



Pride Intern (Equality Virginia; Part-Time, Temporary)

- Location: Virginia (4 positions: Southwest, Central, Hampton Roads, Northern Virginia)
- Organization: Equality Virginia
- Duration: May – June 2026 (with potential for re-hire August–October)
- Compensation: \$1000
- Time Commitment: primarily weekends for events + weekday data entry support
- Applications must be submitted by 6pm on Sunday April 25th. We are looking to fill this position for a May 11th start date.

Position Overview

Equality Virginia is seeking four dynamic, community-driven Pride & Community Event Organizers to support our visibility and outreach efforts during Pride season. These temporary, part-time roles will focus on organizing and managing Equality Virginia's presence at Pride festivals, community events, and other public gatherings across the Commonwealth.

Each organizer will be based in and responsible for one region (Southwest Virginia, Central Virginia, Hampton Roads, or Northern Virginia), helping us engage thousands of Virginians through direct outreach, storytelling, and community connection.

This is a highly public-facing, high-energy role ideal for individuals passionate about LGBTQ+ advocacy, community organizing, and building relationships.

Key Responsibilities

Event Coordination & Tabling

- Manage Equality Virginia's participation in Pride festivals and community events in your assigned region
- Transport, set up, and break down tabling materials (tables, banners, tents, signage, swag, etc.)
- Ensure compliance with event vendor rules, timelines, and logistics

Public Outreach & Engagement



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- Serve as a representative of Equality Virginia at events
- Engage attendees in meaningful conversations about our mission, programs, and advocacy priorities
- Answer questions and provide accurate, accessible information

Volunteer Coordination & Support

- Help welcome, orient, and support fellow volunteers at events
- Assist with assigning roles (e.g., outreach, sign-ups, materials) and ensuring coverage throughout the event
- Serve as a point of contact for volunteers during shifts, helping answer questions and troubleshoot as needed
- Communicate key updates, messaging, and expectations to volunteers on-site

Resource Distribution

- Distribute flyers, educational materials, and branded items
- Ensure materials are well-stocked and displayed effectively

Data Collection & List Building

- Encourage attendees to sign up for newsletters, petitions, and volunteer opportunities
- Collect and track engagement data at events
- Complete data entry and cleanup on Mondays and Fridays
- Track event metrics, engagement numbers, and key takeaways
- Submit brief reports after events as needed

Community Liaison Role

- Act as a trusted and informed point of contact for LGBTQ+ community members and allies
- Build relationships with local partners, organizations, and event coordinators

Qualifications

- Strong commitment to LGBTQ+ equality and social justice
- Excellent interpersonal and communication skills



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- Comfortable engaging with diverse audiences in public settings
- Highly organized with strong attention to detail
- Ability to work independently and manage multiple events
- Access to a car and able to travel across Virginia.

Preferred Experience

- Experience with event planning, tabling, or community outreach
- Familiarity with LGBTQ+ issues and advocacy in Virginia
- Experience with volunteer coordination or grassroots organizing
- Comfort using digital tools for data entry (e.g., spreadsheets, CRM systems)

Physical & Schedule Requirements

- Ability to stand for extended periods (4–8+ hours)
- Ability to lift and transport materials (approximately 30–40 lbs)
- Availability on weekends (Saturdays AND Sundays) and occasional evenings (peak event times)
- Availability for 3 hours on Mondays and Fridays for data entry and administrative work

Work Environment

- Pride festivals, parades, and street fairs
- Community events and partner gatherings
- Outdoor environments with varying weather conditions

Compensation & Structure

- Part-time, temporary role (May–June 2026)
- \$2000
- Equality Virginia T-Shirt
- Two Tickets to Equality Virginia's signature fundraising event in the fall

How to Apply



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Email jobs@equalityvirginia.org with a cover letter and resume in PDF format. Please be sure to put "EV Pride Organizer" in the subject line of your email.

Here's what you can expect from our interview process:

- Application Review
- Interview with Executive Director ~30 minutes

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Equal Opportunity Statement

Equality Virginia is an equal opportunity employer and encourages applications from LGBTQ+ individuals, people of color, transgender and nonbinary people, and individuals from historically marginalized communities.