Welcome to the July 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

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Employment Equity, HRS

IN THIS ISSUE:

1. Educational Sessions and Events - July
2. Resources

1. Educational Sessions and Events

Introduction to Unconscious Bias
Facilitated by: Candy Khan, PhD (Candidate), Education Policy Studies and EDI Advisor, HRS

If you have a Brain, you have an unconscious bias! Bias is not always a bad thing. It simply means that your brain looks for shortcuts 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 judgment 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-judgemental 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.

Date: July 5, 2017
Time: 1:00pm - 3:30pm
Location: ECHA L1-220
This Session is Full

Date: July 11, 2017
Time: 1:00pm - 3:30pm
Location: ECHA L1-220
Register here

What are people saying about the Introduction to Unconscious Bias Workshop?

- “Candy has a very engaging way of presenting challenging ideas.”
- “The session raised my awareness”
• “I appreciated the discussion around unpacking your personal bias”
• “Opened myself up to how I perceived those I interact with”

The Equity, Diversity and Inclusion office is proud to host the following webinar from the Canadian Centre for Diversity and Inclusion (CCDI). Please plan to stay for post webinar discussion:

**Generational Inclusion**  
**Four Generations – Four Approaches to Work™: Maximizing Collaboration**

There are four generations in the workplace – Traditionalists, Baby Boomers, Gen Xers and Millennials. Each generation possesses unique identities that translate into different behaviors. To be a team that works well together, we have to understand each other’s similarities and differences. Only by understanding the ‘other’, can we then discover ways to engage with each other. However, we have to recognize that the tactics that may engage one generation will not necessarily engage the other. Since engagement is critical for team performance and bottom-line results, the accountability to engage lies within the team.

This highly interactive presentation focuses on raising participants’ generational awareness and exploring techniques to increase collaboration across a diverse workforce. First, we explore the identities of the four generations, and how these identities translate into behaviors in the workplace. We also discuss how the workplace reality has changed to one in which each team member views themselves as an investor in the business. Participants discuss techniques to improve collaboration and leave with tips that can be applied right away.

Date: July 18, 2017  
Time: 10:00am - 12:00pm  
Location: ECHA L1-220  
[Register here]

2. **Resources**

We introduced the following Gender Based Analysis(GBA+) online course in a previous EDI Digest but would like to highlight it again as an important EDI tool. While GBA+ doesn’t explicitly address unconscious bias, many of the techniques used can help uncover unconscious bias in policies, programs, services and other initiatives.

[GBA+ (Gender Based Analysis) is a free online learning opportunity.](#) It is “an analytical tool used to assess the potential impacts of policies, programs, services, and other initiatives on diverse groups of women and men, taking into account gender and other identity factors. The "plus" in the name highlights that GBA+ goes beyond gender, and includes the examination of a range of other intersecting identity factors (such as age, education, language, geography, culture and income).” For more information about identity factors go to [Government of Canada’s Approach](#), or take the [Introduction to GBA+ online course](#).
Dos and Don’ts on Designing for Accessibility

“Karwai Pun is an interaction designer and is part of an accessibility group at Home Office Digital, leading on autism. Together with the team, she’s created these dos and don’ts posters as a way of approaching accessibility from a design perspective... The dos and don’ts of designing for accessibility are general guidelines, best design practices for making services accessible in government. Currently, there are six different posters in the series that cater to users from these areas: low vision, D/deaf and hard of hearing, dyslexia, motor disabilities, users on the autistic spectrum and users of screen readers.”

See below for examples of the posters and follow the link to get more information. [https://accessibility.blog.gov.uk/2016/09/02/dos-and-donts-on-designing-for-accessibility/]