

EDIA news, resources and upcoming opportunities

October 30, 2024 edition

Curated by CSM's Precision Equity and Social Justice Office



Hello EDIA champions,

The deadline is this Friday, Nov. 1 to nominate your colleague(s) or yourself for the **Cumming School of Medicine's (CSM) Equity, Diversity, Inclusion, and Accessibility (EDIA) Award**. This award recognizes the efforts of CSM faculty members, learners, staff, postdoctoral scholars, and work units toward creating an equitable, diverse, inclusive culture at CSM, and/or within their community of practice. Details [here](#) or contact [PESJO](#) with questions.

Upcoming EDI-related events and webinars

Oct. 30, 12:10 – 12:50pm MT: The CSM Office of Faculty Development presents **5 Big & Little Ways To Call Out Workplace Sexual Harassment**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

Oct. 31, 10:00 – 11:30am MT: UCalgary's Office of Equity, Diversity and Inclusion presents an online workshop, **Danger of Burnout and anxiety: What are the social stressors and what to do about them?** This introductory workshop look at the danger of burnout and anxiety caused by social stressors with a focus being on EDI groups and EDI as an activity. It covers three main areas of burnout: workplace burnout; activist burnout and problem based or life burnout and the social stressors that lead to the danger of burnout. More details and registration [here](#)

Nov. 1, 9:00 – 10:30am MT: The UCalgary Community is invited to attend a virtual workshop on **Intercultural Competence and Intercultural Communication**. Participants will develop skills to engage in mindful, reflexive, and accountable cross-cultural dialogue, recognizing the influence of culture on communication. (Also available Jan. 3, Mar. 7, May 2, July 4)) Details and registration [here](#)

Nov. 5, 12:00 – 1:00pm MT: UCalgary staff, faculty, and learners are invited to an online workshop on **Responding to Disclosures of Sexual and Gender-Based Violence**, offered by UCalgary's Sexual and Gender-Based Violence Prevention and Support Office. (Also available [Nov. 12, 18, & 20](#)) Information and registration [here](#)

Nov. 6, 12:00 – 1:30pm MT: UCalgary's Office of Indigenous Engagement continues its 2024 Elders Teaching Series with a presentation from Elder Anne Kokak from Nunavut, who will talk about **Life in the North**. Register [here](#)

Nov. 6, 12:10 – 12:50pm MT: The CSM Office of Faculty Development presents **5 Ways to Support Gender and Sexual Diversity in Families**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

Nov. 7, 10:00 – 11:30am MT: The UCalgary community is invited to attend a virtual workshop on **Allies and Allyship with a particular focus on disabled people/people with disabilities**, presented by UCalgary's Office of Equity, Diversity and Inclusion. Participants will discuss the issue of allies being in danger of ally burnout and ally anxiety caused by social stressors in general and in relation to disabled people/people with disabilities. More details and registration [here](#)

Nov. 7, 12:00 – 1:00pm MT: **CSM's Pathways to Healing** circles provide a safe space for discussing ideas, building relationships, engaging in peer-based learning and collaboration, and seeking guidance on the [Pathways to Healing application process](#). The circles create a community of practice and knowledge with a shared passion for working toward meaningful learning, sharing best practices and creating new knowledge. To learn more about the initiative,

check out the [information session recording](#). Details and registration for the Pathways to Healing Circle [here](#). (other sessions on Nov. 21 and Dec. 5)

Nov. 7, 2:30 – 4:00pm MT: In celebration of International Inuit Day, UCalgary's Writing Symbols Lodge invites students, staff, and faculty to the Gold Gym (KNA 109) on main campus to view a demonstration and participate in **Inuit Games**. International Inuit Day, also known as International Circumpolar Inuit Day, is a holiday that was created to celebrate Inuit and amplify their voices. Details and registration [here](#)

Nov. 8, 9:30 – 11:00am MT: UCalgary's Office of Equity, Diversity and Inclusion presents an online workshop, **Understanding and Addressing Microaggressions** for faculty, staff and learners. This workshop focuses on microaggressions, everyday categories, reactions to acts of microaggression, and strategies for responding to microaggressions. For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Nov. 12, 11:00am – 12:00pm MT: The Canadian Centre for Diversity and Inclusion (CCDI) present an online panel discussion on **Gender Equity, Inclusion, and Safety**, discussing how workplaces can recognize, prevent and respond to gender inequity and violence with intersectional and inclusive practices. AHS is a partner with CCDI and those registering with an AHS email can attend at no cost by selecting 'employer partner'. Details and registration [here](#)

Nov. 12, 1:00 – 2:30pm MT: UCalgary's Office of Equity, Diversity, and Inclusion, as part of UFlourish and Courageous Conversations presents a webinar on **Thinking Out Loud Together: Why Civil Discourse Matters on Campus**. Professor Randy Boyagoda will underline the importance of civil discourse as a tool for overcoming division, resolving conflicts, and fostering a more united and collaborative academic community. More details and registration [here](#)

Nov. 13, 12:10 – 12:50pm MT: The CSM Office of Faculty Development presents **5 Ways to Help Men Engage in Realtalk During Healthcare Exams**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

Nov. 13, 10:00 – 11:30am MT: UCalgary's Office of Equity, Diversity and Inclusion presents an online workshop on **Unconscious Bias**. Learn how unconscious bias can impact our attitudes, decisions, and behaviours, and strategies that can be used to minimize its impact. (Also offered Jan. 8, Mar. 12, May 14, and July 9) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Nov. 14, 11:00am – 12:00pm MT: The Child-Bright Network presents a webinar on **Sacred Knowledge: Protecting Indigenous Data Sovereignty**. This talk will explore the historical and cultural contexts that underscore the need for Indigenous control over data and the challenges faced in the fight for sovereignty. It is a call to action for researchers and policymakers to support and advocate for Indigenous data sovereignty, recognizing it as a vital component of Indigenous rights and self-determination. More details and registration [here](#)

Nov. 19, 9:30 – 11:00am MT: Members of UCalgary academic selection committees are encouraged to participate in an online workshop on **Equitable and Inclusive Hiring for Academic Selection**. Learn about equitable and inclusive hiring, how to apply an EDI lens through the recruitment and selection process, the impact of implicit bias, and tools to mitigate bias. (Another session available on Dec. 11) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Upcoming EDI-related Courses and Conferences:

Nov. 21, 1:00 – 4:00pm MT: The University of Alberta's John Dossetor Health Ethics Centre is presenting a free virtual symposium on [Disability Ethics: Within and Beyond a Canadian Context](#).

Nov. 21 – 22: The Community-Based Research Centre's (CBRC) [2024 Summit conference: Vigilance and Vision](#) takes place in Vancouver. This annual knowledge exchange and capacity building conference on 2S/LGBTQIA+ health research, programming, and advocacy in Canada will offer a diverse and engaging lineup of keynote speakers, panel discussions, workshops, and poster presentations.

Opportunities and Award Nominations

The Equity in Health Systems (EqHS) Lab is piloting a [Equity, Diversity, Inclusivity and Accessibility Self-Assessment Tool](#) designed to help primary care health professionals reflect and identify both strengths and areas for continued professional development related to health equity and social justice in their care practices. The pilot study involves the completion of general demographic questions, and 24 reflective questions on the topic of Access to Care, Indigenous Health, Disability, Ableism, and Accessibility, and Anti-Racism & Discrimination. If you are a health professional currently practising in Canada please consider completing the tool – it will take approximately 45 minutes.

Resident physicians in the AHS Calgary Zone are invited to participate in a **research study exploring resident perceptions of the construct of ‘Just Culture’**, (a concept and process where organizations aim to respond to adverse events by identifying the root cause of the event rather than placing blame on the individuals involved in the event.) Those participating will take part in a 60-minute focus group discussion. More details [here](#)

Resources:

The Hearts-based Education and Anti-colonial Learning in Healthcare ([H.E.A.L. Healthcare](#)) Project uses poetry, storytelling, visual arts, and other creative tools to disrupt longstanding and well-established health disparities, to confront oppressive healthcare biases, to understand patient experiences, and to humanize healthcare systems and cultures. The no-cost and open-access learning modules are organized to allow learners to explore the associated curricula based on different biases.

Recordings of recent webinars, podcasts and presentations:

A recording of the [UCalgary National Day for Truth and Reconciliation](#) presentation with Michelle Good, author of "Five Little Indians" and "Truth Telling" is now available. Ms Good, a Cree writer and member of the Red Pheasant Cree Nation in Saskatchewan, discussed the theme "Getting Under the Myth of Canadian History" and provided her insights on reconciliation and the Calls to Action.

EDIA Quote of the Day

Our ability to reach unity in diversity will be the beauty and the test of our civilization.
~ Mahatma Gandhi

The Precision Equity and Social Justice Office (previously the Office of Professionalism, Equity and Diversity) receives notifications of upcoming events and activities related to equity, diversity, inclusion and wellness from external and internal organizations. From time to time, we will be sending out notifications of these opportunities so that you can participate or share them with your colleagues. Please respond if you prefer to not receive future emails such as this.

Regards,

Precision Equity and Social Justice Office | Cumming School of Medicine | University of Calgary

We acknowledge the traditional territories of the peoples of the Treaty 7 region of Southern Alberta. Calgary is also home to the Métis Nation of Alberta, Districts 5 & 6.

[Website](#)

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