Welcome to the December 2016 edition of the Equity, Diversity and Inclusion (EDI) Digest. You are receiving this email because you have indicated that you wish to be notified of information, educational opportunities or events related to creating a respectful and inclusive environment at the University of Alberta. If you have any questions or concerns, please contact us at EmploymentEquity@ualberta.ca

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Employment Equity Program, HRS

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1. December Educational Sessions and Events

**International Day for Persons with Disability** (Dec 3): Employment Equity, HRS is partnering with Students’ Union Movie Nights to present:

**Becoming Bulletproof**

Location: Myer Horowitz theatre

Date: December 6, 2016, doors 5:00, show starts 5:30, short discussion 7:00

Cost: Entry is Free (Concession available)

[https://www.su.ualberta.ca/events/movienights/](https://www.su.ualberta.ca/events/movienights/)

“Becoming Bulletproof” documents the making of the Western film “Bulletproof”, featuring actors with and without disabilities who meet every year at Zeno Mountain Farm (ZMF) to write, produce, and star in original films. ZMF’s philosophy is to create a truly inclusive community that builds genuine friendships that transcend stigma and stereotypes. “Becoming Bulletproof” chronicles the genesis of a riveting film and a personally and socially transformative experience. The film captures the essence of artistic expression through vibrant human bonds and powerful insights. As one of the actors says: “...I want disability to have a seat at the table in pop culture.” Following the screening, the Employment Equity team will facilitate a short discussion to cast a spotlight on inclusive thoughts, words, and actions.

Staff in the Employment Equity Program are committed to making events accessible for all interested participants. ASL Interpretation will be provided for this event, please submit any other requests for accessibility by December 2, 2016.

**National Day of Remembrance and Action on Violence Against Women** (Dec 6)

Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders
in 1989 of 14 young women at l’École Polytechnique de Montréal. They died because they were women.
  
  Geneviève Bergeron, 21; Hélène Colgan, 23; Nathalie Croteau, 23; Barbara Daigneault, 22; Anne-Marie Edward, 21; Maud Haviernick, 29; Barbara Klueznick, 31; Maryse Laganière, 25; Maryse Leclair, 23; Anne-Marie Lemay, 22; Sonia Pelletier, 23; Michèle Richard, 21; Anne St-Arneault, 23; and Annie Turcotte, 21

What will you do? The National Day of Remembrance and Action on Violence Against Women is about remembering victims; **it is also a time to take action.** Start a conversation on gender-based violence in your workplace, classroom, or community organization using the [Status of Women Canada’s educator’s kit](http://www.swc-cfc.gc.ca/commemoration/vaw-vff/actions-gestes-en.html).

Consider tweeting: We all have the right to move freely through public spaces. Unwanted comments and gestures are a form of sexual harassment. #ActionsMatter


**Human Rights Day** (Dec 10)

**Equity, Diversity and Inclusion (EDI) Awards**

The Employment Equity Program and the Office of Safe Disclosure and Human Rights are proud to announce the 2016 Equity, Diversity, and Inclusion (EDI) Awards. EDI is central to a socially sustainable campus for staff, faculty and students. The EDI awards can be for individuals or for groups, but please note that only one award will be given for group applications.

Recognizing achievements in equity, diversity and inclusion (EDI) is an important component in ensuring that the University of Alberta is demonstrating excellence “For the Public Good”. As such, the University of Alberta is pleased to announce that nominations are now open for the 2016 EDI awards. The EDI awards will be presented during **EDI Week 2017**.
Specifically, the EDI Awards will celebrate achievement in community service, research, and workplace or classroom environments by all members of the University of Alberta campus community. It will recognize groups or individuals who have gone above and beyond to demonstrate the principles of EDI in activities that support the University’s mission to: “value diversity, inclusivity, and equity across and among our people, campuses, and disciplines”.

The nominations will be adjudicated by a committee that has broad campus representation. Winners will be selected using the following criteria:

· The impact that the nominee made on Equity Diversity & Inclusion in 2016.
· The nominee’s history with EDI.
· The issues that the nominee is working to advance.

Nominations open on December 10, 2016 and close January 31, 2017 at 4:30.

Please stay tuned for more information on how to nominate someone for these awards!

2. Equity Diversity Inclusion (EDI) Week

March 16 - 18, 2017

Featured Speakers & Events:

Human Library
EDI Awards Ceremony

Stay tuned for program details…. 

3. Resources

University Spotlight: Office of Safe Disclosure and Human Rights (OSDHR)

The University of Alberta commits to providing a safe work and study environment for all staff, students, faculty, and members of our volunteer community. To bring this commitment alive, the university has put in place a human rights and safe disclosure office where any member of the university community can bring forward a concern about any kind of wrongdoing. When coming forward with any type of wrongdoing, the process is generally within the control of the person reporting. The exception is when there is imminent danger to self or others. In such cases, the university is required to follow relevant legislation and policies. If you are not sure where to go to talk about concerns such as safety violations, financial mismanagement, ethical concerns, discrimination or harassment, inappropriate research activity involving people or animals, or individuals at risk of harm to self or others, then our office is a great place to start.

For an introduction to programs and services, review the following videos:

Wade King, Safe Disclosure & Human Rights
Kris Fowler, Helping Individuals at Risk.
4. Follow us on twitter

The Employment Equity Program now on twitter! Follow us @EDIualberta.