

# EDIA news, resources and upcoming opportunities

November 28, 2024 edition

---

Curated by the CSM Precision Equity and Social Justice Office



Hello EDIA champions,

Cultivating inclusivity and respect for all is a core value of the Cumming School of Medicine – check out the new CSM [Cultivate Inclusion](#) campaign with information about microaggressions and microaffirmations, including a poster for your worksite and other resources. And there is still space available in the upcoming 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. Registration available [here](#) for the Nov. 29 (11:00am – 12:30pm MT) virtual workshop and the Dec. 3 (1:00 – 2:30pm MT) in-person workshop at the HSC.

Everyone is invited to join the **Multiculturalism in Medicine Showcase**, taking place at the Foothills campus on Friday, Nov. 29 from 4:00 – 7:30pm MT! This free event celebrates the incredible cultural diversity of Calgary and its profound impact on healthcare, and aims to foster collaboration between the medical community and the wider community, recognizing the importance of cultural competence and humility in providing quality patient care for everyone. More information and to reserve your spot to see the guest speakers, cultural performances, and display tables [here](#).

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

**Dec. 2, 1:00 – 3:00pm MT:** UCalgary's Office of Equity, Diversity and Inclusion presents an online foundational workshop on **Equity, Diversity and Inclusion (EDI): Foundations and Principles**, available to UCalgary faculty, students and staff. Participants will be introduced to equity and inclusion in practice within the context of the university's mission and commitments, and discuss applying EDI foundations and principles in their roles and their units' functions. Details and registration [here](#)

**Dec. 2, 3:00 – 4:00pm MT:** Faculty and staff are invited to an in-person workshop at Foothills campus, **Neurodivergent Students' Experiences in Graduate School**. Attendees will learn why it's important to understand neurodiversity, discuss the experiences of neurodivergent graduate students, and discover strategies to create a more successful experience for graduate students. More details and registration [here](#)

**Dec. 3, 11:00am – 12:00pm MT:** The Canadian Centre for Diversity and Inclusion (CCDI) present an online panel discussion on **Removing barriers to accessibility and inclusion**, with a panel conversation discussing our shared responsibilities in understanding disability issues, dispelling ableist myths and stereotypes, and illuminating the benefits of inclusive and accessible workplaces for all people. 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](#)

**Dec. 3, 1:00 – 2:30pm MT:** The CSM community is invited to an in-person workshop at the Health Sciences Centre, **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 [here](#)

**Dec. 4, 12:10 – 12:50pm MT:** The CSM Office of Faculty Development presents **5 Things Healthcare Providers Should Know About Sex-Related Choking**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

**Dec. 4, 1:00 – 2:30pm MT:** UCalgary's Office of Equity, Diversity and Inclusion presents an online workshop, **Allyship: Strategies and Actions**. This workshop will look at the allyship journey in relation to privilege, positionality and intersectionality of identity, as well as strategies and actions of inclusive allyship. More details and registration [here](#)

**Dec. 4, 3:00 – 5:00pm MT:** The Equity in Health Systems Lab (EqHS) presents a webinar on **Rethinking Weight: Confronting Stigma and Advancing Equity in Health Care**. Register [here](#)

**Dec. 5, 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](#).

**Dec. 6, 12:15 – 1:00pm MT:** Everyone is invited to participate in UCalgary's **National Day of Remembrance and Action on Violence Against Women** commemoration event in memory of the 14 women whose lives were taken on December 6th, 1989, at Montreal's l'Ecole Polytechnique. Attend in person at the [Murray Fraser Hall Room 2370](#) or livestream the event. People can also [purchase handmade beeswax candles](#) through the Women's Resource Centre until Dec. 6. Learn more about the 16 Days of Activism Against Gender Based Violence [here](#)

**Dec. 10, 12:10 – 12:50pm MT:** The CSM Office of Faculty Development presents **5 Questions About Your Role in Sexual & Gender-Based Violence Prevention**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

**Dec. 11, 11:00am – 12:00pm MT:** The Association of American Medical Colleges (AAMC) presents **Institutional Programs to Support Allyship**, the last of a series on three online webinars on Allyship in Action, as part of its IDEAS Learning Series. Speakers will share insights into how to institutionalize allyship efforts at the institutional level. Details and registration (including registration for past episodes) [here](#)

**Dec. 11, 12:00 – 1:30pm MT:** UCalgary's Office of Indigenous Engagement presents the final event of the **2024 Elders Teaching Series**, an opportunity for participants to learn about traditional knowledge and knowledge systems from Elders and Traditional Knowledge Keepers. Elder Ollie Benjamin will talk about **Honoring Horsemanship, Past and Present**. Details and registration [here](#)

**Dec. 11, 1:00 – 2:30pm 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. For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

-

**Dec. 11, 6:00 – 7:30pm MT:** All are invited to attend a Teach-In virtual panel discussion, **Understanding Alberta's Anti-2SLGBTQ+ Laws**, with experts delving into what these new laws involve and their impacts. Discussion will include conversations related but not limited to: sex education, 'parental rights', trans participation in sport, gender-affirming healthcare, and the unique implications of the laws on Two Spirit youth. More details and registration [here](#)

**Dec. 12, 10:00 – 11:00am MT:** The Docs With Disabilities Initiative presents a webinar on **Medical Student Burnout by Race, Ethnicity, and Multiple Disability Status**. Results of a research study and potential strategies to address burnout among racial underrepresented students with multiple disabilities will be discussed. More details and registration [here](#)

-

### **Opportunities and Award Nominations**

Nominate your 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](#)

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 Canadian Medical Protective Association (CMPA) has introduced an **Equity Scholarship** to cover registration fees to attend the **2025 International Congress on Academic Medicine (ICAM)** in Halifax, NS from Apr. 3-6. The scholarship aims to help increase the ability of individuals from equity-deserving groups to contribute their research and enhance their knowledge in healthcare. Physicians and physician trainees who self-identify as Black, Indigenous, or racialized participants and are currently training or practicing in Canada are encouraged to [apply](#), by the Dec. 13 deadline.

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](#)

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.

### **Resources:**

A recent article in JAMA Pediatrics examines [Levels of Satisfaction and Regret With Gender-Affirming Medical Care in Adolescence](#).

The Canadian Institutes of Health Research (CIHR) convened a **Dialogue on Anti-Black Racism and Black Health in the Health Research Funding System** and have recently released their [What We Heard Report](#).

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

The latest episode of the Docs with [Disabilities Research and Resources Rounds podcast](#) focuses on the article [Physicians' Perceptions Of People With Disability And Their Health Care](#).

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

*When people get used to preferential treatment, equal treatment seems like discrimination.*  
~ Thomas Sowell

*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](#)

Follow us on X (formerly Twitter): @CSM\_PESJO

