Welcome to the October 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. EDUCATIONAL SESSIONS

Human Rights & Employment Equity: An Introduction
October 20, 2016
Location: ECHA 1 182
Registration Link
The principles of human rights and equity in employment are foundational to the University’s value of diversity and inclusion and are highlighted in the Institutional Strategic Plan (ISP): “For The Public Good”. In this interactive session, participants will be introduced to the Alberta Human Rights Act, Employment Equity Legislation, and how the two interconnect to inform the development of policies that are designed to create a respectful and inclusive workforce. A variety of workplace scenarios will be examined through an Equity, Diversity, Inclusion (EDI) lens. 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.

Who’s in and Who’s Out? Transforming our spaces
Wednesday October 26, 2016 9:30am – 11:30am
2-51 University Terrace
This session is a part of Sustainability Awareness Week taking place from Oct. 24 to 28, 2016.
Registration Link

Join facilitators from the University of Alberta Employment Equity Program, Human Resource Services for an engaging and interactive session to identify the diversity of voices in our community. Using an Equity, Diversity, and Inclusion (EDI) lens, the presenters will lead a critical conversation around social sustainability in everyday life with a focus on creating
inclusive working, learning, and social environments for all. Participants will leave with concrete ideas that they can implement, both personally and professionally, to become more inclusive in thought and behaviour. 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.

**TRC’s Calls to Action on Indigenous Language Revitalization and Identity**

Second event in the series  
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

2017 Equity Diversity Inclusion (EDI) Week  
March 16 -18, 2017  
Details to follow in the coming months. Please feel free to browse the program and materials from the [2016 EDI week](#)

### 3. EMPLOYMENT EQUITY ADVISORY COMMITTEE MEMBERS

- **Wayne Patterson**, Executive Director, Human Resource Services - Chair  
- **Catherine Anley**, Employment Equity Advisor, Human Resource Services  
- **Katy Campbell**, Professor & Dean, Faculty of Extension - Dean's Representative  
- **Teddy Carter**, Selection & Review Coordinator, Provost and Vice-President (Acad) - NASA Representative  
- **Lorie Cinq-Mars**, Identity Management Lead, Office of the Registrar - Support Staff  
  Member-at-Large  
- **Theresa (Teddi) Doupe**, Associate Director, Student Accessibility Services  
- **Karyn Gibbons**, School Administrator, School of Public Health - NASA Representative  
- **Wade King**, Senior Advisor, Safe Disclosure & Human Rights  
- **Malinda Smith**, Professor, Dept. of Political Science - Faculty Member-at-Large  
- **D'Arcy Vermette**, Assistant Professor & Associate Dean (Research), Faculty of Native Studies
Janice Williamson, Professor, Dept. of English and Film Studies - AASUA Representative

4. ONLINE RESOURCES

- To gain an understanding and to maintain a respectful attitude towards the Elders of this region, review the University of Alberta Elder Protocol and Guidelines.
- The Aboriginal Human Resource Council is a national organization that assists with building prosperous partnerships between corporations and First Nations, Métis, and Inuit communities that advance and benchmark workplace inclusion efforts, and help companies become employers-of-choice for Indigenous people, and companies-of-choice for Indigenous businesses and communities. For diversity and inclusion resources, visit: https://aboriginalhr.ca/en
- The Canadian Centre for Diversity and Inclusion (CCDI) is a made-in-Canada solution designed to help employers, and diversity and inclusion (D&I), human rights and equity (HR&E) and human resources (HR) practitioners effectively address the full picture of diversity, equity and inclusion within the workplace. To access diversity and inclusion resources, visit: www.ccdi.ca.

5. OTHER ITEMS OF INTEREST

The Academic Women's Association (AWA) Fall Reception is on Tuesday, October 4 from 4:00 to 6:00 in the Student Lounge, Old Arts Building. It will be a wonderful opportunity to visit with colleagues, enjoy a few hors d'oeuvres, and hear about AWA initiatives. At 5:00, Dr. Malinda Smith, President, and Dr. Kisha Supernant, Vice-President, will provide an overview of the "Diversity Gap" research conducted during Spring & Summer 2016. **Accessibility:** The AWA is committed to making its events accessible for all interested participants. Sign language interpreting, realtime captioning, and other accommodations can be provided. RSVP by Sept 30: catherine.anley@ualberta.ca

**Friday, September 30 is Orange Shirt Day!!!**

On September 30th, we encourage everyone to wear an orange shirt or ribbon to honor and remember the experiences of the thousands of children who were stolen from their families and placed in Indian residential schools. You can post pictures of yourself using the hashtag #orangeshirtdayuofa. Orange Shirt Day is a legacy of the St. Joseph Mission (SJM) residential school commemoration event held in Williams Lake, BC, Canada, in the spring of 2013. It grew out of Phyllis’ story of having her shiny new orange shirt taken away on her first day of school at the Mission, and it has become an opportunity to keep the discussion on all aspects of residential schools happening annually. Read Phyllis' story at orangeshirtday.org.

**Truth and Reconciliation Summit**
This full day event on October 29, 2016, will include keynote talks from TRC Commissioners and other notable speakers, breakout sessions, workshops, open dialogue, and facilitated discussion led by Banff Centre faculty. Keynote speakers will be streamed online at Truth and Reconciliation Summit!

6. WEBSITE

Please visit our website to learn more about Employment Equity or to find archived digests: http://www.hrs.ualberta.ca/MyEmployment/EmploymentEquity.aspx