



## Community Engagement Manager

### Background information

The Rainbow Project was founded in 1994 in response to the HIV and Aids epidemic. Since then the organisation has developed into a leading LGBTQIA+ organisation working across Northern Ireland. We provide support services to mitigate the impacts of inequality and work to deliver full social and legal equality for LGBTQIA+ people.

We currently have 28 staff located at our offices in Belfast and L'Derry, and work across Northern Ireland. We also have a number of sessional workers and volunteers. We work in partnership with a number of LGBTQIA+ organisations including Cara-Friend and HERE NI on our shared objectives.

The Rainbow Project is a value led organisation and all our work is underpinned by these values.

**Volunteer Led:** The Rainbow Project values the individual contributions made by each of our volunteers and recognises the key role of volunteers in developing and delivering the strategic aims of the organisation.

**LGBTQIA+ Affirmative:** The Rainbow Project values all sexual orientations and believes that no one sexual orientation is better or worse than any other. We believe that all sexual orientations should be celebrated equally and that no person should face prejudice or inequality based on their sexual orientation.

**Holistic:** The Rainbow Project values a holistic approach to addressing the inequalities faced by LGBTQIA+ people. Our work is led by the treatment of the whole person, taking into account the impact of social factors, rather than just the individual's physical or mental health.

**Innovative:** The Rainbow Project values new and innovative approaches to addressing the inequalities experienced by LGBTQIA+ people.

**Expert:** The Rainbow Project strives to be a valued leading expert on LGBTQIA+ issues in Northern Ireland. Through continual study, research and consultation we work to increase our knowledge around issues relating to sexual orientation and gender identity and provide expert services to LGBTQIA+ people and those working with this group.

**Rights Based:** At its core, The Rainbow Project values the individual human rights of all within society. We believe that to ensure the rights of one you must ensure the rights of all and consequently, our work is carried out from a rights-based perspective.

**Needs led:** The Rainbow Project values the opinions and experiences of our community and society. We ensure that all our work aimed at addressing the inequalities experienced by LGBTQIA+ people is clearly evidence led and in response to the needs of our community.

**Sex positive:** The Rainbow Project values sex, and sexuality, as an important part of who we all are. We believe that understanding our sexuality and promoting openness in our relationships leads to better sex lives, better health and well-being and better relationships.

**Gender aware:** The Rainbow Project values the diverse representations of gender within our society. We believe that people should not have to fit in with the gender roles assigned to us by society and we actively encourage free presentation of gender as a representation of our uniqueness.

Our commitments:

- We will be a passionate advocate for positive change which improves the lives of LGBTQIA+ people
- We will provide high quality services that meet the needs of LGBTQIA+ people and their families
- We will engage with and listen to LGBTQIA+ voices
- We will be a financially sustainable organisation demonstrating good governance and efficiency
- We will work in partnership and support the development of a strong, rights based and sustainable LGBTQIA+ Sector
- We will work collectively with statutory, community, voluntary and private sector organisations to promote the visibility and inclusion of LGBTQIA+ people and their families

### **The Belfast LGBTQIA+ Community Engagement Project**

The Rainbow Project is the lead delivery partner for the Belfast LGBTQIA+ Community Engagement Project, the project is delivered in partnership with Cara Friend and Here NI. The PEACEPLUS funded project is an LGBTQIA+ support, education and awareness programme that builds greater collaboration across the LGBTQIA+ support infrastructure enabling and supporting the delivery of better local services and an outreach programme that will increase awareness, understanding and respect for the LGBTQIA+ community in Belfast.

The PEACEPLUS Programme is an EU (European Union) funded programme designed to support peace and reconciliation in Northern Ireland and the border region. The programme is managed by the Special EU Programmes Body (SEUPB). More information on the PEACEPLUS context is available on [www.seupb.eu](http://www.seupb.eu)

This project forms part of the €17.1m Belfast PEACEPLUS Local Community Action Plan, which is led by Belfast City Council.