

Wednesday, April 3, 2019.

Dear Hal-Con Community,

Our commitment to running an organization which provides fun events offering a safe environment to all participants remains our focus. We're ensuring event volunteers who are youth-facing also have to go through reasonable checks and balances to be additionally cautious.

At the end of last year's exit survey, over 97% of the survey respondents reported feeling Hal-Con provided a safe environment - and we want to improve on that score. We've also started creating a moderator team to manage our online spaces to improve on the safe environment we want to offer.

As a member of our community, your support for our organization's annual convention and other events throughout the year has been incredible. We're lucky to have been a part of building an amazing community with you, especially when all we set out to do was put on a fun event.

Since our March 3rd open letter, here are the measures we promised and updates on each:

1. Our street team is on temporary hiatus - appearances with the street team have been suspended until May. They will return! They have been re-named as our Community Squad. Look for us at the Kids Help Phone Walk so Kids Can Talk on Sunday, May 5th, and at the Halifax Central Library MiniCon on May 11th.
2. Community Squad members will get updated criminal record checks through local law enforcement and Vulnerable Sector Searches (VSS). This is in progress.
3. All Hal-Con committee members will be going through criminal record checks through local law enforcement and youth-facing members will also get a Vulnerable Sectors Search. This is in progress.
4. All board members will get a full criminal background check. This is in progress.

Regarding #2 - We had originally promised renewed Child Abuse Registry (CAR) checks, however, we found the vulnerable sector search to be a more thorough precautionary measure. The CAR only covered incidents in Nova Scotia, while the VSS covers nationwide.

Your feedback is important and if you want to share anything with us at all - please don't hesitate. The entire team is here for you.

Looking forward, the future is bright. Over the next two months, volunteer applications will open on April 8th, guests will be announced starting in late April, our community squad will return at events in May, tickets will go on sale on June 14th. We're expecting an amazing year and invite you to be part of it.



Jennifer Lambe, Executive Director