

Welcome to the October 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

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

Date: October 11, 9am-3pm (Lunch provided)

Location: Peter Lougheed Hall, City Room

This session is full, save the date for the next offering on December 13!

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

Webinar: “Persons with Disabilities Inclusion and Self-identification”

Date: October 16, 2016, 10am–12pm

Location: University Terrace, Room 251

[Register Here](#)

Description: The case for self-identification of persons with disabilities. Join us to discuss why it is important to self-identify if you have a disability and/or how you can be an ally to increase self-identification at your organization.

- Presented by the Canadian Centre for Diversity and Inclusion (CCDI)
- Guest Speaker: Wendy M. Doughty, PhD, Assistant Dean, Student Success will offer UofA specific advice/information

Movie Screening/Discussion: “Dark Days”

October 17, 1:00pm-3:00pm

Location: University Terrace, Room 251

[Register Here](#)

Description: For years, a homeless community took root in a train tunnel beneath New York City, braving dangerous conditions and perpetual night. DARK DAYS explores this surprisingly domestic suburban world, unearthing a way of life unimaginable to those above. Through stories simultaneously heartbreaking, hilarious, intimate and off the cuff, tunnel dwellers reveal their reasons for taking refuge and their struggle to survive underground.

- Contributes to the UofA United Way Campaign; International Day for the Eradication of Poverty; and the UofA Sustainability Awareness Week
- Plan to stay after the movie (84 mins) and participate in a discussion!

Workshop: “Who’s In, Who’s Out: Transforming Our Spaces”

Date: October 18, 1:30-3:30

Location: ECHA L1 430

[Register Here](#)

Description: Facilitators from the University of Alberta Employment Equity Program, Human Resource Services for an engaging and interactive session to identify the diversity of voices in our community. Using an Equity, Diversity, and Inclusion (EDI) lens, the presenters will lead a critical conversation around social sustainability in everyday life with a focus on creating inclusive working, learning, and social environments for all. Participants will leave with concrete ideas that they can implement, both personally and professionally, to become more inclusive in thought and behaviour.

- Contributes to UofA Sustainability Awareness Week
- Presented by Stephanie Carvalho and Barb McLean, EDI Advisors, HRS

Presentation: “Introduction to Differing Abilities Awareness”

Date: October 24, 1:00pm – 2:30pm

Location: ECHA L1 230

[Register Here](#)

Description: The goal of this presentation is to break down barriers by creating awareness and understanding about people living with a disability. It will be an interactive discussion about the U.N. Convention on the Rights of Persons with Disabilities, appropriate language and behaviors, and types of barriers. The presenter lives with a disability will incorporate unique, personal experiences throughout the presentation.

- Guest Presenter: Michelle Bissell, Voices of Albertans with Disabilities (VAD)

Movie Screening and talk: “Pride Denied: Homonationalism & the Future of Queer Politics”

Date: October 24, 2017, 6pm-9pm

Location: Metro Cinema/Garneau Theatre

Tickets available at the door by donation (suggested \$5)

Donations to the Campus Food Bank will also be accepted at this event

[Facebook](#)

Description: Pride Denied examines the ways that LGBTQ2S+ Pride celebrations have been co-opted by corporations and the state while making a compelling case for returning to the radical roots of the queer liberation movement through progressive political activism and grassroots community support. The screening will be followed by a panel discussion with the Director, Kami Chisholm, and a number of academics and activists.

- Co-hosted by EDI, HRS; iSMSS; APIRG, Dr. Kim Tallbear, Faculty of Native Studies; OSDHR; and Pride Centre of Edmonton

Workshop: “Introduction to Unconscious Bias”

Date: October 26, 2017, 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 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 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

2. Save the date!

November Sessions

- **Panel Discussion & Book Launch:** “Equity, Indigeneity and Racial Justice in the Canadian University”
Date: November 9, 3pm-5pm

- **Facilitated Discussion:** “Excellence in Faculty Recruitment”
Date: November 21, 9am-11:30am
- **Workshop:** “Inclusion in the Workplace”
Date: November 23, 2017, 1-3pm
- **Webinar:** “Episodic disabilities”
Date: November 27, 10am-12pm
- **Workshop:** Strategies to Address Unconscious Bias (note: We recommend you first attend “Introduction to Unconscious Bias”)
Date: November 30, 1pm-2pm

3. Resources

- **CCDI “D&I: The UnConference”** - Registration for the 2017 TheUnConference is now open!
As a member of the CCDI network, the University of Alberta has four complimentary passes to attend one of the upcoming “UnConference” dates. Please note that these passes are for registration only, travel and accommodation and any other costs would be the responsibility of the registrant. If you are interested in one of these passes, please send a statement of interest outlining how this conference will aid you in your work to barb.mclean@ualberta.ca, (max 500 words) by **Wednesday, October 18, 2017**.

“Our 2017 theme – the intersectionality of diversity and wellness in the workplace – promises to be a riveting discussion where we will examine the connection between workplace wellness and diversity. This full-day event is not to be missed. You can read more about the topic on our conference webpage (<http://ccdi.ca/events/unconference/>) and to register visit: <https://portal.ccdi.ca/eventform/2-UnConference>.”

UnConference cities and dates:

- » Vancouver – November 1
- » Halifax – November 7
- » Toronto – November 10
- » Ottawa – November 15
- » Calgary – November 23
- » Mississauga – November 28

- **Article:** [“Inclusion and Diversity in Work Groups: A Review and Model for Future Research”](#) (UAlberta login required to access this article)

Abstract: A great deal of research has focused on work group diversity, but management

scholars have only recently focused on inclusion. As a result, the inclusion literature is still under development, with limited agreement on the conceptual underpinnings of this construct. In this article, the authors first use Brewer's optimal distinctiveness theory to develop a definition of employee inclusion in the work group as involving the satisfaction of the needs of both belongingness and uniqueness. Building on their definition, the authors then present a framework of inclusion. Their framework is subsequently used as a basis for reviewing the inclusion and diversity literature. Potential contextual factors and outcomes associated with inclusion are suggested in order to guide future research.