



Canadian Association of Geographers / Association Canadienne des Géographes

**Equity, Diversity, Inclusion, and Accessibility Standing Committee
Annual Report 2025/26**

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

Letter from the Co-Chairs

The Standing Committee is in its third year of formation, and we are excited to author its second full-term annual report. Board members continue to meet, volunteer their time, ideas, and expertise, and bring attention to equity, diversity, inclusion, and accessibility issues in and beyond the CAG.

We are excited to celebrate some of our wins. We have members who have contributed time and value to our Subcommittee for Outreach and Communications. They have been active as part of the CAG website redesign process to ensure accessibility via inclusive design and equity-oriented updates, with diverse user experience and transparency in governance as key objectives. We have also organized, under the leadership of one of our student members, a workshop for this year's annual conference to create safer spaces for engagement within the CAG called “Every Voice a Map: A Creative Writing Workshop for Connection and Belonging”. Writing exercises in the workshop, both as individuals and as a collective, will emphasize connection itself as a form of resilience: writing together helps build belonging, courage, and shared capacity to face climate crisis, social injustice, and other interconnected challenges in geography. We are also happy to report that we have simply maintained our structure and schedule. Service contributions are challenging, particularly in an era when demands on our time are heavy, and even more so for our marginalized members who must navigate higher pressures and requests to do EDIA-related work. As Co-Chairs, we appreciate that all current members have committed to another one-year term, but this means that we have a big hurdle to jump in 2026/2027. Any interested folks - please reach out! The next year will be one of required renewal in Committee membership.

The Committee's attention this year has also been oriented towards Board governance and support for student members, highlighting four priority areas in a mid-term report (October) where we voiced concern over inaction:

1. EDIA and Trauma-Informed Training for the CAG Board

The Committee [drafted a recommendation](#) in May 2024 to implement mandatory training. This is an issue that preceded the formation of the EDIA Committee and was a priority goal built into the

Committee's [Terms of Reference](#). Part of the recommendation was to see this come to fruition prior to the 2026 AGM.

2. Student Travel Grant: Policy Revision

The Committee sees the need for greater student support and resources across CAG activities and looks forward to building this as an Association. The Student Travel Grant could function as a recruitment tool and could support students who have not been able to afford memberships for the required two-year criteria. We continue to recommend policy changes that can support CAG membership revenues while also granting more access to funding for student members.

3. Anonymous Reporting / Ombudsperson

The CAG needs an ombudsperson and the lack of anonymized communication avenues between the Board and CAG members should be taken seriously. This was also highlighted as a priority goal in the Committee Terms of Reference (2023). The Committee recommends the designation of an external ombudsperson and/or anonymized reporting structure for instances of discrimination, bullying, and harassment, and for people to share their feedback with leadership. We are excited that the Board has established 'drop-in' sessions for members; this is a great step forward in transparency and open lines of communication. Yet, conflict resolution and ethical practice within the CAG will be significantly improved if an independent, impartial, and confidential system is put in place. More so, if choosing to implement an anonymized reporting mechanism (i.e., web submission form), the Committee stresses the importance of *response* on the part of the Board. If the need for a mediator arises, this can be addressed on a case-by-case basis. Ombudsperson services that exist (for no cost) at affiliate organizations, such as the Federation for Social Sciences and Humanities, should be explored.

4. CAG Governance Committee

A CAG Governance Committee was struck in 2024, with the goal of reviewing and updating the organization's mission statements, constitution, and bylaws. The EDIA Committee in particular stresses the importance of revised mission, vision, and values that reflect the CAG's commitment to EDIA, decolonizing, and Indigenizing, and to reflect lived realities in 2025, particularly given deliberate attempts to undo or rollback progress on EDIA by state and corporate authorities. The Committee would like to see a strong link between the Governance Committee activities and our work, also supporting the EDIA Committee in some of our long-term actions. It would be great to see new mission, vision, and values statements for the CAG, and the Committee is excited to contribute to this.

The Committee continues to identify the steps the CAG needs to take to build the Association as an organization that members are proud to be a part of. The work involves the denunciation of injustice in all its blatant and opaque forms. It also involves appreciation for the efforts that are ongoing, and continued dedication to embedding EDIA in all CAG 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 2023-2026
Dr. Craig Coburn	University of Lethbridge, Professor	Member	Oct 2023-2026
Dr. Susan Elliott	University of Waterloo	Ex Officio Member	Jun 2024-2026
Dr. Sinead Earley	University of Northern British Columbia, Assistant Professor	Co-Chair	Oct 2023-2026
Dr. Jaimy Fischer	University of Toronto, Postdoctoral Fellow	Member	Jan 2025-2026
Dr. Sheika Henry	Brandon University, Assistant Professor	Member	Oct 2023-2026
Kook Hu	McGill University, Masters Student	Member	Jan 2025-2026
Sophie Jewell	University of Alberta	Member	Oct-2025-2026
Asma Khanani	University of Western Ontario, PhD Student	Member	Oct 2023-2026
Sohail Majoka	University Canada West / Alexander College, Faculty	Member	Oct 2023-2026
Dr. Andrea Rishworth	University of Toronto Mississauga, Research Associate	Co-Chair	Oct 2023-2026
Yihang Zhang	University of Northern British Columbia, NRES MA	Member	Oct 2023-2026

Action Plan

Since the 2025 AGM in 2025, Committee activities include:

- ❖ Priority Areas for Action: CAG Board Mid-Term Report
 - EDIA and Trauma-Informed Training for the CAG Board
 - Student Travel Grant: Policy Revision
 - Anonymous Reporting / Ombudsperson
 - CAG Governance Committee: liaise and collaborate
- ❖ Subcommittee for Outreach and Communications

- CAG website revisions
- ❖ CAG Annual Conference Planning:
 - Creative writing workshop
 - EDIA Social Event
- ❖ Committee Renewal
 - Recruitment through open meeting and agenda-setting processes
 - Nomination letter for new members

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