

March 5, 2025 edition

Curated by the CSM Precision Equity and Social Justice Office



Hello EDIA champions,

March 8 is International Women’s Day, a time to celebrate and honour Canada’s inspiring women and to continue to strive for gender equity. Why is it important to recognize and celebrate women? A recent article in JAMA Network Open, [Physician Gender and Patient Perceptions of Interpersonal and Technical Skills in Online Reviews](#), found that patients’ online reviews differ by physician gender, vary by practicing specialty, and disproportionately penalize female physicians in star ratings.

Some featured events for International Women’s Day include:

- **Mar 6, 12:15 – 1:15pm MT:** The CSM Precision Equity and Social Justice Office presents an in-person event, **Healing, Leading, Inspiring: Women in Healthcare Film Screening & Panel**. Following this year’s theme of *Strength in Every Story*, this event includes a short film screening and a panel discussion with six trailblazing women who have navigated challenges, dismantled barriers, and paved the way for future generations of women in healthcare. More details and registration [here](#)
- **Mar. 7, 12:00 – 1:30PM MT:** The Calgary Public Library has partnered with UCalgary’s Office of Institutional Commitments for a hybrid event, **International Women’s Day: Leadership and Empowerment for ALL Women and Girls**. This event includes a panel of inspirational leaders, innovating in their respective fields. More details and registration [here](#)
- **March 7, 3:00 – 5:00pm MT:** Celebrate International Women’s Day at the UCalgary Women’s Resource Centre and enjoy an evening of reflection, sharing, and learning through mixed media art. Light refreshments will be served. [For more information and to register](#)
- **Mar. 8, 9:00am – 5:00pm MT:** The **Women’s Health Symposium**, presented by the O’Brien Institute for Public Health and partners, takes place at the Central Library. This free event includes concise, informative presentations from leading practitioners on topics such as pelvic floor disorders, PCOS, fertility, endometriosis, and more. Open to students, faculty, staff, and the general public. Details and registration [here](#)
- **Mar. 11, 11:00am - 12:00pm MT:** The Canadian Centre for Diversity and Inclusion presents a virtual panel discussion for **International Women’s Day**. The session will feature a dynamic conversation with esteemed gender equity advocates and practitioners to explore our collective responsibility and roles in creating a world free of gender oppression and violence. 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](#)

Learn more about ways to get involved and download a digital toolkit on the [Government of Canada's International Women's Day website](#). Learn more about women in Canadian history [here](#), including [quizzing yourself](#) on your knowledge! GoodReads has curated a [collection of nonfiction books](#) on women’s history and associated topics.

Upcoming EDI-related events and webinars

Mar. 6, 1:00 – 2:30pm MT: The UCalgary Office of Institutional Commitments and the Institutes for Transdisciplinary Scholarship present a webinar on **Challenging Injustice: A Transdisciplinary Dialogue on Democracy & Inclusion**. Discover how to engage diverse experiences and promote inclusivity in transdisciplinary scholarship to cooperatively acquire and produce new knowledge and build community relationships. More details and registration [here](#)

Mar. 11, 11:00am - 12:00pm MT: The Gateway to Equity, Diversity and Inclusion (GEDI) Hub presents a virtual fireside chat on **White Women in DEI**, discussing the positives and negatives of having white women educate Canadians on anti-racism. More details and registration [here](#)

Mar. 12, 10:00 – 11:30am MT: UCalgary staff and faculty members are invited to attend 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 May 14 and July 9). Details and registration [here](#)

Mar. 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 April 9 & 25) Information and registration [here](#)

Mar. 13, 9:00 – 10:30am 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. Also offered April 23 & May 8) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Mar. 13, 10:00am – 12:00pm MT: The UCalgary community is invited to participate in an in-person workshop on main campus, **21 Things You May Not Know About the Indian Act**. Learn what the Indian Act is, its long-term ramifications and how it governs Indigenous-Settler relations. More information and registration [here](#)

Mar. 13, 1:00 - 2:30pm MT: The CSM Precision Equity and Social Justice Office is hosting a virtual workshop on **Canadian Immigration Policy Updates**. This workshop, hosted by an immigration lawyer, will provide updates on changes, and how these changes to the immigration policies might affect those who are temporary residents or workers. More details and registration [here](#)

Mar. 14, 9:30 – 11:00am MT: The UCalgary community is invited to attend 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 Apr. 11 & May 9) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Mar. 17, 11:00am – 12:00pm MT: The Health Data Research Network Canada presents the next webinar in their Big IDEAS About Health Data Speaker Series, **Homelessness in Health Administrative Data**. Details and registration [here](#)

Mar. 17, 3:00 – 4:00pm MT: Hiring managers at UCalgary are encouraged to take the virtual workshop on **Equitable and Inclusive Hiring for Managers**. Participants will learn about equitable and inclusive practices to apply as a measure to integrate equity consideration into the hiring of staff. Also offered on June 17 & July 21. For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Mar. 18, 10:30am – 12:00pm MT: The UCalgary Taylor Institute presents an in-person workshop on main campus, **Fostering Inclusion: Exploring Intersectionality and Neurodiversity in the Classroom**. This interactive workshop will explore how neurodiversity and other social identities intersect to impact student learning, engagement, and success in postsecondary education. More details and registration [here](#)

Mar. 19, 3:00 – 4:00pm MT: The UCalgary’s Neurodiversity Immersive Campus Experience (NICE) team presents an in-person workshop for faculty and staff at Foothills campus on **Fostering a Neuro-inclusive Environment for Graduate Students**. Participants in this interactive workshop will discuss potential challenges that neurodivergent graduate students face related to research, thesis exam and one-on-one meetings and provide strategies to create a more successful learning environment. More details and registration [here](#)

Mar. 20, 3:00 – 4:00pm MT: UCalgary faculty and staff and invited to join an online session hosted by the Neurodiversity Immersive Campus Experience (NICE) on **Creating a Sensory-Friendly Environment**. More details and registration [here](#)

Mar. 21, 11:00am – 12:00pm MT: UCalgary students, staff, parents, and support workers are invited to join an online **Information Session for Neurodiversity Supports at UCalgary**, to learn more about supports and resources available. Registration [here](#)

Mar. 24, 3:00 – 5:00pm MT: The Health in Equity Systems Lab (EqHS) presents a webinar on **Addressing Ageism: Improving the Care, Experience, and Outcomes of Older Persons in our Health System**. Register [here](#)

Upcoming EDI-related Courses and Conferences:

Apr. 28 – 30: Registration is now open for the UCalgary Taylor Institute for Teaching and Learning's **Conference on Postsecondary Learning and Teaching**. This year's theme, *Reassessing Assessment in Postsecondary Education Assessment*, will focus on assessment strategies that are meaningful, equitable, and engaging learning experiences. More details and registration [here](#)

Apr. 29: The Health Data Research Network Canada (HDRN) presents its annual public forum, [Health Data for All of Us: a Public Dialogue on AI in Health](#). The 2025 event takes place in Ottawa (small registration fee) and online (free) and will focus on exploring key ethical, equity and privacy challenges in the context of artificial intelligence and health, particularly health data.

May 30 – June 1: The [Canadian Women in Medicine Conference](#) takes place at the Calgary TELUS Convention centre, with a virtual option to attend. The conference is the largest gathering of women physicians in North America, and includes inspiring keynote addresses and workshops, social gatherings, and networking opportunities.

Opportunities and Award Nominations

The Canadian Medical Protective Association (CMPA) has introduced an **Equity Scholarship** to cover registration fees to attend the **Canadian Women in Medicine Conference** in Calgary from May 30-June 1, 2025. Physicians and physician trainees who are currently training or practicing in Canada, and that self-identify as Black, Indigenous (First Nations, Inuit and Métis) or racialized, are encouraged to [apply](#), by the Mar. 14 deadline.

The **Canadian Medical Hall of Fame Laureates nominations are open** until June 9, with Builder, Leader, and Research Scientist categories. Nominees should be Canadian citizens whose outstanding leadership, integrity and contributions to medicine and the health sciences, in Canada or abroad, have led to extraordinary improvements in human health. The CMHF is encouraging more nominations of individuals who identify as female or non-binary, and/or who are Black, Indigenous or People of Colour. More details [here](#)

Resources:

A recent article summarizes a report that looked at a number of survey studies to learn more about people's perceptions on diversity and inclusion in the US, particularly regarding their perception on other people's support for EDI. It found that while about 82% of participants in these studies agreed with statements like '*Racial diversity benefits the country*', participants believed only around 55% of Americans would agree". Article available [here](#) and full study available in [Scientific Reports](#)

A recent article in JAMA discusses [Embracing Neurodiversity in Medicine—Building a More Inclusive Physician Workforce](#). The article describes the benefits of enhancing neurodiversity in medicine.

Recordings of recent webinars, podcasts and presentations:

The Docs With Disabilities Initiative has made available a recorded webinar on [Core Competencies for Students Entering Medical School: A Pan-Canadian Approach to Re-envisioning Technical Standards and Addressing Ableism in Undergraduate Medical Education](#). Check out all their Research Rounds recordings on their [YouTube channel](#)

EDIA Quote of the Day

For a Man ought no more to value himself upon being Wiser than a Woman, if he owe his Advantage to a better Education, and greater means of Information, then he ought to boast of his Courage, for beating a Man, when his Hands were bound.

~ Judith Drake, 1696

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](#)

