

Welcome to the May 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>

Employment Equity, HRS

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1. May Workshops

Introduction to Unconscious Bias

Facilitated by:

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

Barb McLean, MA, Political Science, EDI Education Advisor, HRS

Date/Time: May 4, 2017 1:00-3:00pm

Note: This session is full

Date/Time: May 11, 2017 1:00-3:00pm

[Register Here](#)

Date/Time: May 25, 2017 1:00-3:00pm

[Register Here](#)

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-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.

Inclusion in the Workplace: Building Inclusive Practices and Behaviors

Facilitated by:

Barb McLean, EDI Education Advisor, HRS

Stephanie Carvalho, Employment Equity Program Administrator, HRS

Date/Time: June 1, 2017 2pm-4pm

[Register Here](#)

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.

2. Equity, Diversity and Inclusion (EDI) Awards

The EDI Awards celebrate achievement in community service, research, and workplace or classroom environments by all members of the University of Alberta campus community. The awards recognize groups or individuals who have gone above and beyond to demonstrate the principles of EDI in activities that support the University’s value of “diversity, inclusivity, and equity across and among our people, campuses, and disciplines”.

We are excited to offer congratulations to the first annual award recipients:

Marnie Colborne, Faculty of Nursing

Dr. Helly Goez, Faculty of Medicine

Dr. Tracey Hillier, Faculty of Medicine

Dr. Danielle Peers, Faculty of Physical Education and Recreation

Radha Saikia, Faculty of Arts

Annina (Nina) Plummer, Faculty of Arts

Award recipient Dr. Danielle Peers was highlighted in the University of Alberta blog, “The Quad”:

<http://blog.ualberta.ca/2017/03/danielle-peers-at-intersections-of.html#more>

3. Equity Diversity Inclusion (EDI) Week (March 16-18, 2017)

The fourth annual EDI Week was held from March 16-18, 2017. Events included the EDI Awards ceremony, a talk by Dr. Vanessa de Oliveira Andreotti, a performance/talk by CRIPSiE,

and our three day Human Library. All the events were very powerful and really brought a focus on EDI to the campus and community. Overall EDI Week included passionate and informed presentations, thoughtful discussions, and important insights.

For the video recording of Dr. Vanessa de Oliveira Andreotti's talk, "Decolonization: Navigating Different Paths Together" visit our EDI Week website:

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

Our Human Library this year was very successful. Human Libraries bring people together to talk about personal stories and histories that are often not shared elsewhere. If you are wondering about what Human Libraries are all about, our own Stephanie Carvalho shared her experience both as a "book" and as a "reader" on the University of Alberta blog, "The Quad":

<http://blog.ualberta.ca/2017/03/consider-this-what-its-like-to-be-book.html#more>

What participants are saying about EDI Week:

"It was an amazing first time experience. From watching the CRIPSiE performance. To listening in on some truly jaw dropping stories. I withdrew a whole new view on some of the things I never understood or noticed before."

"The whole thing was truly an eye opener. The experiences and emotions really helped make me [to] really change my opinions on many topics regarding gender and such, making me a more open individual."

"Thank you for these presentations, as an alumni, I appreciate these workshops being open to the public not just current students/staff."

4. Resources



Human Resource Services is pleased to announce 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. **NOTE: To register for the COP event in Edmonton on May 16 - "Newcomer Inclusion", go to <http://ccdi.ca/event/cop-newcomer-edmonton/>.**
- 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.

Contact us for more exciting opportunities to work with CCDI.

The Academic Women's Association (AWA) is a collegial association of professionals that:

- advocates for gender parity and improving the status of diverse women on campus;
- provides a voice for academic women on campus;
- provides opportunities for networking and nurturing among women from different disciplines and at different stages of their academic careers; and,
- celebrates the achievements of academic women.

AWA Spring Celebrations & Conversations is taking place on **May 2, 2017** from 4:00 to 7:00 at the Faculty Club. Members and non-members are encouraged to drop-in and mingle with the Executive Committee and academic women across campus. All are welcome (including children)! For more information visit: <https://uofaawa.wordpress.com>. RSVP by April 30: catherine.anley@ualberta.ca.