

EDIA news, resources and upcoming opportunities

November 13, 2024 edition

Curated by the CSM Precision Equity and Social Justice Office



Hello EDIA champions,

Trans Awareness Week (Nov. 13 – 20) aims to increase awareness, visibility and knowledge of trans people and the issues faced by members of trans communities, as well as celebrate the lives of trans and nonbinary people and the contributions they have made and continue to make to our society. The week ends with **Transgender Day of Remembrance on Nov 20**, a day to honour the memory of transgender and gender-diverse people whose lives were lost to anti-transgender violence.

- On Nov. 20 at noon, meet at the Rosza Centre flagpoles on main campus for the **UCalgary Transgender Day of Remembrance Observance** including a flag-raising and speakers. Details and registration [here](#)
- Attend UCalgary's Social Faculty of Work is presenting a half-day workshop, **Walking Alongside the Gender Journey: A Clinical Toolkit** on the morning of Nov. 22.
- Take some time this week to learn more by browsing the resources available from [Skipping Stone](#), GLAAD [tips for allies](#) and the [Guide to Being An Ally to Trans and Nonbinary People](#) from PFLAG National.

Upcoming EDI-related events and webinars

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, 12:00 – 1:30pm MT: To commemorate Métis Week (Nov. 10 – 16), UCalgary's Office of Indigenous Engagement is hosting a webinar on **Métis Communities in the West: Policy and Place**, with Dr. Allyson Stevenson. 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. 18, 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. 20](#), and [Nov. 27](#)) Information 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. 21, 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](#). (next session on Dec. 5)

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. 27, 10:45am – 2:30pm MT: Join O'Brien Health Equity HUB academic members and community partners at an in-person meeting, **We're All Connected: Advancing and Facilitating Community-led Research Through Relationships**. Participants will receive an overview of progress made since last year's launch, learn about new funding opportunities and potential avenues for collaboration. Networking time is allotted to facilitate relationship-building between researchers and Calgary community agencies, based on shared areas of focus and community service. More details and registration (open until Nov 15) [here](#)

Nov. 27, 12:00 – 1:45pm MT: All are welcome to join the UCalgary Office of the Vice-Provost (Indigenous Engagement) at an in-person event, **2024 ii' taa'poh'to'p Journey Update: Circle of Relatives**, to commemorate seven years since the launch of UCalgary's Indigenous Strategy. 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](#)

Nov. 28, 11:00am – 12:00pm MT: The Gateway to Equity, Diversity and Inclusion Hub (GEDI) presents **White Women in EDI**, a webinar discussing the nuances of the EDI industry as it pertains to white women and anti-racism. Are these women just doing their part in dismantling racism? Or are they doing more harm than good? More details and registration [here](#)

Nov. 29, 11:00am – 12:00pm MT: The CSM community is invited to an online workshop, **Micro-shifts, Macro-impacts: Understanding and Addressing Microaggressions**, offered by the Precision Equity and Social Justice Office. Learn how to identify microaggressions, understand the impact on the recipient’s health and sense of belonging and learn strategies to address microaggressions. More details and registration for this workshop (and the in-person workshop on Dec. 3), click [here](#)

Upcoming EDI-related Courses and Conferences:

Nov. 21 – 22: The Community-Based Research Centre’s (CBRC) [2024 Summit conference: Vigilance and Vision](#) takes place in Vancouver, however the keynote and other select presentations will be streaming live from the conference at no cost. 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. Register [here](#) for the livestream.

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 UCalgary community is encouraged to nominate their colleagues for **UCalgary’s 2025 Equity, Diversity and Inclusion Awards**. The annual EDIA Awards celebrate exceptional achievements in practices, events, applied research, policies, programs, and other initiatives that foster meaningful, sustainable change—especially for historically underrepresented groups on campus, including but not limited to women, racialized persons, Indigenous peoples, persons with disabilities, and LGBTQ2S+ persons. Several categories are available and deadline for nominations is Nov. 30 – learn more [here](#)

Applications are open until Jan. 31, 2025 for **UCalgary’s Indigenous Curriculum Grants Program**, with up to \$10,000 to support initiatives that will advance Indigenous engagement and Indigenous perspectives in the curriculum. 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:

First described in 1997, **DARVO (deny, attack, and reverse victim and offender)**, is a strategy where a perpetrator of harassment denies the alleged actions, turns the attack toward their victim, and then assumes the role of the victim. This [MedPage Today article](#), discusses this behaviour in a healthcare context, its effect on the true victim and witnesses, and how to stop DARVO behaviour.

Recordings of recent webinars, podcasts and presentations:

The latest edition of a podcast series hosted by the Canadian Centre for Diversity and Inclusion focuses on [Islamophobia](#) in Canada. The episode explores how diverse Muslim communities experience discrimination differently, the ways islamophobia manifests in workplaces, and the responsibility of employers to support employees through times of crisis.

EDIA Quote of the Day

Gender is not what people look like to other people; it is what we know ourselves to be. No one else should be able to tell you who you are; that's for you to decide...Man and woman are two of many stars in a constellation that do not compete but amplify one another's shine.

~ Alok Vaid-Menon

The Precision Equity and Social Justice Office 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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