

ANNUAL REPORT

2020 – 2021

Indigenous Editors
Association

Vision

The Indigenous Editors Association was 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.

Mandate

Our purpose 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; and
- Create educational opportunities for the mainstream publishing industry to learn about working with Indigenous editors

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and Volunteer Organizers
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Council Members

and Volunteer Organizers

Council

Jeannette Armstrong
President

Suzanne Norman
Treasurer

Niigaan Sinclair
President Elect

Jónína Kirton
Member at Large

Deanna Reder
Past President

Rita Bouvier
Member at Large

Rebecca Taylor
(Former) Secretary

Volunteers

Amber Boyd
Website, Graphics

Jónína Kirton
Advising, Programming

Rita Bouvier
Advising, Programming

Nadine Ryan
Programming, Coordinating

Jazz Cook
Programming, Website

Rachel Taylor
Directing, Communications

Lisa Frenette
Communications, Website

Review of Membership

Our organizational development and activities are driven by the goal of supporting our members to the best of our ability. It is important that IEA members have access to opportunities and programming that fosters connection and a sense of support.

Membership Highlights

Currently the IEA consists of 35 registered members and 19 inaugural members (who joined before we incorporated as a society). Our membership ranges from emerging to established literary professionals, who are eager and excited to connect across generations and experiences. The ongoing exchange of knowledge between publishing companies, in-house editorial production staff and freelancers is crucial to skills capacity building within all contexts and is central to the decolonizing work IEA members advocate for.

There is still much room for development and learning, and we hope to implement a membership and volunteer drive in the coming year, to help our organizational volunteers build more sustainable programming.

Review of Activities

This year allowed us to create new programming and operational initiatives. From our website relaunch and webinar series to our upcoming social circles, these activities have been useful for building our internal and external relationships, creating connections with new members and partners, and offering a context to explore our values, goals and desires for future programming and initiatives.

Programming highlights for this year 2020-2021

The IEA's Website (Re)launch

Rhonda Kronyk and her son Dallas established the IEA website in 2018 and maintained it until 2019, a crucial step in building our presence. Our goals this year included developing the website further and building a members' portal. Following last years' AGM, volunteers Rachel Taylor and Amber Boyd successfully migrated the website from WordPress to Wild Apricot, (re)launching in March 2021. The new website is easy to use and an upgrade from its previous iteration; it was a task that was a lot of work upfront with a big payoff for administrative efficiency and automation as the association begins its operations.

Wild Apricot is a membership management software that has allows organizations to streamline their communications, event and membership management. There is a new Member Directory and members are able to customize their profiles, with an option to hide their profile from the directory listings. The directory is not yet public so that members may have a chance to review and customize their profiles before the end of the year. The website also has a new job/opportunity posting system that is easy to use and a donation processor. All of these automated features have lessened the burden on our volunteer labour, enabling us to focus on organize future programs and activities.

A big thank you to all our volunteers for all your hard work!

Webinar Series, Spring-Summer 2021

Our 2021 Webinar Series took place monthly, between March and June 2021. Given the ongoing COVID-19 pandemic, the Indigenous Editors Circle was postponed this year, and these webinars were organized as promised educational and networking opportunities in lieu. As with all planned IEA programming, the webinar themes and topics were shaped by the values reflected in our Guiding Principles. These webinars were made possible with support from Access Copyright Foundation, Simon Fraser University, the City of Vancouver, and the generous donations we received over the previous year.

We covered topics of interest to emerging and established editors, with two roundtable discussions and three presentations. In March, Deanna Reder, June Scudeler and Nicola Campbell participated in a roundtable discussion on Building Relationships, and Jónína Kirton gave a presentation on Getting Started as a Book Coach. In April, Lisa Frenette, Jazz Cook and Nadine Ryan participated in our Emerging Editors Roundtable. In May, Ronda Kronyk presented on Marketing and Rate-Setting for Freelancers. And in June we wrapped up with a double session on Sensitivity Reading with editors from Salt and Sage Books, Savannah Tenderfoot, Jordan Merica, Ronkwahrhakónha Dubé and Hinahina Gray, and moderated by Erin Olds, Salt and Sage's CEO.

These discussions were well attended and gave us the opportunity to build our community and exchange ideas and experiences. The series connected us with a few new members, and also provided us an opportunity to extend our knowledge and practices around working with Indigenous editors and authors to the wider publishing industry.

Before the end of the year, we plan to wrap up the program with the publication of the recorded sessions on our website, to share with past attendees and current and future IEA members. We also plan to create educational materials that can be used by community members both within and outside the SFU community—following what Suzanne Norman and Rachel Taylor proposed when they applied for the SFU grant. Ideas for this include: a booklet, blog, slide set, or corselette.

Partnership with ACP, and our Networking Café

The Association of Canadian Publishers' (ACP) Diversity and Inclusion committee was excited to find more ways to work with the IEA, including a networking event café. This event was intended to give IEA members the chance to learn more about the independent publishing industry and meet representatives responsible for hiring freelance editors and who work most closely with those freelancers. The organizers included Nadine Ryan and Jazz Cook, on behalf of the IEA, and Amanda Crocker from Between the Lines Press, Annie Gibson from Playwrights Canada Press, Karen Green from Anvil Press and Sheeza Sarfraz from ROM Press.

Editorial staff from ACP member publishing firms were to be matched with IEA registrants to make introductions and connections in one-on-one meetings over Zoom. IEA members were to be scheduled for 15 minutes meetings with publishing professionals. They would have had the opportunity to ask questions about the publishing process, hiring processes, what publishers are looking for in potential editors and tips for preparing applications, among other questions.

Regrettably, the event was postponed to a later date (TBD). ACP's Diversity and Inclusion committee continues to share interest in coordinating a networking event to bring together publishing employees affiliated with ACP and members of the IEA to make connections, ask questions, and learn more about publishing firms. If IEA members are interested in having these connections facilitated, please voice your interest to IEA's Programming Committee so we may move forward with a new or similar networking event.

Community Gatherings

To finish the year, we planned a recurring Community Gathering to foster connection between IEA members. This event is an informal gathering circle, opening with introductions and check-in questions so that members can meet others who are working, or hoping to work, as editors. The session on October 24th was the first of what we hope will be regular gatherings where members of all levels can bring their questions and share experiential knowledge with one another. The next session will be December 11th, from 1:00pm – 3:00pm EDT. Both sessions are being led by Jónína Kirton with support from Jazz Cook and Nadine Ryan. We hope to see new faces there!

Review of Fundraising Activities

Fundraising Highlights

In May, Rachel announced that the grant she wrote for Canada Council's Digital Strategy Fund was approved! It's a \$300,000 grant, for the development of an online portal that's tailored for our specific needs. It will fund two positions: a part-time Administrative Assistant (2 days/week), and a Digital Strategy Coordinator (4 days/week). Because we already created a new website this year and are still developing our financial footing, we decided to defer the grant for one year.

In June, we submitted another grant to Canada Council for the Arts, also for roughly \$300,000 over three years. This grant was aimed at strengthening our operational and creative capacities by further developing our governance structures and strategic planning model. If this grant is successful, it will enable us to hire staff for two positions: a Director position to lead the project and guide the IEA's development and a part-time Administrative Assistant to help facilitate the project. We can expect a response before the end of the calendar year.

Alongside our grant support, we are continuing to receive donations from members of the public and from our partners through our donation processor on the website.

We extend our gratitude to the following organizations:

Access Copyright Foundation

Annick Press

Arc Poetry

Association of Canadian Publishers

Brush Education

Canada Council for the Arts

Cree Literacy Network

Fernwood Publishing

Groundwood Books

House of Anansi Press

Invisible Publishing

Literary Press Group of Canada

Metonymy Press

Second Story Press

Simon Fraser University

The City of Vancouver: Cultural Learning and Sharing grant

The Writers' Union of Canada

Wilfred Laurier University Press