13 MAY 2021

A call-out on artsfund.ca and social media was placed for new Artists@Large/Board members. Call-out is especially aimed at the "IBPOC, LGBTQ+, and emerging and young artists in our region...".

17 JUNE 2021

The Region of Waterloo Arts Fund (RWAF) Board of Directors approved proposal to develop an RFP and open call for a professional IBPOC facilitator(s) to assist us with the work of consulting with IBPOC communities to achieve a number of objectives.

10 SEPTEMBER 2021

Call out for Request for Proposals for a Diversity and Equity Consultant - deadline extended until October 22, 2021.

3 NOVEMBER 2021

RWAF engages Jenn Chan (Department of Imaginary Affairs) as EDI consultant to lead us in a discovery and recommendation process.

25 NOVEMBER 2021

Jenn Chan begins her contract by observing a Board of Directors meeting.

3 FEBRUARY 2022

Jenn Chan facilitated a discussion with the Board of Directors. An opportunity to share ideas, concerns and recommendations for how RWAF can approach their diversity, equity and inclusion work.

14 FEBRUARY 2022

Expression of Interest was released, seeking participants for RWAF's equity, diversity and inclusion sessions. These sessions were for individuals who self-identify as Indigenous, Black or as a Person-of-Colour.

3-5 MARCH 2022

Jenn Chan hosted 20 individual sessions, to discuss, engage and understand how to move RWAF forward. These sessions were for individuals who self-identify as Indigenous, Black or as a Person-of-Colour.

11 MARCH 2022

Jenn Chan met with the Executive Committee to discuss the conclusion of the stakeholder discussions and determine expectations for recommendations report.

6 APRIL 2022

EDI Recommendations Report was sent to the Executive Committee for review.

21 APRIL 2022

Board of Directors approves the EDI Recommendations Report and posts the Report on RWAF's website.

13 APRIL 2022

EDI Recommendations Report was sent to the Board of Directors.

29 JULY 2022

Invitations sent to Artists-of-Colour to either join the RWAF Board of Directors or accept a short-term contract to be an EDI Advisor.

SEPTEMBER 2022

7 local EDI Advisors are hired by the Board of Directors.

JULY 2022

Updated proposal for work to December 2022 was signed.

5 MAY 2022

Conversations begin on the implementation process of the EDI Recommendations Report.

OCTOBER - DECEMBER 2022

EDI Advisors attend one-on-one Sessions (18 hours) with Jenn Chan.

OCTOBER 2022

EDI Advisors attend a Group Session (1.5 hours) with Jenn Chan.

DECEMBER 2022

EDI Advisors attend a second Group Session (1.5 hours) with Jenn Chan.

OCTOBER - DECEMBER 2022

Board of Directors attends Coaching Sessions (10 hours) with Jenn Chan.

DECEMBER 2022

Moving Recommendations Forward Report was sent to the Board of Directors.