

Diversity and Inclusion Advisory Committee AGM Report 2026

Committee members: Annie McKittrick (co-chair), Meredith Shewchuk (co-chair), Shamair Turner, Blake Loates, Lynn Gourley, and Cindie LeBlanc.

This year the committee has focused on:

- Reviewing and expanding on the Safer Spaces policy and following reporting and action structures.
- Working with festival staff and the board to evaluate scope and action items
- Developing an action plan for the Welcoming and Inclusive Festival Initiative to guide work through to 2030. The key pillars of this work are:
 - Policy, Compliance, and Accountability
 - Festival Culture and Awareness
 - Volunteer Capacity and Support
 - Community Engagement and Outreach
 - Governance, Evaluation, and Continuous Improvement

Festival staff and volunteers are constantly working towards improving festival culture and inclusivity to support positive experiences for all festival stakeholders. The undertaking of this initiative is meant to bolster that work and support bigger changes over a longer time period.

The committee is always looking for new members. If you feel you could meaningfully contribute to this work please reach out to Meredith (merishewchuk@gmail.com) about joining! Specific skills we could use at this moment include knowledge of policy and governance, familiarity with DEI best practices, and lived experience as a marginalized person.

Meredith Shewchuk, Co-Chair DAIAC