

Welcome to the January 2018 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 - January

Webinar: How to be a disability advocate

Date: January 17, 11am-12pm

Location: 251 University Terrace

[Register to attend the webinar and discussion](#) or [Register to watch from your desk](#)

Description: One in five Canadians lives with a disability (based on the Canadian Government's definition of disability). This is largely due to an aging workforce, and a much deeper understanding of just what a disability is. Yes, unemployment and underemployment rates for people with disabilities – particularly people with visible disabilities – is significantly higher than the able-bodied population.

Join us as we explore the topic of disability in the workplace, and examine what individuals need to understand about disability, and how they can be advocates for change around disability inclusion.

Who should attend:

General public: These webinars are targeted toward a general audience who have little to no information on the topic. These webinars will answer the question “what is?” and provide participants with information on creating an inclusive workplace.

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

Workshop: “Strategies in Identifying Unconscious Bias”

Date: January 23, 1pm–2:30pm

Location: 251 University Terrace

Description: We know that bias is natural and largely unavoidable. We also know that people are disposed to be biased against people who are unlike them and show more favour towards people who are like them; it's not all about being negative. Suppressing or demonizing bias makes the problem worse not better. So how can we identify our bias and what do we do once we know? Come to our session to discuss these questions. It is recommended that you attend our "Introduction to Unconscious Bias" workshop before attending this workshop.

o Presented by Barb McLean, EDI Education Advisor, HRS

Webinar: Diversity in Talent Attraction

Date: January 24, 11am-1pm

Location: 251 University Terrace

[Register to attend the webinar and discussion](#) or [Register to watch from your desk](#)

Description: There is no denying that the cultural makeup of Canada is changing faster than ever before. It's imperative that employers have a solid understanding of intercultural competence in order to ensure they are creating workplaces where people from different cultures (specifically those who have been raised outside of the "Canadian culture") can strive and thrive.

This webinar will examine the subject of intercultural competence from the employers' perspective. We will share tips and tricks to help address what employers need to do to create culturally inclusive workplaces.

Who should attend:

HR and D&I practitioners: These webinars are targeted toward HR and diversity and inclusion practitioners who have some information on the topic. They will answer the question "how to?" and provide participants with promising practices of how they can tackle some of the most pressing issues related to diversity and inclusion in the workplace. Presented by the Canadian Centre for Diversity and Inclusion (CCDI)

2. EDI Awards

Do you know someone that is advancing Equity, Diversity and Inclusion (EDI) at the University of Alberta? If so, nominate them now for an EDI Award!

Nomination Deadline: February 2, 2018 at 4:30

The EDI Awards is a partnership between Human Resource Services and the Office of Safe Disclosure & Human Rights and is intended to recognize and celebrate groups or individuals who have gone above and beyond to demonstrate the principles of Equity, Diversity, and Inclusion in working, learning, and living environments in support the University's mission to:

“value diversity, inclusivity, and equity across and among our people, campuses, and disciplines” (“For the Public Good”).

Please share this announcement within your networks to encourage colleagues to nominate staff, faculty, and students. The nominations will be adjudicated by a committee that has broad campus representation. The Awards will be presented during EDI Week on Friday, March 23, 2018.

For more information and to access the nomination form:

<https://www.ualberta.ca/disclosure/human-rights-discrimination/edi-awards>.

3. Save the date!

Workshop: “Introduction to Unconscious Bias”

Date: February 6, 1pm–3:30pm

Webinar: Working Toward Intercultural Competence

Date: February 7, 11am-1pm

Webinar: Intercultural Competence: The Employer’s Role

Date: February 21, 11am-1pm

Workshop: “Bullying in the Workplace”

Date: February 28, 2pm-4pm

Session: Black History Month

Date: TBD

4. EDI WEEK: March 17-23, 2018



Saturday, March 17

- Performance: Bodies Transgressing, Evening Event

Monday, March 19

- Panel: Delwin Vriend Decision, 20th Anniversary, hosted by Chancellor Stollery, 5:30pm

Wednesday, March 21

- Presentation: Dr. Carl James, Professor, Jean Augustine Chair in Education, Community & Diaspora, York University, 12pm - 1pm

Thursday, March 22

- Human Library: "A Place for All of Us", 3pm-6pm

Friday, March 23

- EDI Awards Breakfast, 7:30am-9am
- Human Library: "A Place for All of Us", 3pm-6pm

For more information about 2018 EDI Week, please find us here:

<http://www.hrs.ualberta.ca/Learning/Programs/EDIWeek.aspx>.

If you would like to host an EDI Week event or volunteer for any EDI events, please contact Barb.McLean@ualberta.ca

5. Reminder: CCDI Knowledge Repository Access



We want to remind you that we have an institutional partnership with the Canadian Centre for Diversity and Inclusion (CCDI). We encourage you to access the employer partner benefits as you seek to create respectful and inclusive workplaces.

A selection of employer partner benefits include:

- Unlimited access to live and interactive webinars that feature a new topic every month on diversity and inclusion.
- Unlimited attendance at their Community of Practice (COP) events.
- Access to the annual D&I: The UnConference.
- Unlimited access to the online Knowledge Repository, curated with 600+ documents, reports, toolkits, templates and other content for people engaged with diversity and inclusion in Canada.

NOTE: If you would like access to the Knowledge Repository, send an e-mail to mail@ccdi.ca with the subject line "Knowledge Repository Access" – include your first name, last name and ualberta e-mail address. You will receive your log-in information shortly thereafter.

Please see all this and more at ccdi.ca