

# EDIA news, resources and upcoming opportunities

November 6, 2024 edition

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*Curated by the CSM's Precision Equity and Social Justice Office*



Hello EDIA champions,

## **Upcoming EDI-related events and webinars**

**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. (Also offered Dec. 13) For more information and registration [here](#)

**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, 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. 18](#), [Nov. 20](#), and [Nov. 27](#)) Information and registration [here](#)

**Nov. 12, 12:00 – 1:00pm MT:** The UCalgary community is invited to an online presentation, **Gathering of Knowledge: What are the 7 Sacred Teachings?**, hosted by Schulich School of Engineering. The 7 Sacred Teachings serve as a fundamental framework for understanding the Indigenous Peoples' worldview, deeply influencing their spiritual, social, economic, educational, political, and legal systems that existed long before first contact with settlers. More 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 an in-person presentation on UCalgary's main campus 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](#) for the presentation or to receive the recording.

**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. 14, 1:00 – 2:00pm MT:** Join the UCalgary Sexual and Gender Based Violence Prevention and Response Office at an online interactive webinar to chat about **Navigating Consent, Boundaries, and Relationships**. Learn strategies for communicating your own boundaries and rolling with rejection. More details and registration [here](#)

**Nov. 19, 11:00am – 12:30pm MT:** The AVA Webinar Series and the Centre for Research and Education on Violence Against Women & Children presents a webinar on **Everyday Challenges Deaf Women Face in the Context of Gender-Based Violence**. More details and registration [here](#)

**Nov. 19, 10:45am – 2:30pm MT:** The Canadian Race Relations Foundation and The Globe and Mail present **Finding Common Ground: Addressing hate and racism in Canada**, a virtual event focused on anti-racism and anti-hate strategies in society, health care, public institutions, and online spaces 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.

**Nov. 21, 11:00am – 12:00pm MT:** The Canadian Centre for Diversity and Inclusion (CCDI) present an webinar on **Cultural Humility**, discussing how cultural humility is a foundational approach to building truly inclusive and equitable organizations. 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. 22, 12:10 – 12:50pm MT:** The CSM Office of Faculty Development presents **5 Things You Can Do to Help Stop Sexual & Gender-Based Violence**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

**Nov. 25, 1:00 – 3:00pm MT:** UCalgary's Office of Equity, Diversity and Inclusion presents a virtual workshop, **Anti-Racism in Higher Education: Transforming Governance and Leadership**, for UCalgary faculty and staff members. This workshop will explore issues related to representation and inclusivity in governance and leadership in academia using the EDI and anti-racism lens. More details [here](#)

**Nov. 27, 9:00 – 10:30am MT:** The UCalgary community is invited to attend an online workshop on **Fostering an Inclusive Campus Climate**. In this workshop, participants will explore campus climate and examine the issues and the interplay of perceptions among people, processes, and institutional cultures representing essential aspects of the institution's climate. (also Jan. 29). More details and registration [here](#)

**Nov. 28, 11:00am – 12:00pm MT:** The Health Data Research Network Canada presents the next webinar in its Big IDEAS About Health Data Speaker Series, **SPECTRUM, A Partnership Approach to Producing Impactful Research**. SPECTRUM (Social Policy Evaluation Collaborative Team Research at Universities in Manitoba) is a partnership between community, academia and government aimed at solving complex social policy challenges through research and evaluation using linked administrative data from multiple sectors. This session will provide an overview of SPECTRUM's partner organizations and their role in the research, highlighting how working together effectively improves prospects for inclusion, diversity, equity and accessibility. More details and registration [here](#)

### **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. 25 & 26:** UCalgary staff, faculty and learners are invited to participate in **First Responder to Sexual Assault and Abuse Training™**. This comprehensive training place in person on main campus. It will build the capacity of all UCalgary community members to assess and respond effectively to disclosures of sexual assault and sexual abuse. More details and registration [here](#)

### **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](#)

UCalgary's Indigenous Research Support Team coordinates an **Indigenous Research Community of Practice for Indigenous and non-Indigenous academics** to network, connect, and create capacity within our campus, discussing topics such as mentorship, university processes, and sharing of research projects and initiatives. If you are interested in participating in virtual meetings (last Thursday of the month at 12:00 – 1:30pm; next meeting Nov. 28) [email](#) for more details.

The [Call for Proposals](#) for UCalgary's Taylor Institute of Teaching and Learning's annual [Conference on Post Secondary Teaching and Learning](#) is now open. Community members from UCalgary and beyond are invited to submit proposals, including academic staff, postdoctoral scholars, graduate students and staff for sessions, research discussions, roundtables, and poster sessions. The theme this year is **Reassessing Assessment**, exploring how student assessment has shifted in recent years, and why integrating ethical uses of technology, transparency, student and instructor wellbeing, and ongoing research on assessment is critical to the advancement of postsecondary education. Deadline for proposals is Jan. 6, 2025.

The **University of Calgary Teaching and Learning Grants** fund innovative research projects that support student learning experiences, advance post-secondary goals, and develop educational leadership. Areas of focus for the grants include EDIA and Indigenous Ways of Knowing. Learn more [here](#) about applying for a 2025 Teaching and Learning Grant (deadline Jan. 15, 2025).

### **Resources:**

To be as inclusive as possible, it is important to schedule meetings, events, exams, or other important activities on dates and times that will not exclude those who are celebrating religious and cultural holidays. PESJO has a current month

**Days of Significance** available for viewing [here](#). The Canadian Centre for Diversity and Inclusion has a **Diversity Calendar** with the full year's cultural celebrations, religious holidays, diversity awareness dates, and international UN observances, available for download [here](#)

### **Recordings of recent webinars, podcasts and presentations:**

The Docs With Disabilities Initiative released a recent video on [Disability Inclusion is a Shared Responsibility](#), discussing the responsibilities of the institution, administration, and resident in the US PGME accommodation process.

The Health Data Research Network Canada presents a speaker series on **Big IDEAS about Health Data**. For recordings of past presentations, check out their [YouTube channel](#) to watch recordings related to Use and Governance of Sociodemographic Data, Guidance on Using Race & Ethnicity Data, and Using Sex & Gender Data.

### **EDIA Quote of the Day**

*Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained.*

~ Helen Keller

*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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