



Canadian Association of Geographers / Association Canadienne des Géographes

**Equity, Diversity, Inclusion, and Accessibility Standing Committee  
Annual Report 2024/25**

*Presented by EDIA Standing Committee Co-Chairs Sinead Earley and Andrea Rishworth*

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## **Letter from the Co-Chairs**

The Standing Committee is in its second year of formation, and we are excited to author its first full-term annual report. Board members continue to meet to volunteer their time, ideas, and expertise, and bring attention to equity, diversity, inclusion, and accessibility issues in and beyond the CAG. The work we are starting to set in motion, we hope, represents a commitment by the CAG to oppose harmful processes of differentiation and to take actions for improved policies, processes, practices, and outcomes.

In 2024, the Committee developed an action plan to map out short and long-term goals and identify task or project leads. Steps taken so far and key priorities moving forward are described in the action plan summary below. One of the most critical tasks for the Committee right now is to build momentum, ensure broader interest across the Association, and increase participation from other CAG members to sustain this work over time. The input and dedication from its current members, listed below, has been crucial. Meetings are fun, welcoming, and informal, and we try to prioritize content over form (i.e., some flexibility in the rules of order). We also note that we are in an important period of establishing legitimacy and strength. To this end, there is a lot of work to be done! The Committee has been sharing information about the group with colleagues and networks, and we encourage anyone who is interested to consider serving on the committee or volunteering for certain initiatives. Please, be in touch, as we identify the steps the CAG needs to take to establish itself as an Association that denounces injustice in all of its blatant and opaque forms and embeds EDIA in all of its actions.

Sincerely and in solidarity,

Sinead Earley and Andrea Rishworth

## Current Members

NAME	AFFILIATION	POSITION	TERM
Dr. Emmanuel Ackom	University of British Columbia, Adjunct Professor	Member	Oct 2023-2025
Dr. Caroline Barakat	Ontario Tech University, Associate Professor	Member	Jun 2024-2026
Dr. Craig Coburn	University of Lethbridge, Professor	Member	Oct 2023-2025
Dr. Sinead Earley	University of Northern British Columbia, Assistant Professor	Co-Chair	Oct 2023-2025
Dr. Jaimy Fischer	University of Toronto, Postdoctoral Fellow	Member	Jan 2025-2027
Dr. Sheika Henry	Brandon University, Assistant Professor	Member	Oct 2023-2025
Kook Hu	McGill University, Masters Student	Member	Jan 2025-2027
Asma Khanani	University of Western Ontario, PhD Student	Member	Oct 2023-2025
Sohail Majoka	University Canada West / Alexander College, Faculty	Member	Oct 2023-2025
Dr. Andrea Rishworth	University of Toronto Mississauga, Research Associate	Co-Chair	Oct 2023-2025
Yihang Zhang	University of Northern British Columbia, NRES MA	Member	Oct 2023-2025

## Action Plan

Since the last AGM in August 2024, Committee activities include:

- ❖ Finalizing the EDIA training toolkit for general membership, now accessible on the [CAG website](#). The toolkit not only provides members with a foundation on which to develop knowledge and skills to address injustices in their research, teaching and practices. It is a living document that needs to be continually updated to reflect changing needs and priorities; suggestions for additions or edits are always welcomed. This initiative needs to be accompanied by required training on an annual basis for the CAG Executive Members - ***this action is still outstanding***.
- ❖ Developing a proposal to enhance the accessibility of the CAG website. A Working Group has been established and is in the process of identifying priority areas for inclusive web design and

equity-oriented updates, with diverse user experience and transparency in governance as key objectives.

- ❖ Advocating for revised CAG values, vision, and mission statements with EDIA and Decolonizing and Indigenizing principles embedded, and to have these prominently positioned on the CAG website.
- ❖ Advocating for equitable access to financial support for conference attendance. To this end, members are working on a set of recommendations to modify the CAG student travel grant criteria.
- ❖ Steps towards the establishment of an external ombudsperson to mediate CAG concerns and grievances and ensure confidentiality.

Long-term goals, some of which extend the activities above, include:

ACTION	DESCRIPTION
Gender-Based Data Collection	Carry forward work by Jewett and Everhart (2022) to establish a gender-based data collection subcommittee; move from proposal to action
CAG Website Content Accessibility	Evaluate CAG website for web content accessibility; make recommendations for needed changes
Ombudsperson / External Reporting	Support the CAG in designating an external ombudsperson and/or anonymized reporting structure for instances of discrimination, bullying, and harassment and for people to share their feedback with leadership
CAG Governance Documents	Ensure EDIA principles are integrated into constitutional and by-law changes; develop new language for the CAG Mission Statement that reflects EDIA principles (not updated since 1996!)
Pay Equity in Membership & Conference Fees	Enhance equity in access to CAG membership and conference fees through sliding scales
Annual Conferences	Ensure EDIA principles embedded in conference planning committees
CAG Awards	Establish an annual award for EDIA leadership
Diversify Membership	Encourage and create incentives for participation from marginalized, racialized, and equity-seeking peoples to join the CAG
Advocacy & Extension	Develop an advocacy program beyond internal CAG governance
EDIA Code of Conduct	Develop a Code of Conduct for all members, leadership, and conference attendees as an anti-discrimination policy