



The Calgary Stampede and Calgary Stampede Foundation extend this written apology to the members of the class action and their families for the conduct of former Young Canadians employee, Philip Heerema.

As organizations committed to youth achievement, volunteerism, and community, we take our responsibility to provide a safe and caring environment seriously. We acknowledge that we failed class members, we accept responsibility for the harm suffered, and we are sincerely sorry.

Since 2014, the Calgary Stampede and Calgary Stampede Foundation have made significant operational changes through the implementation of new policies and procedures. We have focused on creating an enhanced culture of safety, wellness, and caring. These changes were informed by best-practice research and third-party experts. They are monitored and reviewed regularly. We will continue this important work.

There is more we are doing. As part of our settlement, we are providing trauma-informed training for youth programming leaders and employees. In addition, we are hosting a safety and wellness best practices learning forum with youth-serving organizations in Calgary and surrounding areas. We will also reach out to class members to seek input on these new initiatives, at their option, in a trauma-informed environment.

We commend the class members for their courage in bringing this tragic situation to light and we thank them for driving institutional change that will safeguard against anything similar ever happening again.



Joel Cowley
Chief Executive Officer
Calgary Stampede



Sarah Hayes
Executive Director
Calgary Stampede Foundation