Welcome to the May 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 https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion/about-us-edi-hrs. To unsubscribe to this digest please click http://www.mailman.srv.ualberta.ca/mailman/listinfo/edi

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Equity, Diversity, Inclusion - HRS

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1. Educational Sessions and Events - May

Webinar and Facilitated Discussion: Understanding your role in reconciliation
Date: May 8, 11am-1pm
Location: 251 University Terrace
Register: https://goo.gl/forms/iF62kSPbLSgqWPPI2

Description: Never in Canada’s history have we ever talked so much about the importance of inclusion of our indigenous peoples. The Truth and Reconciliation Commission made 94 recommendations toward full inclusion, but the most important piece is for all Canadians to understand their role in reconciliation. This webinar will help debunk some myths about indigenous peoples, and provide data and information to help you build solid relationships with your local Indigenous community

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.

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

Workshop: “Strategies in Identifying Unconscious Bias”
Date: May 10, 2018, 10:30am-12:00pm
Location: University Terrace, Room 251
Register: https://goo.gl/forms/24zWiiTjJZ1ibJcE2
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” or “Deep Diversity” workshops before attending this workshop.
  o  Presented by Barb McLean, EDI Education Advisor, HRS

Webinar and Facilitated Discussion: We measure what matters: how to effectively measure your diversity and inclusion efforts
Date: May 15, 11am-1pm
Location: 251 University Terrace
Register: https://goo.gl/forms/NZKEXUunlrExdxdi2

Description: If you’re not measuring your diversity and inclusion efforts, how do you know if you’ve been successful? Diversity 2.0 is very much about measurement, and specifically, quantifying the infamous return on investment of your diversity and inclusion work.

In this webinar, we will take a deeper dive on measurement and speak about promising practice in the area that can help you articulate the ROI of your diversity and inclusion efforts.

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)

Webinar and Facilitated Discussion: Understanding your own intercultural competence
Date: May 23, 11am-1pm
Location: 251 University Terrace
Register: https://goo.gl/forms/aTcpkmx38dFR4Lr82

Description: The intersections of culture are often where we see the most friction. Yet, knowing yourself is the most critical part of the conversation. This web-dialogue will deeply examine the topic of intercultural competence, including a discussion about tools like the Intercultural Development Inventory™ (IDI), and the value they can bring to the conversation.

While not a requirement, we strongly encourage participants in this web-dialogue to complete their own Intercultural Development Inventory in advance of the web-dialogue. The IDI is a relatively simple process requiring participants to complete a survey, followed by a one-on-one
discussion with an IDI certified facilitator who will explain where you are on your journey toward intercultural competence. CCDI is providing a significant discount for this service ($50 versus $250 normally) for anyone who registers for this web-dialogue that is interested. More information will be provided upon registration.

Who should attend:
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)

**NOTE on CCDI Webinars:** For all webinars, there are French language sessions as well. Please contact barb.mclean@ualberta.ca if you are interested in these topics in French.

### 2. Save the date!

**Webinar:** Creating LGBT+ Inclusive Workplaces  
Date: June 6, 11am-1pm  
Register: [https://goo.gl/forms/KWW6jbVA2EypxqZL2](https://goo.gl/forms/KWW6jbVA2EypxqZL2)

**Workshop:** “Introduction to Unconscious Bias”  
Date: June 12, 1pm – 3:30pm  
Register: [https://goo.gl/forms/DzknONjR3CjvzHlj1](https://goo.gl/forms/DzknONjR3CjvzHlj1)

**Webinar:** How to Defrost the Frozen Middle  
Date: June 19, 11am-1pm  
Register: [https://goo.gl/forms/SrQvGP0NRICgxXy1](https://goo.gl/forms/SrQvGP0NRICgxXy1)

**Webinar:** Activating Allies  
Date: June 27, 11am-1pm  
Register: [https://goo.gl/forms/pa8UrrcsIzSIWhcq2](https://goo.gl/forms/pa8UrrcsIzSIWhcq2)

### 3. Resources

Please note the EDI, HRS web address has changed:  
[https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion](https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion)

**CCWESTT 2018 Conference on Diversity and Inclusion** - Three amazing days of presentations, networking and learning! May 31 to June 2, 2018
The University of Alberta is hosting the 2018 Canadian Coalition of Women in Engineering, Science, Trades and Technology Conference (CCWESTT). The Conference is a three-day national event that will bring together national and international subject experts, employers, CEOs/presidents, government representatives, and women in Science, Engineering, Trades and Technology (SETT) at all phases of their career lifecycle to share their knowledge and experience around diversity and inclusion. Our own Catherine Anley and Candy Khan are invited speakers. The Conference is supported by the University of Alberta Employment Equity Discretionary Fund.


Note: If the registration fee creates a barrier to attending this conference, please contact Lianne Lefsrud, Conference Co-Chair & Assistant Professor, Faculty of Engineering (lefsrud@ualberta.ca), for financing options.

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