



## Equity, Diversity, Inclusion – HRS Annual Report: April 1, 2016 – March 31, 2017

This report highlights the education, leadership activities, and the collection and management of workforce data led by the Equity, Diversity, Inclusion (EDI) team in Human Resource Services to advance the principles of respect and inclusion at the University of Alberta from April 1, 2016 to March 31, 2017.

The staff compliment in the EDI, HRS office consists of one permanent full-time advisor and four staff in temporary positions. In addition, three students received career development opportunities (internships and summer student employment) during the reporting year.

The EDI team approach is collaborative and consultative. Partnerships with individual EDI champions across the Institution, faculty diversity committees, administrative units, academic departments and faculties, and the broader public are critical to create opportunities to work effectively together to raise awareness, commitment, and skill.

A significant institutional partner is the **Employment Equity Advisory Committee (EEAC)**. Both individually and collectively, the EEAC provides advice, guidance, and feedback on priorities, strategic initiatives, and communication. During the reporting year, the EEAC membership included:

**EEAC Chair:** Wayne Patterson, Acting Associate Vice-President (HRS)  
Dean's Representative: Dr. Katy Campbell, Dean, Faculty of Extension  
AASUA Representative: Dr. Janice Williamson, AASUA Equity Committee Chair  
NASA Representatives: Teddy Carter and Karyn Gibbons  
Support Staff Member-at-Large: Lorie Cinq-Mars  
Faculty Member-at-Large: Dr. Malinda Smith  
OSDHR Representative: Wade King  
Student Accessibility Services: Teddi Doupe  
Member: D'Arcy Vermette  
EDI Advisor: Catherine Anley

In 2016-2017, EDI staff supported and contributed to the achievement of "For the Public Good" through the following key initiatives:

- EDI Education
- EDI Programs
- Coaching, Mentoring, and Capacity Building
- Workforce Diversity Data

# EDI Education

The following educational opportunities were delivered to 250+ faculty, staff, and students:

- Shakil Choudhury's "Deep Diversity: Leadership Skills for Workplace Inclusion and Equity", in partnership with University of Alberta, Edmonton City Police, and Stantec (one session)
- Human Rights & Employment Equity in Recruitment: An Introduction (two sessions)
- Who's in, Who's out: Transforming Our Spaces (three sessions)
- TRC Calls to Action on Indigenous Language Revitalization and Identity (one session)
- Movie Screening in partnership with the SU in recognition of International Day for Persons with Disabilities: "Becoming Bulletproof" (one screening)

**DEEP DIVERSITY WORKSHOP**  
LEADERSHIP SKILLS FOR WORKPLACE INCLUSION AND EQUITY

**February 28, 2017**  
EPS Training Centre  
16175 - 97 Street  
8:30 am Registration/Reception  
9:00 am - 3:00 pm

**In this 1-day workshop you will learn:**

- Leadership competencies for developing Diversity Champions including emotional intelligence, mindfulness and authentic connection.
- How to apply the Deep Diversity framework: a practical lens that can be used to enhance our understanding of systemic discrimination based on gender and race.
- How intersectional bias results in blind spots within individuals and organizations and the importance of developing bias detection and reduction skills.
- What gets in the way of making a diverse and inclusive organization.
- How to apply the Arvey's Inclusion Myxology: 5 dimensions of 10 newer factors for measuring organizational change with respect to diversity, equity and inclusion.

**Shakil Choudhury, Workshop Facilitator**  
An award-winning educator and coach with more than 20 years of experience in the field of diversity, equity and inclusion. He has worked with leaders across sectors and developed measurement tools for organizations, he also supports leadership development. He has worked with various levels of government, corporations and various faculty groups across Canada. He is also the recipient of the Award of Excellence for Best Professor in Faculty Teaching and Development.

Requesting Accessibility Requests please email: [EmploymentEquity@ualberta.ca](mailto:EmploymentEquity@ualberta.ca)

Workshop Sponsors:

## EDI Week 2017:

The fourth annual EDI Week took place from March 16 to 18, 2017. Each year since its inception, the event has grown in prominence and attendance through the many partnerships and collaborative efforts of the EEAC members; Global Education, UAI; University of Alberta Libraries; NASA; AASUA; and individuals across the Institution committed to achieving EDI.

The following organizations/units provided conceptual, financial, logistical, and/or communication support during 2017 EDI Week:

- Employment Equity Advisory Committee (EEAC)
- Office of Safe Disclosure & Human Rights
- Global Education, UAI
- University of Alberta Libraries
- Canadian Mental Health Association, UofA Student Group
- Faculty of Native Studies
- Office of the VP (University Relations)

- Digital Strategies
- NASA; GSA; SU; AASUA
- The United Way

## 2017 EDI Week Program Overview:

- **Equity, Diversity, and Inclusion (EDI) Awards – Breakfast and Ceremony**
- **Decolonization: Navigating Different Paths Together – Keynote Presentation**
- **Who’s In, Who’s Out: Transforming Our Spaces – Workshop**
- **“Art in Action: Re-imagining access and inclusion through Disability Arts”** with Collaborative Radically Integrated Performers Society in Edmonton (CRIPSiE) - mixed-media performance
- **Human Library – Conversations with human “books”,**

### Book Titles:

- Being an Immigrant - similar cover but different story
- Broken Candy: One woman’s story of disability
- Reflections on trans exclusions from an ex-substitute teacher
- Caught in a Bind
- How can you be gay and Muslim?
- A Spiritual Journey
- Transitioning Triggers: Surviving When You are Soft-Hearted, Sharp-Tongued and Trans
- Finding Peace: Three wars, three countries and Beekeeping!
- Adventures in the Forest: A Story of a War Child
- Depression greets me Like an old friend
- Happily Homeless



Feedback on each of the sessions and the week in general was overwhelmingly positive citing the diversity of speakers; their expertise on the subjects; their presentation skills; accessible language; the relevance of the topics, etc. Suggestions for improvement included longer sessions (all of the sessions were noted as being too short), better directions to venues, and collaborating with more course instructors to encourage their students to participate in the human library.

## EDI Programs

**The Employment Equity Discretionary Fund (EEDF)** provides seed funding for projects that will further the goals of employment equity at the University of Alberta. Applications to the EEDF are considered on an ongoing basis. During the reporting period, EDI staff assisted faculty members in writing and submitting applications for financial support, in part or in whole, toward the following campus initiatives: **“Indigenous Feminisms”** Workshop and the **“Dangerous Research: When Research Poses Serious Harm to the Researcher”** Symposium.

**Employment Equity and Student Equity Statements** – EDI staff participated in the Equity Statements Review Committee to draft updated statements for the Associate Vice-President Human Resources and the Registrar. The EEAC was consulted at the outset and then at the end of the process to finesse the draft Employment Equity Statement that would proceed through governance approval.

**Canadian Centre for Diversity and Inclusion (CCDI)** – Consulted with key university stakeholders about the potential institutional benefits of becoming a partner employer with the CCDI. The Centre provides access to significant online education, resources, and tool kits.



**Career Fairs:** - In partnership with Recruitment Services, HRS, representatives from the EDI team participated in career fairs hosted by Oteenow Employment and Training Society and Alexander First Nation to raise the profile of the UofA as an employer of choice and to provide advice and guidance on seeking employment at the UofA.

**Enhancing Web presence and communication** of EDI principles, resources, and programming commenced during the reporting year. The monthly EDI Digest lists upcoming learning opportunities and relevant resources. The Digest has grown to over 500 members.

- In collaboration with the Senior Consultant, Health Promotion and EFAP Program Administrator, EDI staff developed the HRS website content for employees or their loved ones who are gender transitioning.

## Coaching, Mentoring, and Capacity Building

EDI staff supported and participated in meetings and initiatives of the Faculty of Education DER Committee (Diversity, Equity and Respect) and engaged in discussion and advice with Associate and Assistant Deans with diversity portfolios and beginning the process to establish diversity committees. An outcome of the enhanced educational programming is an increase in requests from managers for customized sessions for their teams as well as requests for advice on how to address inequities and to create more inclusive work environments. To provide more data on this work, the EDI team is developing a mechanism to document themes and time commitment.

**Membership on Canada Research Chair (CRC) selection committees** - assistance with meeting CRC Program EDI Institutional requirements. Selection committees were provided education on equity, human rights, unconscious bias; advice on best practice in recruitment to minimize impact of unconscious bias on hiring decisions; and in the moment feedback to raise awareness when biases had been invoked. Each CRC external recruitment process requires an EDI, HRS commitment in the range of 50 to 60 hours to thoroughly review applications, advise and coach committee Chairs, actively participate in meetings, interviews, candidate seminars, etc.

**Banting Postdoctoral Fellowship Adjudication Committees** – A representative from the EDI team is invited annually to participate in the adjudication meetings to bring a focused EDI lens to the discussions and to provide feedback on the decision process.

## Workforce Diversity Data

Since the early 1990s, the Employment Equity Census Questionnaire is distributed on a monthly basis to employees newly appointed into continuing and recurring-term positions.

The voluntary survey asks employees to self-identify as members of the following four groups designated by the federal government as being under-represented in the Canadian workforce. The yearly data is a snapshot of active employees on December 31 of the previous year. As a result, the data set for the 2016-2017 annual report are all

active continuing and recurring-term employees on December 31, 2015. The aggregate data are used to develop statistical reports as one way of measuring our progress in achieving and retaining a diverse workforce.

1. Women
2. Aboriginal Peoples are persons who identify as North American Indian (Status, non-Status, and Treaty), Inuit, or Métis.
3. Members of visible minorities are persons, other than Aboriginal Peoples, who are non-Caucasian in race or non-white in color, regardless of their birthplace or citizenship. The visible minority population includes individuals who identify as: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese, and Korean.
4. Persons with Disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning disability.

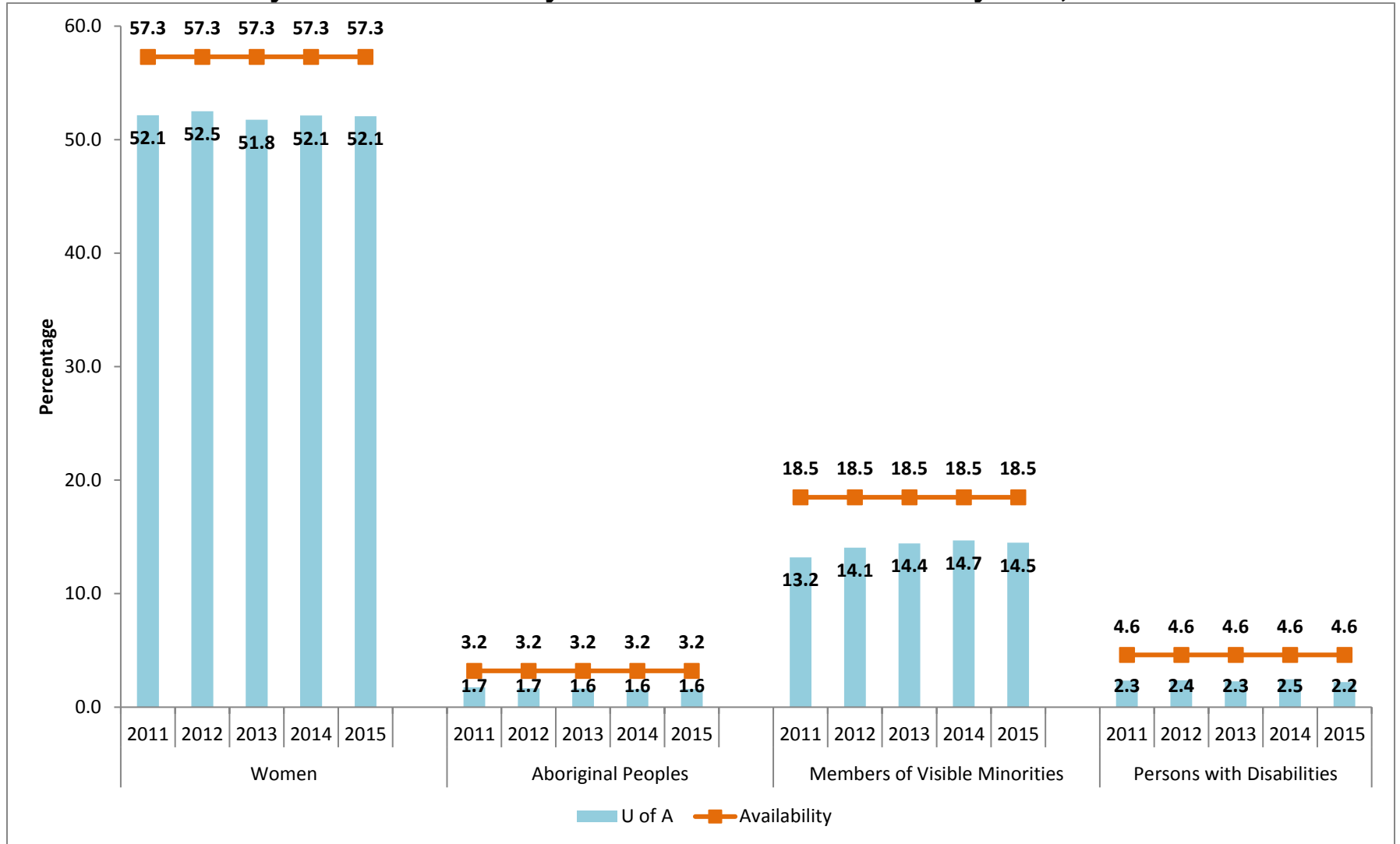
**Expanding the Collection of Diversity Data** - Expanding the collection of diversity data, both in terms the survey questions and the employee categories (CAST, Trust, Auxiliary, Contingent, etc.), will grow the database from approximately 5,000 to 10,000 employees for a more comprehensive understanding of the UofA workforce. It will also provide employees with the opportunity to update any identity data they had submitted in the past.

The Faculty of Medicine and Dentistry has partnered with EDI, HRS to conduct a pilot of an expanded census questionnaire. The Assistant Dean of Education Quality and Accreditation, FoMD and EDI staff have collaborated and engaged in consultation with leaders in FoMD about the pilot project. It is expected that the project will commence in the 2017-2018 fiscal year.

**2016-2017 Diversity Data** - The 2015 data had a cumulative response rate of 84%, a decline over the past few years from 89% in 2009. There are a number of factors that may contribute to this decrease: employees do not see themselves represented in the identity categories and choose to not complete; employees do not feel it will make a difference in institutional programming whether they identify or not; employees are inundated with emails, requests for information, and other demands severely limiting capacity to attend to yet another request, and lastly, the decision to self-identify is both complex and very personal, that some do not wish to make. Expanding the survey and engaging in awareness raising and being committed to using the data to make strategic decisions should create the opportunity for more faculty and staff to participate in the census to give the institution more comprehensive demographic data.

The 2015 data indicates at a high level that little progress has been made in diversifying the UofA workforce. With the increase in the EDI staff compliment, reports on intersectional and occupation specific diversity data will be developed during the 2017-2018 reporting year to carefully examine institutional demographic information.

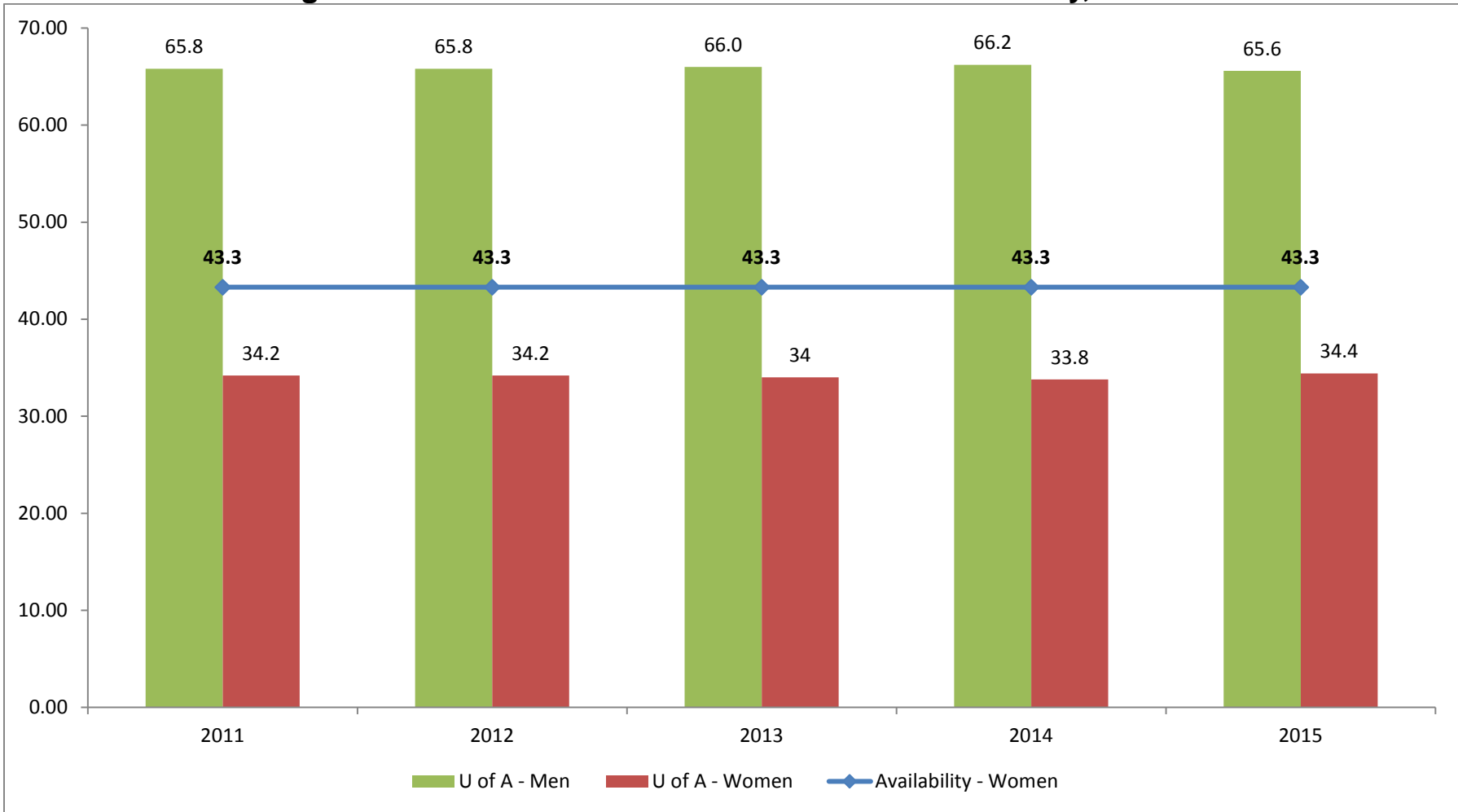
## University of Alberta Diversity vs Census Canada Availability Data, 2011-2015



Provided by Employment Equity Program, HRS, October 2016. Data gathered from PeopleSoft record and voluntary completion of Employment Equity Census Questionnaire by Continuing and Recurring Term – Operating employees.

**Availability Data:** 2011 Census Canada; 2011 National Household Survey and Canadian Survey on Disability for 2011-2015.

## University of Alberta Professoriate<sup>1</sup> Percentages of Men and Women vs Census Canada Availability, 2011-2015



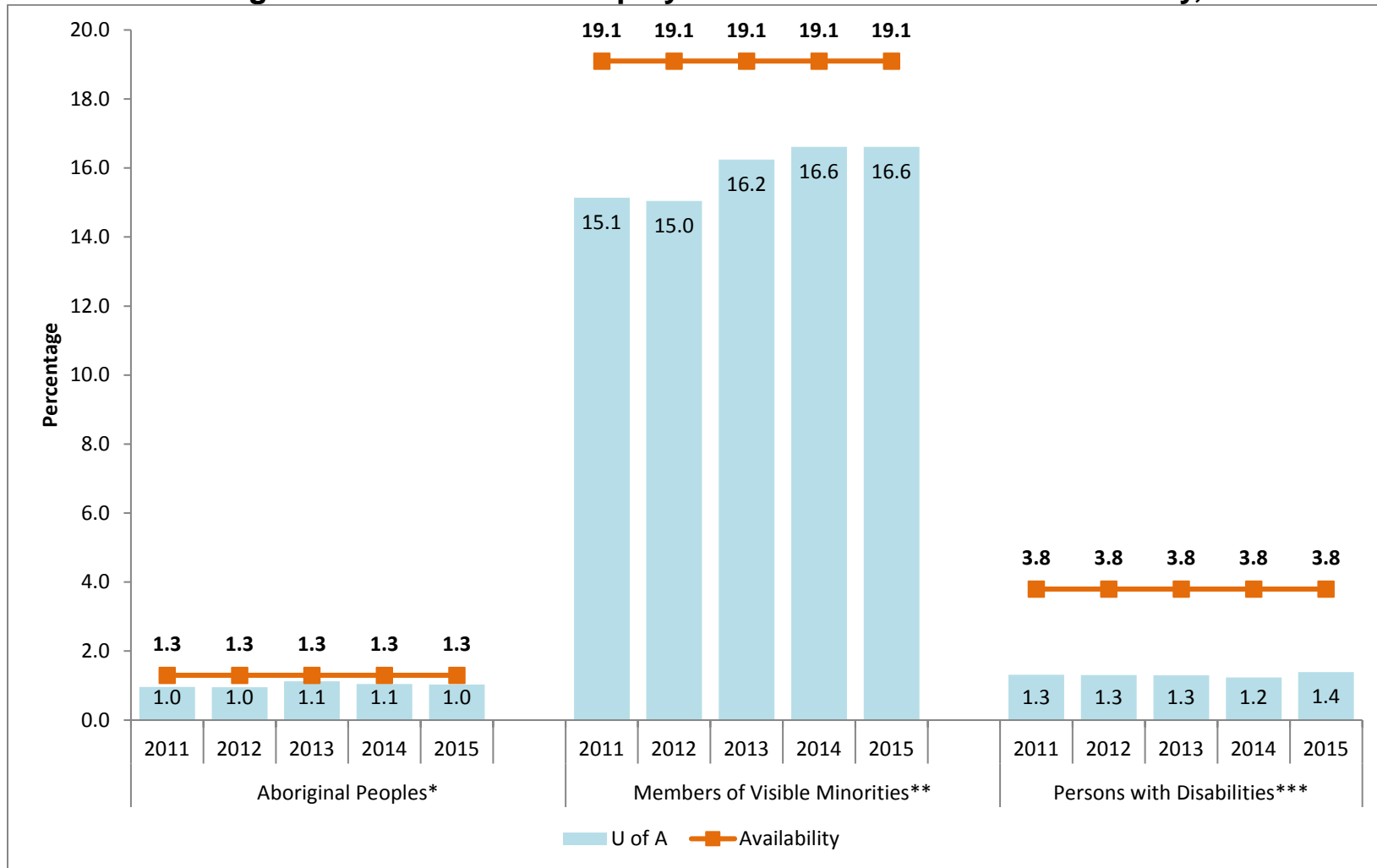
Provided by Employment Equity Program, HRS, October 2016. Data gathered from PeopleSoft record.

<sup>1</sup> Professoriate includes Assistant, Associate and Professors including those who hold administrative positions such as Deans/Directors/Chairs.

**Availability data:** 2011 Census Canada; 2011 National Household Survey and Canadian Survey on Disability for 2011-2015



## University of Alberta Professoriate<sup>1</sup> Percentages of Self-identified Employees vs Census Canada Availability, 2011-2015



Provided by Employment Equity Program, HRS, October 2016. Data gathered from voluntary completion of Employment Equity Census Questionnaire by Continuing and Recurring Term – Operating employees.

<sup>1</sup> Professoriate includes Assistant, Associate and Professors including those who hold administrative positions such as Deans/Directors/Chairs.

**Availability data:** 2011 Census Canada; 2011 National Household Survey and Canadian Survey on Disability for 2011-2015.