

Welcome to the November 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

Panel Discussion & Book Launch: Equity, Indigeneity and Racial Justice in the Canadian University

Date: November 9, 3pm-5pm

Location: Telus 1-34

Registration not required

Description: The university is often regarded as a bastion of liberal democracy where equity and diversity are vigorously promoted. In reality, the university still excludes many people and is a site of racialization that is subtle, complex, and sophisticated. This book, "The Equity Myth: Racialization and Indigeneity at Canadian Universities", the first comprehensive, data-based study of racialized and Indigenous faculty members' experiences in Canadian universities, challenges the myth of equity in higher education. Drawing on a rich body of survey data, interviews, and analysis of universities' stated policies, leading scholars scrutinize what universities have done and question the effectiveness of their employment equity programs. They also make important recommendations as to how universities can address racialization and fulfill the promise of equity in the academy.

- Panel: Dr. Malinda Smith (UofA), Dr. Ena Dua (York), Dr. Cora Weber-Pillwax (UofA)
- Moderated by Candy Khan, PhD (Candidate), EDI Advisor, HRS
- Opening Remarks by Dr. Lois Harder, Chair, Department of Political Science
- Cohosted by EDI, HRS, Department of Political Science, and the Office of Safe Disclosure and Human Rights (OSDHR)

Facilitated Discussion: "Excellence in Faculty Recruitment"

Date: November 21, 9am-12:00pm

Location: University Terrace Room 251

[Register Here](#)

Description: Search committee chairs, committee members, and others involved in, or responsible for, faculty recruitment are encouraged to engage with the session facilitators in a critical inquiry on enhancing excellence in faculty recruitment. This facilitated discussion will create opportunities to become aware of scholarly research on faculty recruitment and will encourage participants to share individual experiences of successes and challenges in conducting successful faculty search processes across academic disciplines. Discussion topics will include an overview of the faculty recruitment cycle; merit and how it relates to equity and diversity; advertising the position; shortlisting; interviews; the potential for unconscious bias and strategies to reduce them; how scholarly research can inform recruitment practices; and moving beyond theory and discussion to enhancing our recruitment practices.

- Facilitated by: Dr. Margaret-Ann Armour, Associate Dean (Diversity), Faculty of Science; Candy Khan, PhD (Candidate), EDI Advisor, HRS; Anjali Robbins, Recruitment Services Officer, HRS

Workshop: “Inclusion in the Workplace”

Date: November 23, 1-3pm

Location: University Terrace, Room 251

[Register Here](#)

Description: The University of Alberta Institutional Strategic Plan, identifies “Build a diverse, inclusive community of exceptional students, faculty, and staff from Alberta, Canada, and the world” as a strategic goal (For the Public Good). To assist with the pursuit of this goal, our workshop will engage participants in a conversation to explore what it means to be inclusive and to have inclusive practices. Through interactive activities and thoughtful discussion, we will unpack what inclusion means. Together, we will answer the question: How do we engage with difference to create inclusive, innovative, and dynamic team environments? This session will offer practical tools and ideas to be more inclusive in thought and action.

o Details: Presented by Barb McLean and Stephanie Carvalho, EDI Advisors, HRS

Webinar: “Episodic disabilities”

Date: November 27, 10am-12pm

Location: University Terrace, Room 251

[Register Here](#)

Description: Ever wonder why some disabilities are harder to accommodate than others? Join us to discuss episodic disabilities: what are they, how do they manifest in the workplace and what are some strategies to be more inclusive of employees with episodic disabilities.

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

Workshop: “Strategies to Identify Unconscious Bias”

Date: November 30, 1pm-2pm

Location: University Terrace, Room 251

[Register Here](#)

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.

- Presented by Barb McLean, EDI Education Advisor, HRS

2. Save the date!

December Sessions

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

Date: December 5, 10am-12pm

December 6, National Day of Remembrance and Action on Violence Against Women

CCDI community of practice: “Gender in the Workplace”

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

Memorial Event: “Montreal Massacre Memorial”

Date: December 6, Noon to 12:45pm

Workshop: “Responding to Sexual Violence on Campus”

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

Workshop: “Introduction to Unconscious Bias”

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

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

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

3. Volunteer Opportunities

December 6 - National Day of Remembrance and Action on Violence Against Women

On December 6th, 1991, 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 on December 6th NASA, along with representatives from across the University Community will host a memorial ceremony at the SUB Stage in the Students' Union Building.

Volunteer Opportunity: We are seeking volunteers or teams of volunteers to participate in the processions. Each team will consist of a Woman in Black, a bell ringer (to ring a small hand bell as they walk) and two or three outgoing helpers who can hand out information (postcards and buttons) and discuss the event and its significance with interested bystanders as they walk.

To sign up as a volunteer or if you have questions please contact nasa@ualberta.ca

Equity, Diversity and Inclusion Office Volunteers

We are seeking regular EDI volunteers for our office. Some things that volunteers can do are:

- Transcribing videos
- Working with evaluation data
- Event volunteers
- EDI week volunteers
- Graphic design
- Infographics

If you are interested in any of the above, or feel that you have a skill to volunteer to bring to the EDI Office, please contact barb.mclean@ualberta.ca