Welcome to the November 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. November Educational Sessions and Events

TRC’s Calls to Action on Indigenous Language Revitalization and Identity
All are welcome to come to this session
November 17, 2016  3:30 - 5:30pm
Education Student Lounge on 4th floor
Register by November 14, 2016
Registration Link

This second session in the series will be an interactive World Café, blending guided discussion with respectful conversation to explore the wisdom in the room. Discussion will be focused on identifying ways that Indigenous languages are revitalized and the ways to create or enhance respectful and welcoming environments. Conversations will be held in small groups and the collective ideas will be “harvested” to create recommendations for the university community. Elder Bob Cardinal will open the session with a smudge and a prayer. Staff in the Employment Equity Program are committed to making events accessible for all interested participants. We encourage you to contact us to discuss your needs.

2. Save the Date & Programming Update

2017 Equity Diversity Inclusion (EDI) Week
March 16 -18, 2017
Please feel free to browse the program and materials from the 2016 EDI week
We are excited to announce that one of the events that will be part of EDI week 2017, is the third annual Human Library. A Human Library is a space where visitors can speak one-on-one or in very small groups to “people on loan” or human “books”. The “books” are individuals from various demographics who have experienced stereotyping or prejudice or who have undergone a life experience that is often mischaracterized or misunderstood. The goal of the Library is to create a place where students, staff and community members can explore diverse perspectives, challenge stereotypes and reaffirm human dignity through respectful conversations with human “books”.

3. Revised Statements of Traditional Territorial Acknowledgement

"The University of Alberta respectfully acknowledges that we are situated on Treaty 6 territory, traditional lands of First Nations and Métis peoples."

"The University of Alberta acknowledges that we are located on Treaty 6 territory, and respects the history, languages, and cultures of the First Nations, Métis, Inuit, and all First Peoples of Canada, whose presence continues to enrich our institution."

“The University of Alberta respectfully acknowledges that we are located on Treaty 6 territory, a traditional gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway/ Saulteaux/Anishinaabe, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community.”

Other statements of territorial acknowledgement can also be used at the discretion of individuals and units. The statements were developed through the Provost Office in a broader consultation process with the Council on Aboriginal Initiatives, Town Halls and review by Indigenous faculty and staff. For more information, or for French versions of the Territorial Statements, please visit: https://www.ualberta.ca/aboriginal-indigenous

4. Online Resources

In Alberta, the Alberta Human Rights Act protects Albertans from discrimination in certain areas based on specified grounds. The purpose of the Alberta Human Rights Act is to ensure that all Albertans are offered an equal opportunity to earn a living, find a place to live, and enjoy services customarily available to the public without discrimination. The Alberta Human Rights Commission has a two-fold mandate: to foster equality and to reduce discrimination. It fulfills this mandate through public education and community initiatives, through the resolution and settlement of complaints of discrimination, and through human rights tribunal and court hearings.

If you are interested in knowing more about human rights in Alberta, consider subscribing to the Commission’s monthly newsletter Alberta Human Rights Information to receive notices about educational programming and initiatives that are available and to learn about human rights case
law (court and tribunal decisions). To subscribe, please e-mail your request, including your e-mail address, to educationcommunityservices@gov.ab.ca.

**Gender-Based Analysis**

The following newspaper article highlights a City of Edmonton Councillor who wants every city policy to go through Gender-Based Analysis. The newspaper article focuses on women and gender analysis, however the Gender-Based Analysis tool looks at an intersectional analysis that helps people consider a wide range of diverse groups. The federal program that they talk about in this article is the very same tool that we shared in our September digest! Please see below for the link to the article and the link to the federal Gender Based Analysis Tool.


**5. EDI Survey**

Your participation in our short survey will take two to five minutes and the responses will help guide and inform the development of future EDI training opportunities and initiatives by staff in the Employment Equity Program. This survey is an opportunity for members of the University of Alberta community to share their insight and awareness of Equity, Diversity, and Inclusion on our campuses. A summary analysis of all the results will be used for planning and reporting purposes, individual responses will not be identified. We appreciate you taking the time to fill out our survey!

[https://goo.gl/forms/N1s5FF7rnQfv8i412](https://goo.gl/forms/N1s5FF7rnQfv8i412)