



# *The Singaporean Pride Guide!*

***Helping you create fabulous Pride events.***

We're proud of this little island we call Singapore, which consistently punches above its weight. We are just as proud to be living as a resilient LGBTQ+ community in Singaypore (that includes ya'll allies!). With 377A just behind us, there's still a sh\*tload of work to be done in fostering a more inclusive society. Inclusivity is not limited to persons with disabilities, minorities or being more empathetic hosts to our foreign workforce. True inclusivity includes everyone.

# *Importance of* **Allyship**

Allyship is actively supporting and advocating for marginalised or underrepresented groups, when you are not part of the group yourself. Allyship is critically needed to amplify LGBTQ+ voices and advocating for the removal of systemic barriers for a more inclusive society.



# What type of Pride events should I hold at my company?

*The types of Pride events that best suit your company would depend on the stage of allyship your company is in. If you do not have a Pride ERG, consider starting with some of the suggested events in Level 1.*

## Level 1: Aware

The objective is to grow awareness in your colleagues of the challenges facing the LGBTQ+ community. To progress to the next level, you need to find more allies to expand positive inclusion in your workplace!

### Here are some event ideas:

**#1 LGBTQ+ Panel:** Hold an informal dialogue with an external panel of 2-3 individuals to discuss the challenges they have faced growing up.

**#2 Attend an External Event:** There are many local events that are LGBTQ+ run or holds LGBTQ+ content. We provide the key event platforms at the end of this toolkit.

**#3 LGBTQ+ Books or Movies:** Organise a book or movie event! We have a Uniquely Singapore list further down in this toolkit! You could even invite the producer or author to discuss their work.

### What are ERGs?

ERGs, or Employee Resource Groups, are voluntary communities in companies led by employees, offering support, networking, and advocacy for individuals with shared identities, backgrounds, or interests. They are also called Business Resource Groups (BRGs), affinity or interest groups.



## Level 2: Action

The objective in Level 2 is to encourage people to put their allyship into action at the workplace. Examples of this include asking for and respecting pronouns, using allyship badges and more.

### Here are some event ideas:

**#1 Inspirational Speaker for Fireside Chats:** Invite an external speaker from an LGBTQ+ organisation to share personal stories of discrimination and resilience. Alternatively, you could invite an ally who has chosen love over societal approval. Remember to ask your speakers for tips on fostering inclusion!

**#2 Closed Door Story Sharing:** If you have colleagues who are open to sharing, organise a closed door sharing of your personal experiences. If it feels odd, invite another LGBTQ+ colleague to share. Limit attendees to no more than ten people to maintain intimacy. Set ground rules to ensure everyone listens with open hearts and minds. This format often reveals that many challenges faced by LGBTQ+ individuals are not encountered by cis and straight persons, fostering a supportive and safe environment.

**#3 LGBTQ+ Panel, Upgraded:** Singaporeans are concerned about upgrading our flats, upgrading our skills, so you need to upgrade your panel as well for Level 2! Involving internal speakers can be very impactful, as colleagues realise the inequalities affecting someone they know, prompting more supportive actions in the workplace.



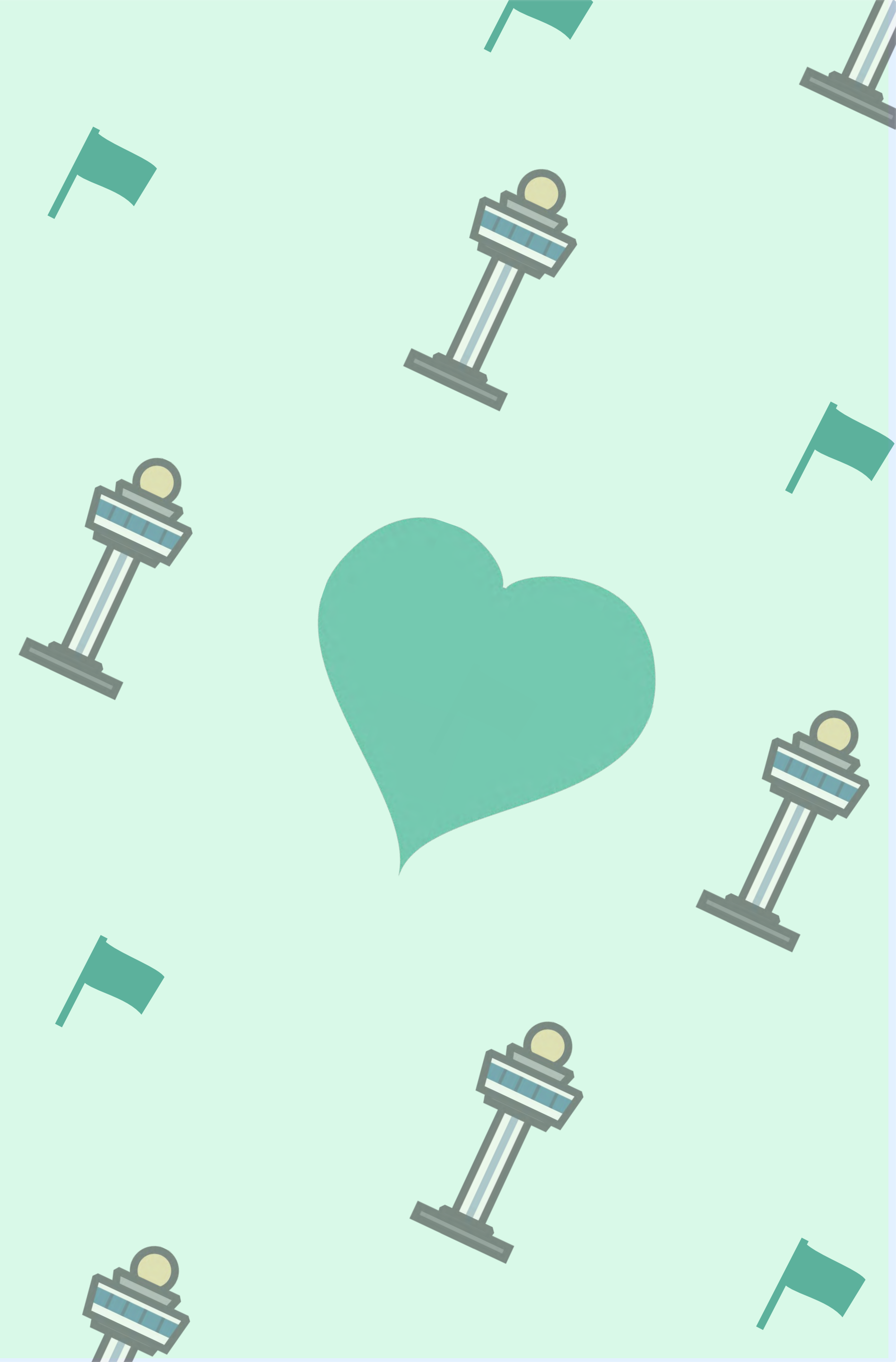
## ***Level 3: Commit***

The goal of Level 3 is to transition allies from convenient to committed actions - those that are regular and planned. Examples include ensuring ERGs have a regular engagement programme or consistently supporting LGBTQ+ organisations and freelancers.

**#1 Allyship Talks & Training:** Moving into committed action requires a deep cognisance of one's privilege and the realisation that one can make a difference. Advocates, activists and individuals who have faced systemic inequalities make excellent speakers.

**#2 Sensitisation Training:** This activity educates straight and cis individuals about the range of biases and inequalities experienced by the LGBTQ+ community, Organisations like Oogachaga, TransgenderSG and the T Project conduct allyship and sensitisation trainings.

**#3 Celebrate Queer Joy:** Due to the social discrimination faced by the community, many find authentic expression through creative forms. Celebrate queer joy by inviting drag queens or kings to perform at your company, or by organising an LGBTQ+ trivia event.



## ***Level 4: Champion***

This level does not require heroic deeds, but it does require the courage to make unpopular choices and take some risks. Examples include a Senior Vice President who takes up the responsibility as an ERG sponsor, or a colleague who speaks up against an inappropriate joke. At this level, LGBTQ+ inclusion should be an integral part of your company DE&I efforts, supported by management.

### **Examples of Champions**

1. Companies that recognise LGBTQ+ as a protected characteristic against discrimination. They ensure management support and equality of benefits, actively preventing discrimination against LGBTQ+ individuals.
2. ERGs that consistently supports or partners with external LGBTQ+ organisations, enhancing community engagement and visibility.
3. Individuals who lead LGBTQ+ organisations in significant and subtle ways, or those who are part of SAFE, Singapore's LGBTQ+ allyship organisation.





## Event Decor:

Any Pride event is a celebration! A little decor goes a long way. Here's some ideas:

- Large & small flags, and display it properly.
- Balloons - butt heart-shaped ones.
- Buntings
- Pride tableware
- Pride centrepiece
- Allyship and Pronouns badges.
- ERG swag such as stickers or lanyards.
- For online events, Pride backgrounds
- Pride signature templates with pronouns.

## Pride Merchandise:

Buying merchandise from the right providers is a form of allyship. Head over to:

**Prout - lesbian-mums-owned**  
<https://www.prout.shop/>

**Heckin' Unicorn - queer-designer owned**  
<https://heckinunicorn.com/>



## Food & Drinks:

Here are Queer and allied owned providers:

**Able Bagel**  
<https://ablebagel.com/>

**Amici Events and Catering**  
<https://amici.com.sg/>

**Amigos** - 10% of the proceeds on their Pride Wine goes to Proud Spaces  
<https://www.amigosyvinos.com/>

**Beastly Girls**  
<https://www.instagram.com/beastly.girls/?hl=en>

Checklist for organising your own firesides and other Queer inclusion resources:



**Jem Cocktails** - *gay-owned bespoke cocktails.*  
<https://www.instagram.com/jemcocktails/>

**Smol bakery** - *You know 'em from the flag incident. They do Pride specials:*  
<https://www.smol.sg/>

**The Proofing Ground** - *for trans-owned bakes and healthy drinks like kombucha and kefir:*  
<https://www.instagram.com/theproofingground/>



## Singapore Movies:

Hold a movie screening of LGBTQ+ themed movies from Singapore's LGBTQ+ community. Here is our pick from our homegrown talents:

- Bugis Street (1995) Yonfan
- Be with Me (2005) Eric Khoo
- Solos (2007) Kan Lume / Loo Zihan
- Some Women (2021) Quen Wong

You can book The Projector for a private screening. Contact: [hire@theprojector.sg](mailto:hire@theprojector.sg).

Queer archivist Roy Tan has created a [comprehensive list](#) of movies. Scan the QR Code to access the article:



We managed to catch Wild Rice director and filmmaker Glen Goei to share his personal selection of local movies.

*"LOOK AT ME is inspired by true events, is a well made film with great performances and about a contradiction in religion: on the one hand preaching an all-encompassing love and on the other, condemning fellow human beings who love people of the same sex. I hope more Singaporeans get to see this film because it was banned here and never had a public screening, even though it holds up a mirror to what is the reality in our country. It is available on Amazon Prime (non-Singapore accounts).*

*TANJONG RHU is an important historical document based on true events on a police entrapment conducted in 1993 when 12 people were convicted and several caned and imprisoned for 'outrage of modesty'. It is a sad indictment of how gay citizens were treated in the past and the trauma they have had to live with as a result of it.*

*Disclaimer: I may be biased for my last recommendation since I was the executive producer! BABY QUEEN, is a warm hearted documentary about a loving relationship between a young drag queen and her grandmother, who teaches her how to sew and helps make her dresses for her. Their love for each other transcends many boundaries, allowing Opera to bloom with her authentic and unique drag artform."*

## Singapore Literature:

Start a book club! Some of Singapore's most celebrated storytellers and poets include Cyril Wong, Alfian Sa'at, Tania De Rozario, Ovidia Yu, as well as newer voices like Neon Yang, Topaz Winters and Amanda Lee Koe.

Best-Loved Classics, for easy reading:

- Trilogy: Peculiar Chris, To Know Where I'm Coming From, Quiet Time, by Johann S. Lee
- EXHALE: a Queer anthology of Singapore Voices
- SQ21: Singapore Queers in the 21st Century, by Oogachaga.

You can pick up the books at BooksActually or gay-owned Epigram bookshop. Some of them can be borrowed from Pelangi Pride Centre's library.

Explore more LGBTQ+ Singapore literature options at Singapore LGBT Wiki:



## ***LGBTQ+ Artists:***

These individuals could have conformed to typical Singaporean measures of success by becoming engineers, scientists or accountants. Thankfully they chose to be artists, often providing vital creative expression for our queer identities. Tan Peng was the first artist to come out publicly in 1993. Your company may want to consider commissioning or supporting queer artists, or inviting them to share their stories.

**Aiman Hakim, Visual** | [Website](#)

**Brian Gothong Tan, Digital** | [Instagram](#)

**Brenda Tan, Visual** | [Instagram](#)

**Jason Wee, Visual** | [Website](#)

**Johann M Fauzi, Visual** | [Website](#)

**Joy Ho, Illustration** | [Website](#)

**Marla Bendini, Visual & Performance**  
| [Website](#)

**Masuri Mazlan, Visual** | [Website](#)

**Moses Tan, Visual** | [Website](#)

**Nikkei, Illustration** | [Website](#)

**Nor, Multidisciplinary** | [Website](#)

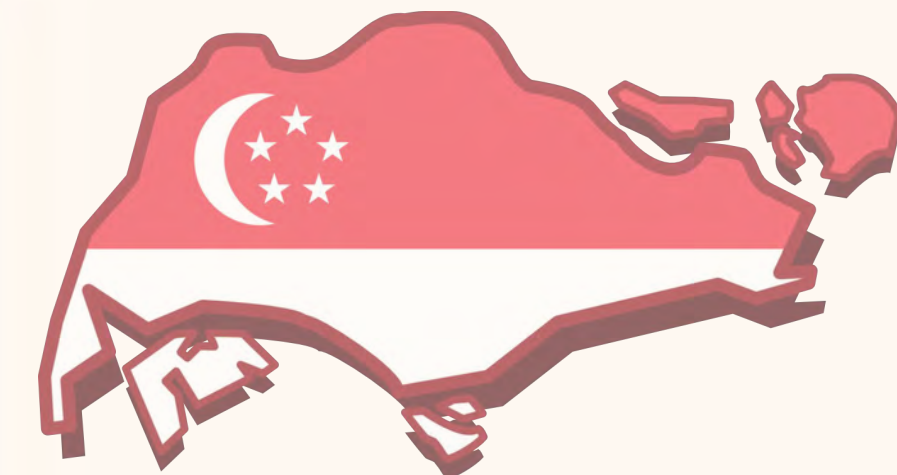
**Otto Fong, Comic Books and Science Communication** | [Website](#)

**Rayn Leow, Ceramics** | [Website](#)

**Sam Lo "SKL0", Urban Art** | [Website](#)

**Hafiz Karim, The Next Most Famous Artist / Digital** | [Instagram](#)

**Yen Phang, Visual** | [Instagram](#)



## ***SG Artists Overseas:***

**Bart Seng Wen Long, Visual** | [Website](#)

**Bhavani Balasubramanyam, Illustration** | [Instagram](#)

**Charmaine Poh, Visual & Performance** | [Website](#)



## LGBTQ+ Musicians

Cayes Hotwheels Hong, Hardcore punk | [Website](#)

Claire Gohst, Eclectic with indie rock / Trip hop | [Website](#)

G3sha, Hip hop (Youtube) | [Website](#)

Jean Seizure, Indie soul / Alt. pop | [Website](#)

KIRSHANN, Eclectic / Soul | [Website](#)

Leeray, R&B | [Website](#)

Leon Marcus, Pop | [Website](#)

Lewloh, Acoustic / Pop | [Website](#)

RENE, Pop-Rock / Punk | [Website](#)

“Rhyu” Raine Chiew, Indie pop | [Website](#)

“Wils” Willie Tay, Pop/Soul | [Website](#)

## Drag Queens & Kings

Light up your company event with a sizzling drag performance, or invite them to share about their artform.

### Drag Queens

**Vanda Miss Joaquim:** The first Muslim to complete in RuPaul’s Drag Race franchise | [Instagram](#)

**Kak Nina:** Our most seasoned drag queen with three decades of experience | [Instagram](#)

**Becca D’Bus:** Big, bold and beautiful, a standout performer | [Instagram](#)

**Opera Tang:** A baby queen who draws from Chinese traditions | [Instagram](#)

**Ms Chili:** Performing since 2012 | [Instagram](#)

**Salome Blaque:** Owner of drag bar TuckShop | [Website](#)

**Vyla Virus:** Whose mom’s acceptance of her son was featured in a 2022 Samsung ad, but was later removed amid public criticism. | [Instagram](#)



### Drag Kings

We didn’t have the space to include everybody, but Prout did an [excellent list](#):

Drag Kings - Unfortunately, we are lagging behind in this department. Here is the full list:

**Aloysius D / Stephanie Chan** | [Instagram](#)

**Jo Tan** | [Instagram](#)

**Southside Tingles / Liting Tan** (currently in Taipei) | [Instagram](#)

We didn’t have the space to include everybody, but the team at Prout did an [excellent list](#):





## ***Organisations for Corporate Talks***

### **Oogachaga**

The grandparent of all LGBTQ+ organisations in Singapore.

Contact them here.

### **Pink Dot**

The organisers of Singapore's Pride rally can be reached here.

Contact them here.

### **T Project**

T project runs a shelter for homeless transgender persons.

Contact them here.

### **The Greenhouse**

A trauma and addiction recovery centre for the marginalised and vulnerable communities.

Contact them here.



## ***Religious Organisations***



We are said to be a rather religious society in Singapore. Consequently, LGBTQ+ individuals have established spiritual spaces to reconcile their beliefs with their identities. Here's a list of inclusive communities you might consider visiting:

**Rainbodhi (Buddhist):** [Link to website.](#)

**QuasaSG (Islam):** [Link to IG](#)

**Free Community Church (Christian):** [Link to website.](#)

The Catholic Church has Courage Singapore but they may not accept visitors. [Link to website.](#)

## *Key event platforms for group outings*

### **Pink Dot** | [website](#)

Pink Dot is Singapore's annual Pride rally, held at Hong Lim Park in June. It's a day where LGBTQ+ individuals, allies and community organisations connect and celebrate. Unfortunately, Pink Dot is only open to Singapore citizens and permanent residents.

### **Pink Fest** | [website](#)

Pink Fest is a commercial festival that has celebrated Global Pride Month in Singapore since 2018. It aims to engage LGBTQ+ people, allies and inclusive businesses through a program of arts, culture and lifestyle events.

### **Proud Spaces** | [website](#)

Proud Spaces is a community space that hosts a wide range of events from over 30 community organisations, with activities happening every week.

### **Q Chamber** | [website](#)

Q Chamber is Singapore's LGBTQ+ and allied chamber of commerce. They organise excellent events on best inclusion practices, career empowerment and networking.

### **Others:**

Hard Rock Cafe features Becca d'Bus's fortnightly RIOT! drag show.

Occasional events are also organised at Pelangi Pride Centre.

The Projector frequently screens LGBTQ+ themed movies whilst Wild Rice, Theatreworks and The Necessary Stage present Queer-themed plays - helping the community feel seen and heard.



The logo for 'dignité' is the word in a white, lowercase, sans-serif font, enclosed within a thin white rectangular border on a dark grey background.

Dignité (*pronounced Dig-ni-teh*) is a Diversity, Equity & Inclusion (DEI) consultancy founded by a trans and gay man. We work on DEI strategy for Asian organisations for the inclusion of all peoples.

In the Queer inclusion space, we develop all levels of allyship, including ERG setup, talks, workshops and coaching. We look forward to the day that we no longer need to work on LGBTQ+ inclusion.

The logo for 'transgender' features the word in a white, lowercase, sans-serif font. The letter 's' is partially obscured by a solid red circle.

If you appreciated this free resource, do support TransgenderSG, which provides resources and support for the community and its allies, and works on equality for the trans and gender-diverse community. The QR Code links to their fund-raising campaign.

