

Welcome to the December 2017 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. For archived digests, please go to <http://www.hrs.ualberta.ca/MyEmployment/EmploymentEquity.aspx>. To unsubscribe to this digest please click <http://www.mailman.srv.ualberta.ca/mailman/listinfo/edi>

[Equity, Diversity, Inclusion - HRS](#)

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1. Educational Sessions and Events - December

Webinar: “How to address fear and resistance to D&I initiatives”

Date: December 5, 10am-12pm

Location: University Terrace, Room 251

[Register Here](#)

Description: A concern expressed by diversity and inclusion practitioners is the difficulty of dealing with fear and resistance to D&I initiatives. Creating an inclusive workplace that values diversity often requires significant change in an organization. In most cases, structural, cultural, and attitudinal change are required. In this webinar we will:

- Discuss how to use a change management approach to implementing diversity and inclusion initiatives in your organization;
- Learn to identify and mitigate roadblocks and individuals who are resistant and undermining your efforts;
- Learn to identify champions and equip them to work together to help move your organization forward toward your diversity and inclusion goals.
- Presented by the Canadian Centre for Diversity and Inclusion (CCDI)

CCDI community of practice: “Gender in the Workplace”

Date: December 6, 8am-10:30am

Location: Aurora Room, Lister Conference Centre

[Register Here](#) (Registration Deadline: December 5, noon)

Description: Today, women account for over 60% of undergraduate degrees in Canada. In fact, they have accounted for more than 50% of undergraduate degrees since ... 1980! So why are

there only a fraction of CEO positions held by women? We have more research on the benefits of having more women at the top than we know what to do with, yet the pace of change is glacial. The truth of the matter is that gender parity won't happen on its own. Employers need to tackle this issue head on or nothing will change. Yet there is significant resistance to creating programs that target women...mostly from women themselves.

Following on a 2016 series of Community of Practice events, this session will focus on practical tips and solutions that employers can actualize in their environments to create a more inclusive workplace for women.

- Presented by the Canadian Centre for Diversity and Inclusion (CCDI)

Memorial Event: “The National Day of Remembrance and Action on Violence Against Women”

Date: December 6, Noon to 1:00

Location: SUB Stage

Registration not Necessary

Description: On December 6th, 1989, 14 women at the École Polytechnique de Montréal were murdered simply because they were women. On December 6th, 2017 we will mark the National Day of Remembrance and Action on Violence Against Women; this day is a time to reflect on the lives lost at the École Polytechnique in 1991, and on the many other women whose lives have been cut short or harmed as a result of violence.

Beginning at about 11:30am on December 6th, 14 Women in Black, representing the 14 women who were murdered, will begin their processions from various locations across campus – each procession will make its way to the SUB Stage in the Students' Union Building for 12pm. At noon NASA, along with representatives from across the University community, will host a memorial ceremony at the SUB Stage in the Students' Union Building.

- Presented by various stakeholders including, NASA, HRS,

Presentation Topic: Responding to Sexual Violence on Campus

Date: December 6, 1:30-4:00pm

Location: Aurora Room, Lister Conference Centre

[Register Here](#) (Registration Deadline: December 5, noon)

Description: Following the Report on the University of Alberta's Response to Sexual Assault in January 2016, the community came together to implement the recommendations included in the report. One of those recommendations was that a sexual violence policy was needed; this policy was approved by the Board of Governors in June 2017. Other recommendations speaking to the need to improve ongoing efforts to support survivors, educate our campus communities, ways to improve processes of accountability, and to determine ways to assess our campus climates in a meaningful manner are ongoing. Today we will review the new policy while also

providing an overview of some of the work being undertaken to address sexual violence at the UA and hold a dialogue to hear from you how to further our efforts.

Facilitated by:

Helen Vallianatos, Associate Dean, Office of the Dean of Students

Deb Eerkes, Director, Student Conduct and Accountability

Workshop: “Introduction to Unconscious Bias”

Date: December 12, 1pm-3:30pm

Location: University Terrace, Room 251

[Register Here](#)

Description: If you have a brain, you have unconscious biases! Bias is not always a bad thing. It simply means that your brain looks for short-cuts to make sense of the world. Unconscious bias plays a huge role in your daily life, it is automatic and operates at an unconscious level. The neuroscience on unconscious bias indicates that humans are not as rational as we might like to think when making decisions about people and situations. Our background, personal experiences, stereotypes and cultural context have an impact on our judgement and behaviour. Recall a time when you met someone and had that instant connection, or your latest hire where you said that they were a 'right fit'. Our 2.5 hour interactive workshop provides a non-judgmental approach aimed at understanding what unconscious bias is (and is not), how it operates in the workplace and how it can undermine business objectives. The workshop will offer you the opportunity to increase self-awareness, get up to speed with the latest research on unconscious bias and come up with strategies to catch yourself when bias may be at play.

- Presented by Candy Khan, PhD (Candidate), Education Policy Studies and EDI Advisor, HRS

Workshop: “Deep Diversity: Leadership Skills for Workplace Inclusion & Equity”

Date: December 13, 9am-3pm (light lunch provided)

Location: 5th Floor, Peter Lougheed Leadership College (PLLC)

[Register Here](#) (register by December 8, 2017)

Description: For any organization that wants to stay relevant and productive, creating a functionally diverse and inclusive workplace is a must. Understanding how systemic discrimination threatens fairness and workplace morale in both overt and subtle ways is critical to such initiatives. This award winning training will develop key leadership knowledge and skills to support workplace inclusion and equity, as outlined in Shakil Choudhury’s book, *Deep Diversity: Overcoming Us vs. Them*.

- Presented by Shakil Choudhury, (M.E.S., B.Ed., B.P.E.), Senior Partner, Anima Leadership

2. Save the date!

EDI WEEK: March 17-23, 2018

EDI Awards Breakfast, March 23 - 7:30am-9am

3. EDI Awards

We will be launching the 2018 EDI Awards on December 10, 2017. Do you know someone that deserves an EDI Award? Please see the following for more information!

EDI Awards 2018

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 2017 EDI awards. The EDI awards will be presented during [EDI Week 2018](#)

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 2017.
- The nominee’s history with EDI.
- The issues that the nominee is working to advance.

Nominate someone today, by going to the following link (Won’t be live until December 10):
<https://goo.gl/forms/BOrWu2jLjXhulju23>

For more information or for assistance for accessing the nomination form in alternate formats, please contact osdhr@ualberta.ca

Questions for Nomination:

1. How is the nominee working to advance Human rights, Equity, Diversity, or Inclusion? Some examples may include but are not limited to: working to advance the rights and well being of members of the LGBT!2S+ community", working to stop discrimination, being inclusive in language and action everyday, research, special projects, or other initiatives that work to address EDI and/or Human Rights, Teaching (content or pedagogies) that prioritize EDI and/or Human Rights, etc.

2. To the best of your knowledge, what impact has the nominee made through their work on human rights, equity, diversity and inclusion at the UofA?

3. Is there a specific project, initiative, or activity that you are nominating this person for? Please describe. Some projects may include but are not limited to: researching an area of EDI, workplace or student groups working in the area of Human rights or EDI, leading a project on bringing awareness to LGBTQ+ or other groups, making a difference in creating an equitable environment for colleagues and serving students, etc.

4. Describe how the nominee embodies the commitment to Human Rights, Equity, diversity and inclusion. Outline their dedication to the principles of EDI and Human Rights beyond the university and the 2017 award year.