



Dear Queer Community of Halifax Regional Municipality:

We are undergoing significant changes following the recent departures of board members and staff. Last Fall, the remaining members of the board hosted our Annual Meeting and a Special General Meeting and elected new board members to the organization.

On Thursday, December 29, 2022, social media posts raised the awareness of allegations regarding the mistreatment of former festival staff and volunteers. These are allegations we do not take lightly, and despite our initial response (which has been rescinded), we recognize how these allegations, the statements and the subsequent responses deeply affected community members, (which is still healing from a recent history of turmoil) as well as Halifax Pride's standing within the queer community, and we would like to sincerely apologize.

On behalf of the Halifax Pride organization, we would like to apologize to all of the individuals who were impacted by the working conditions of the Halifax Pride festivals in years prior.

Over the course of the last year a Strategic Audit, brought to the attention of the Board sitting at that time. The outcomes of this endeavor were presented at this past Special General Meeting and are being implemented moving forward to ensure we can build and maintain an operating structure that is truthfully and genuinely committed to being diverse, equitable, inclusive and accessible, with programming that matches and reflects these values for you, our community. Implementation also means a healthy balanced and respectful work environment for staff and volunteers supporting the festival.

Additionally, we would also like to clarify our current organizational standing. We are still an operational board and we intend on hosting events this year that are reflective of the community's needs. On January 23rd we will be hosting a virtual community meeting.

Lastly, we are looking for members to join the board, and the immediate need for a new Executive Director to provide leadership and guidance to the organization. We hope to find the right person for this position as soon as possible. We have received messages from many of you offering support for the year ahead, for this we are extremely grateful. For those interested

in helping in any capacity, please email us at board@halifaxpride.com or complete our feedback [form](#).

Sincerely,
The Halifax Pride Board