionally – of championing inclusion
- A collegiate and collaborative approach to team working
- Computer literacy, ideally with use of Google apps
- Fluency in Danish or English; other languages are a bonus
- Willingness to participate in Copenhagen Pride and Copenhagen Winter Pride

You'll be invited and expected to attend two or three team meetings each month at the Copenhagen Pride office, and other meetings as required. You will set your own agenda and be self-managing but we expect that the Head of Community Outreach will commit to 4-6 hours per week, with more hours during our Pride weeks in February and August.

Your team

The Head of Community Outreach reports to the Board of Copenhagen Pride and is supported by the Secretariat (currently four full-time staff members).

As this is a new role, there is not currently an Inclusion team in place. You will be invited to recruit people to your team – such as a lead for a certain topic – in agreement with the Board.

Who you will be working with

- The Board
- Secretariat (currently four full-time staff members)
- Area Managers (currently 13 volunteer area managers covering different sections of our activity and events)



- Volunteers

Apply to be our Head of Community Outreach

Please send your resumé with a covering email explaining why you think this role is right for you, and your motivation to join the Copenhagen Pride team, to Benjamin Hansen (Organisational chairperson) at Benjamin.hansen@copenhagenpride.dk. Applications will be reviewed on an ongoing basis.

Shortlisted candidates will be invited to meet with representatives of the Board and the Head of Secretariat.