

Diversity and Inclusion Advisory Committee report
April 2023
Committee chair – Lynn Gourley

The Diversity and Inclusion Advisory Committee has been meeting since late 2020. Our mandate is to promote and support diversity and inclusion in the Folk Fest community and to make recommendations to the board for the adoption of policies and practices intended to foster an inclusive culture within the society and broader Folk Fest community.

Our members: Lynn Gourley, Shelley Morrison, Rose Wing, Bridget Stirling, Mike Hughes.

Questions we asked:

- How can we identify diversity and inclusion needs?
- How do we promote and support teaching and learning about diversity and inclusion within our EFMF staff/volunteer family and with our patrons?
- How can we attract a more culturally diverse audience?
- How can we best support gender diversity?
- Are there ways we can make the festival and the overall site more accessible for people who have mobility challenges?
- How do we include Indigenous cultures appropriately? How can we best support and promote reconciliation?

2022:

- Implemented updates to volunteer profiles and badges so people can now identify their pronouns. Pronoun pins were made available for all volunteers to wear with their badges.
- Brought in EFMF board members to consult regarding committee direction and initiatives.
- Indigenous area on site was expanded and moved to a higher-traffic, more accessible location.

2023:

- We are hosting two joint board/staff/committee diversity and inclusion training sessions with Dr. Sharif from the University of Alberta.
- Updated committee terms of reference.
- We have consulted again with EFMF board members regarding the initiatives they would like us to work on.

Going forward:

- How can we make it easier for people who have mobility challenges to move around the site?
- How can we support patrons who have mobility challenges to have better festival experiences (especially at the session stages)?
- How can we support increased diversity and inclusion within our volunteer crews? (culture, gender, ability)
- Increase awareness within the EFMF community regarding the existence of this committee – seek input and feedback from volunteers and patrons.
- Gather information from staff, board, volunteers and patrons to determine diversity and inclusion needs.
- Recruit and retain committee members.