

Annual Report

2022 - 2023

Indigenous publishing is about finding your way through, grounded in respect for

Indigenous ways of being in the world

– Gregory Younging

Contents

1. About the IEA
2. Key Organizers
3. Membership
4. Activities
5. Future Plans

About the IEA

The Indigenous Editors Association (IEA) is a membership organization formed by Indigenous editors and publishing professionals in lands claimed by Canada as a mutual support network. We are here to carry out the vision of our early organizers and to create professional development and networking opportunities. Visit our website to learn more about our [History and our Guiding Principles](#).

Mission, Vision, and Values

Mission

To promote recognition of, and employment access and equity for, First Nations, Inuit, and Métis Peoples who work with stories, including editors, writers, knowledge keepers, Elders, language experts, and those with other specialized skills across lands claimed by Canada; and to ensure that publishing projects by, for, and about Indigenous people are Indigenous-led, follow appropriate protocols, and respect Indigenous knowledge systems and Intellectual Property rights.

Vision

Our vision is of a world where Indigenous knowledge is properly valued. We want to see editors, storytellers, and publishing professionals recognized and properly compensated for their knowledge and expertise. Indigenous publishing professionals should have all the resources they need to not only enjoy rewarding careers, but to fulfill their responsibilities to their communities and lands as storytellers, knowledge keepers, and relatives.

Indigenous stories and knowledge systems must be approached with Indigenous community-focused editing practices, employed with care by Indigenous editors. The IEA connects Indigenous people who work with stories with each other. In our diverse roles—as editors, proofreaders, knowledge keepers, Indigenous language and culture experts, designers, publishing professionals, and more—we will strategize, share, and learn together. We will take part in publishing and storytelling on our terms and with the needs of our communities at the centre of our work. We hope to share our stories in a good way with each other and the world—the stories that created us and the ones that heal us.

Values

Indigenous Peoples and cultures are diverse, and we as individuals bring a diversity of experiences and values to our work. Our communities remain at the centre of the work we do, and our shared values include:

- Respect and responsibility;
- Transparency and accountability;
- Representation and inclusion;
- Accessibility for our Elders, youth, and all our relations.

Mandate

The mandate of the IEA, as stated in our Bylaws, is to:

- Strengthen relationships among Indigenous editors, storytellers, and publishing professionals;
- Create opportunities for training and professional development for Indigenous editors;
- Promote Indigenous editors in the publishing industry;
- Create educational opportunities for the mainstream publishing industry to learn about working with Indigenous stories.

Key Organizers

For information about Council membership, becoming a volunteer, or joining one of our Committees, please [contact us via our website](#).

IEA Council

The IEA is a membership-run organization with the Council (otherwise known as the board of directors) acting as the governing entity. This means:

- IEA Members who are eligible to vote have the right to participate in structural decisions, such as electing the Council at each AGM and voting on special resolutions;
- Council is responsible for all issues pertaining to the governance of the IEA, and for overseeing the Executive Director and all IEA operations.

Council is elected annually at the AGM. Council members meet regularly to discuss and vote on the affairs of the organization, and provide crucial guidance to IEA's staff and volunteers on a regular basis.

| | |
|-----------------|---------------------|
| President | Karon Shmon |
| President Elect | Rita Bouvier |
| Past President | Niigaan Sinclair |
| Treasurer | Suzanne Norman |
| Secretary | June Scudeler |
| Member at Large | Amber Boyd |
| Member at Large | Jeannette Armstrong |

Staff and Contractors

Since 2022 we have been working hard to build our core team. Starting off with one full time employee and a small group of dedicated volunteers, we have grown to include:

- A full time Executive Director:(Nadine Ryan (shíshálh),
- A part time Admin Assistant: Ysmael Siddarth Latumbo (M'Chigeeng),
- Two contractors: Project Manager, Liz Barron (Métis), and Project Coordinator Rachel Taylor (Inupiaq), and
- One research intern from SFU: Jarin Pintana (Settler) who has been helping with the DSF project.

The Executive Director (ED) reports directly to Council and manages the day-to-day activities of the IEA. The ED acts as a point of connection between Council, staff, contractors, volunteers, partners, and the membership.

The Project Manager (PM) and Project Coordinators (PC) report to the ED; the PM is responsible for developing and implementing all aspects of our Digital Strategy, and the PC is responsible for supporting and assisting with the development of our Long Term Project strategies and document creation.

The Administrative Assistant reports to the ED and provides crucial administrative and organizational support.

We are working on bringing in 1-2 more employees over the next year.

| | |
|-------------------------------------|-------------------------|
| Executive Director | Nadine Ryan |
| Administrative Assistant | Ysmael Siddarth Latumbo |
| Project Manager (contractor) | Liz Barron |
| Project Coordinator (contractor) | Rachel Taylor |

Volunteers

We are grateful to our core of amazing and dedicated volunteers:

| | |
|---------------|--|
| Jazz Cook | Projects and Programming, Membership, Communications |
| Lisa Frenette | Communications, Membership, Projects |
| Rhonda Kronyk | Projects |
| Deanna Reder | Advising |
| Rachel Taylor | Advising |

Committees

IEA activities are currently supported by five committees, each chaired by a member of Council.

| | |
|------------|--|
| Governance | Karon Shmon (chair), Jeannette Armstrong, Amber Boyd, Jazz Cook, Suzanne Norman, Nadine Ryan |
| Membership | June Scudeler (chair), Jazz Cook, Lisa Frenette, Nadine Ryan |

| | |
|--------------------------|--|
| Finances and Funding | Suzanne Norman (chair), Nadine Ryan |
| Projects and Programming | Nadine Ryan (chair), Rita Bouvier, Jazz Cook, Lisa Frenette, Rhonda Kronyk, Karon Shmon, Niigaan Sinclair, Rachel Taylor |
| Communications | Amber Boyd (chair), Jazz Cook, Nadine Ryan |

Student Affiliates

This year we were thrilled to welcome our first research intern, who is working to support the development of our Digital Strategy. Jarin's research is focused on exploring initiatives in Canada and Australia that are designed to support Indigenous literature and publishing. As part of this research, Jarin is gathering information about Indigenous publishers and literary groups to help us build connections and identify potential partnerships.

| | |
|---------------|---|
| Jarin Pintana | Master of Publishing student, Simon Fraser University |
|---------------|---|

A big thank you to our staff, volunteers, intern, and Council for all your hard work!

Membership

In 2023 we made significant changes to our Membership Policy that will allow us to welcome a diversity of members from our broad base of supporters. We also developed a protocol clarifying our process of affirming Indigenous identity. These moves are based on longstanding discussions between IEA community members and partners and represent a crucial part of our overall growth and development, reflecting our relevance in Indigenous publishing.

For information about membership classes, eligibility, and fees, or about the application process, [see the Become a Member page on our website](#).

A New Class of Membership: IEA Supporter

In 2023 we were thrilled to announce a new class of membership: IEA Supporter! This class of membership provides new ways for our broad and diverse support base to become involved with the IEA. Details about this new category of non-voting membership, and its four subcategories, appear below under Membership Classes.

Background

The IEA has always received enthusiastic support from the broader community, and non-Indigenous individuals have long expressed interest in joining the IEA in order to remain connected and provide support and assistance. At our 2022 Annual General Meeting (AGM), the Membership Committee announced plans to update IEA's Membership Policy to create space for supporters.

On March 6, 2023, IEA Council held a Special General Meeting to receive the Membership Committee's recommendations, and passed the Committee's amended Membership Policy. The amended policy includes four new types of membership falling under the new membership category of IEA Supporter, and states in part: "The IEA Supporter category is for people who want to learn and work with us to make space for Indigenous editors and publishing professionals, ensuring projects involving Indigenous stories and storytellers are led by, and benefit, the Indigenous communities from which they originate."

Membership Classes

All members of the organization must support and have an interest in furthering the IEA's vision and mission. We currently have two membership categories: IEA Members and IEA Supporters.

IEA Members: Voting

- Indigenous Editors and Publishing Professionals
- Indigenous Students

IEA Supporters: Non-voting

- Indigenous Editors and Publishing Professionals outside of Canada
- Indigenous Students outside of Canada
- Non-Indigenous Editors and Publishing Professionals
- Non-Indigenous Students

Note on Voting Rights

While all classes of membership benefit from IEA programs and services, only the class titled "IEA Members" have voting rights with respect to organizational matters at membership meetings. This is in keeping with our mandate and our Guiding Principles.

Proposed Membership Classes in Fall 2023

The Membership Committee has also been working to restructure the membership classes and develop two additional new membership classes: 1. Indigenous Editors and Publishing Professionals based in the United States, and 2. Organizations. The proposed new classes will be presented as amendments to the Membership Policy at the 2023 AGM. Details will be provided in the Agenda for the AGM.

Activities

This year we focused on advancing our two foundational projects, Strengthening Creative Capacity, and Connecting Diverse Publishing Professionals and Employers. These projects, both funded by the Canada Council for the Arts (CCA), have allowed us to make significant progress in developing our core organizational structures, and services, and in researching and advancing our strategies.

Long Term Project: Strengthening Creative Capacity

This project is intended to strengthen our association's foundations and infrastructure and build our creative capacity by researching, developing, and creating necessary administrative and organizational structures and strategies over a 3-year timeline (from 2022-2025).

Guided by the goals outlined in our [2022 Strategic Plan](#), some of this year's key achievements under the Strengthening Creative Capacity project include:

- Building our capacity by establishing a core team of staff and volunteers;
- Developing our Membership Policy and Protocol to help manage growing membership;
- Advancing and building from our current programming; and,
- Building relationships and partnerships with other, like-minded organizations.

We made significant progress in the development of key governance policies, protocols, and guidelines. These foundational documents are at the core of our organizational capacity, and the Strengthening Creative Capacity project allows us the dedicated time and focus to ensure they are in alignment with our vision and values and with the best interests of our membership and communities at heart.

Some of these foundational documents were discussed and approved at a Special General Meeting on March 6, 2023:

- An in-depth review and updates to our Bylaws;
- Amendments to the Membership Policy (see section 3, Membership);
- Clarifying and strengthening the structural framework defining IEA operations (hours and days of work, programming and business calendar goals, terms of employment, etc.).

We continue to work to develop a number of policies, protocols, and guidelines to ensure that IEA's vision and guiding principles can inform and guide our work for years to come. A strong foundation allows us to be flexible and responsive to new opportunities and is crucial to ensuring our continuity and sustainability.

Digital Strategies Project: Connecting Diverse Publishing Professionals and Employers

This project aims to build a new website, membership portal, and create new design elements to better support our membership and provide professional development opportunities to publishing professionals (whether established, casual, or emerging). The new website will include a job board, directory, and access to webinars and similar programming. Our goals are to improve equity, diversity, and representation, and to ensure our stories, languages, and cultural knowledge are protected for our future generations.

In 2023, some of our key achievements include:

Project Management

In December 2022, Liz Barron joined the IEA team as our contract Project Manager, to lead this project. Liz has helped us make good progress in the development of our new website and design elements.

Consultation Sessions, Web Developer, and Designers

With Liz's support we found and have been working with an Indigenous web developer, Mike Bettens of Unite Interactive. We also successfully hosted consultation sessions with a selection of IEA Members and Associates to receive input and feedback on member needs and desires. And, we met with the Inuit Art Foundation, which recently launched their new artists' portal. From these consultations, we determined a need for new design and imagery to compliment the development of our new, accessible website and portal. From the suggestions that arose, as well as with further research, we selected an Indigenous design firm called Bloom and Brilliance to join the project and work collaboratively with Unite Interactive. By the new year we aim to have a version of the website ready for testing.

IEA Social Gatherings

We've continued our seasonal IEA Members' Social Gathering events (for Indigenous IEA Members). Generally, a couple members show up to chat and connect. Our sessions this past year included: December 2022, April 2023, and June 2023. As of October 2023, we have decided to suspend this program for the remainder of the year.

Connections and Partnerships

The work of the IEA benefits from our extensive connections to individuals and organizations not only in publishing but across a number of diverse disciplines. We believe this is because IEA Council members, staff, and volunteers prioritize meaningful relationship-building, and because IEA's vision and mandate are increasingly relevant to the challenges facing a number of creative, cultural, and educational sectors.

This year we formalized our partnership with Editors Canada. In the spirit of making space for Indigenous professionals to access education and professional development, this partnership provides Indigenous members of the IEA with discounted rates for Editors Canada's training and conferences. IEA Supporters are encouraged to join Editors Canada directly for discounted rates and member pricing on offerings.

We have also continued building on connections with existing partners such as: the Association of Canadian Publishers, Editorial Freelancers Association, Gabriel Dumont Institute, Hansard Services, the Indigenous Curatorial Collective, the Indigenous Literary Studies Association, the Indigenous Voice Awards, Native Women in the Arts, and SaskBooks. These ongoing partnerships have been central to our organizational developments and growth. Our partners have offered us much support and advice, both collectively and in one-on-one consultations. We are grateful to have had opportunities to collaborate on events and new projects and to speak at our partners' gatherings.

Speaking Engagements

Our strong relationships and the relevance of our work were affirmed in 2023 as IEA representatives were invited to share our expertise and insight at a number of gatherings, both in-person and virtual. We were honoured to be part of generative conversations organized by Editors Canada, the Indigenous Literary Studies Association (ILSA), the Indigenous Voices Awards, SaskBooks, and at SAWCI's Anshok festival. In addition to these speaking engagements, *Publishers Weekly* published a [profile on the IEA](#).

These engagements speak to the continued and growing recognition of IEA as a central space for conversations about the special considerations of projects by and about Indigenous people.

Some of the benefits of these events include connecting with potential future members and supporters. They also provide an excellent opportunity for gathering significant feedback and insights from those in the field to inform our future work. In particular, we learned there is broad interest in IEA's plans to develop a guide for working with Indigenous editors and recommended rates.

We are inspired to continue pursuing opportunities like this. They allow us to improve our work as Indigenous editors, storytellers, and publishing professionals; create professional development opportunities for our members; provide education and insight to the publishing community; and strengthen our position as advocates for ourselves and our communities.

Funding Opportunities

In 2023, we were able to build on a number of successes in order to pursue a diversity of new funding. After the intensive work in the previous year to successfully launch two major projects, and with our new Strategic Plan to guide us, in 2023 we turned some of our energy toward pursuing new funding sources.

We are thrilled and grateful to announce two new sources of funding:

Vancouver Foundation Recovery and Resiliency Fund

- This Fund supports organizations that have been disproportionately impacted by the COVID-19 pandemic with recovery efforts and long-term planning.
- We were granted a \$72,000 flexible grant per year for 3 years.
- Unrestricted funding.

Simon Fraser University (SFU) Community Engagement Initiative

- SFU's Community Engagement Initiative (CEI) offers small grants of up to \$10,000 to SFU staff and faculty for projects developed with community partners that strengthen relationships and catalyze meaningful impact.
- We were granted \$4000 towards our 2024 Webinars and Kitchen Table Talks project (detailed in our Future Plans section below).
- This funding will support the project's development and planning, covering logistical expenses.

Future Plans

In the coming year we will continue to work on our ongoing projects and programs, advancing the development of our website, launching and implementing our new logo and design elements, and creating policies, procedures, protocols, and strategies for our future.

We will also be developing and seeking funding for new projects. These plans and activities will enable us to continue growing our team by hiring additional staff people and contractors.

New Projects:

2024 Webinars and Kitchen Table Talks

We are planning a series of Webinars and Kitchen Table Talks for 2024. The Webinars will be open to all members of the IEA (for free), to students (for free), and to the public (for \$25). The intention with this series is to spread awareness, connect, and share experiential knowledge.

The Kitchen Table Talks portion of the series will be facilitated by an Indigenous person in the industry and will follow each Webinar as dedicated space for **Indigenous** professionals to gather and discuss the content of the webinars (no cost).

IEA Recommended Rates and Guide for Working with Editors

In 2024 we hope to begin creating a recommended fee schedule, definitions, and guidelines for different types of editing. This has been requested from our members as well as the public on many occasions.

We will be working in collaboration with external partners such as the Canadian Artists' Representation/Le Front des artistes canadiens (CARFAC) and the Indigenous Curatorial Collective / Collectif des commissaires autochtones (ICCA). This project aims to address historical disparities in compensation by creating a comprehensive Fair Compensation and Support Framework for Indigenous editors, writers, and curators. This project resonates with the IEA's commitment to equity and cultural integrity, and goal of fostering an environment where Indigenous voices flourish.