

EDIA Plan 2026-2031

Summary Table of Priority Actions with measurable outcomes

First 18 Months of the Plan

July 2026

EDIA: Equity, Diversity, Inclusion, and Accessibility.

This Summary Table of Priority Actions, with measurable outcomes, delineates how the commitments outlined in **Telefilm’s 2026-31 Equity, Diversity, Inclusion and Accessibility (EDIA) Plan** will be translated into concrete actions, tracked over time, and assessed for impact.

Organized around Telefilm’s three key roles—as a funder, employer and public institution, and sector leader and catalyst—it identifies specific actions, expected outcomes, and measures of progress.

The Outcomes in this table cover the first 18 months of implementation. As Telefilm continues to strengthen EDIA data collection and reporting—work already underway—we will be able to build stronger baselines to guide future targets and inform our work internally and across the industry. These actions were developed with Telefilm’s program and human resource experts and guided by insights gathered from the industry and experts.

Telefilm’s EDIA Plan builds on, and reinforces, the organization’s commitment to fostering inclusive excellence within Telefilm and across Canada’s audiovisual sector.

Grounded in a vision in which members of historically underrepresented communities can develop, be recognized, and contribute fully, the Plan outlines a roadmap for advancing meaningful and lasting change.

Together with Telefilm’s Accessibility Plan and Indigenous Reconciliation Plan, these actions are part of ongoing efforts to remove barriers, invite inclusion, and advance systemic change.

First Phase – 18 Month Time Horizon				
Objective	Expected Impact	Plan levers	Actions	Measurable outcomes
Foster the advancement and access of persons from historically underrepresented groups across all our funding programs, particularly individuals at mid-career.	Reduce barriers that prevent certain individuals from accessing available resources and help them build more stable and sustainable career paths, especially for historically underrepresented groups.	1.1. Continue to adapt funding mechanisms to bolster their access and progression toward higher-budgets, more visibility, and high-impact projects.	Track - As each program is reviewed, include EDIA¹ and data collection into program guidelines. - Monitor applications and funding outcomes of EDIA-owned companies across funding programs.	- Increase the representation of companies majority-owned or controlled by individuals from historically underrepresented groups. The 2026 baseline represents 30% of recipients' funding for all programs combined. - By 2028-2029, all revised funding programs under the Strategic Review of Programs will include defined EDIA indicators. (see Strategic Program Review page) - Measurable objectives, monitored and evaluated yearly, promote increased representation and access to higher budgets.
		1.2. Further the intentional integration of EDIA into our funding programs and initiatives, both national and international.	Build - Co-design a revised BPOC Development stream with participation from key industry partners, including meaningful input from the disability community. - Transition to a selective decision-making model for the Career Development Program instead of a pre-approved model. - Expand strategic access to international markets and festivals.	- Increased EDIA access to levels of Development funding resulting in more competitive production applications and stronger companies with this first phase focusing on Francophone creators from historically underrepresented communities, and Black creators. - Stronger, more targeted support through the revised Career Development Program, resulting in strengthened applications and improved career development for EDIA communities. - Increased international presence and partnerships.
		1.3. Strengthen relationships with industry members to better support career advancement and professional development.	Share - Create a transparent, accessible insight-gathering process document that outlines how we will engage with the industry, including timelines. - Increase opportunities for EDIA communities to participate in industry information sessions about Telefilm programs.	- By March 2027, publish an accessible insight-gathering process document that strengthens consistency and transparency in how we engage with the industry. - Set annual meetings with selected EDIA organizations to share program results; report on EDIA progress; and document improvements, beginning with the Career Development Program. - Increased awareness of Telefilm's programs and application preparedness among historically underrepresented communities.

1. EDIA is used in this document in alignment with the definitions and terminology outlined in Telefilm's EDIA Plan.

First Phase – 18 Month Time Horizon				
Objective	Expected Impact	Plan levers	Actions	Measurable outcomes
Consolidate the integration of EDIA in our internal practices, emphasizing organizational consistency, a culture of learning, and shared accountability.	Strengthen Telefilm's consistency, integrity, and commitment as a responsible public institution by continuing to integrate EDIA into the foundations of our governance, our communications, and our management practices.	2.1. Strengthen internal, quantitative, qualitative, and intersectional data collection to better guide decision making and adapt to the realities experienced by staff members.	Track • Gather qualitative feedback through regular listening sessions or surveys with historically underrepresented groups. • Produce and use EDIA tools to inform internal decision-making. • Consult qualitative and quantitative insights to evaluate succession planning; identify barriers to advancement for underrepresented groups; and guide efforts to strengthen inclusive development of talent.	• Monitor organizational culture using internal EDIA data and updated benchmarks on underrepresented groups to inform decisions on internal policies and procedures. • Create EDIA dashboards and use their insights to guide decisions, with regular involvement from Human Resources and the executive committee to support continuous improvement. • Measure gaps between the diversity of the workforce and the internal talent pipeline in order to enhance inclusive advancement.
		2.2. Continue to consolidate a culture of equity by promoting shared accountability for EDIA governance, which involves senior leadership, managers, and all employees.	Build • Update and initiate training for EDIA and unconscious bias for all Telefilm staff. • Integrate EDIA skills and responsibilities into managers' performance review.	• Annual mandatory training on EDIA and unconscious bias will be tracked to ensure compliance. • Updated performance review form in 2027-2028 includes new skills related to EDIA.
		2.3. Intentionally integrate EDIA across internal policies and processes so as to strengthen accountability and encourage inclusive leadership at all levels of the organization.	Include • Review key policies for alignment with the EDIA plan. • Review core human resources processes with a view to EDIA priorities.	• Assess and relaunch key internal policies scheduled for review through an EDIA lens, with refreshed guidance and training. • Assess and relaunch core HR processes scheduled for review through an EDIA lens, with refreshed guidance and training.

First Phase – 18 Month Time Horizon				
Objective	Expected Impact	Plan levers	Actions	Measurable outcomes
Drive systemic and sustainable change through collaboration, knowledge sharing, and shared governance within the Canadian audiovisual and film ecosystem.	Create sector conditions that promote equity in the audiovisual ecosystem by building on collaboration, sharing, and social innovation, notably through structured partnerships such as the three-year joint strategy with the Canada Media Fund to increase industry inclusivity.	3.1. Foster access to and circulation of EDIA data across the audiovisual sector, leveraging open and collective governance practices with stakeholders.	Track Report annually to the industry on EDIA data for all programs and international initiatives, including critical and commercial performance of funded films and supported talent.	Produce a dedicated EDIA report to give partners access to expanded datasets that encourage stronger collaboration between Telefilm and the industry.
		3.2. Bolster career advancement within the industry through initiatives that recognize the diversity of pathways in professional development, mentoring, networking, and market access.	Build - Standardize career/talent stage definitions through the Canada Media Fund/Telefilm partnership in collaboration with the Black Screen Office and the industry. - Implement the new selective model of the Career Development Program to improve advancement opportunities.	- Adopt standardized career level definitions by 2027 in collaboration with the Canada Media Fund. - Increased access to specific career-advancement support across all stages with particular emphasis on people in mid-career.
		3.3. Strengthen our contribution to mobilizing industry members to promote sharing of knowledge and practices in order to showcase promising sector initiatives.	Share - Establish partnerships with key funders across the country to better support EDIA communities at the Development stage. - Increase inclusivity; align training; leverage data-driven decision-making; and expand partnerships through the Canada Media Fund – Telefilm BPOC collaboration.	- Launch Development Program partnerships with provincial agencies across Canada. The aim is to establish 2 to 3 per year. - Continue work on aligning demographic data with the Canada Media Fund.

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