

EDIA news, resources and upcoming opportunities

April 9, 2025 edition

Curated by the Precision Equity and Social Justice Office
Cumming School of Medicine
University of Calgary



Hello EDIA champions,

The Cumming School of Medicine's [You Belong Survey](#) closes this Friday, April 11. We ask all CSM members to complete this short survey to help us better understand the diverse composition, experiences, and sense of belonging of the CSM's students, staff, and faculty members. If you haven't received an email with your link or if you have questions, contact us at PESJO@ucalgary.ca

April 14 – 17 is Collegiate Recovery Week, an opportunity for universities across North America to reduce stigma surrounding addiction through awareness, education and dialogue, and for our campus to support the vision of the recently renewed [UCalgary Community Mental Health and Well-Being Strategy](#). Check out all the events happening [here](#)

Upcoming EDI-related events and webinars

Apr. 10, 12:00 – 1:00pm MT: UAlberta's John Dossetor Health Ethics Centre presents a webinar, **From Division to Dialogue: Pluralism as a Path Forward**. This session will explore the backlash against EDI initiatives in the context of societal polarization and examine the role of pluralism as a framework for fostering constructive dialogue. More details and registration [here](#)

Apr. 16, 8:30 – 9:30am MT: The CMS Department of Paediatrics Grand Rounds session is **Bridging Cultures while Building Careers: Strategies for Effective Cross-Cultural Mentorship in Pediatric Training**. Learn more about the challenges and barriers of cross-cultural mentorship with Dr. Nicole Johnson. Attend in person at the ACH 4th floor auditorium or register for the online presentation [here](#)

Apr. 16, 11:30am – 1:30pm MT: The UCalgary Recovery Community presents **Recovery Ally Training**, an interactive session designed for post-secondary campus members and community members who want to better understand addiction and recovery through an all-pathways approach. More details and registration [here](#)

Apr. 16, 12:00 – 1:30pm MT: The UCalgary Office of Indigenous Engagement presents the next webinar in the **Indigenous Knowledge Lecture Series**. The presenter is Regena Crowchild, who states: "My life's work has been protecting our Treaty, Treaty rights and inherent rights locally, nationally, and internationally.". Register [here](#)

Apr. 16, 12:10 – 12:50pm MT: The CSM Office of Faculty Development presents **5 Assumptions You Might Be Making About How You Show Up in the World**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

Apr. 23, 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. (Also offered May 8 & June 9) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Apr. 23, 12:10 – 12:50pm MT: The CSM Office of Faculty Development presents **5 Strategies To Create Comfort & Safety When Discussing Harm**, a free virtual presentation with Kiara Mikita, the CSM Sexual Violence Educator. Details and registration [here](#)

Apr. 23, 6:00 – 9:00pm MT: Register for a unique workshop, offered by the CSM Indigenous, Local and Global Health Office for **The Transforming Stories Workshop**. This in-person workshop (dinner provided starting at 5:00pm!) will provide an embodied approach to reciprocity and mutuality, as a relational pathway to Truth & Reconciliation in Maternal Health Care. Participants will create tableaux: Social symbols that represent the barriers Indigenous parents experience, then reshape them, with the aim of discovering actions to give those stories happier endings – through purposeful play, and the embodiment of ethical and equitable relations. Register by emailing [Bella Reis](#) by Apr. 20.

Apr. 24, 12:00 – 1:30pm MT: 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 across campus, discussing topics such as mentorship, university processes, and sharing of research projects and initiatives. If you are interested in participating in the virtual meetings that take place the last Thursday of each month, [email](#) for more details.

Apr. 24, 1:00 – 4:00pm MT: The UCalgary community is invited to attend an in-person workshop on main campus, **Enhancing a Culture of Respect in the Workplace**. This workshop focuses on competencies and strategies to enhance the personal and leadership effectiveness of employees and workplace culture. (Also offered June 19.) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

April 25, 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. Information and registration [here](#)

Apr. 28, 10:00am – 12:00pm MT: The UCalgary Indigenous Research Support Team presents an online workshop on **Land Acknowledgments & Community Engagement in Research** for the UCalgary community. Learn about the importance of land acknowledgements in research and tips to upgrade your personal land acknowledgement and best practices for Indigenous community engagement to start your research in a good way. Details and registration [here](#)

May 7, 10:00am – 12:00pm MT: The **Land Acknowledgment workshop** is an opportunity for UCalgary campus community to come together and learn how to develop a meaningful Land Acknowledgement. Workshop participants will learn the history of how Land Acknowledgements came to be in Academia, how to pronounce the Indigenous Languages in the Territorial Land Acknowledgement, how Indigenous People acknowledge the land, tips and tricks and time for questions and answers. More details and registration for this in-person (on main campus) workshop [here](#)

May 9, 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 June 13 & July 11) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Upcoming EDI-related Courses and Conferences:

Apr. 24, 9:00am – 2:00pm MT: The UCalgary Accessibility Network and the Institutes for Transdisciplinary Scholarship are hosting an in-person **Accessible Cities and Societies Showcase** where researchers, government representatives, community members, and practitioners can come together to share their work, experiences and visions for accessible urban environments that transcend disciplinary and sector boundaries.

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.

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 2 – June 20: Registration is now open for the UCalgary Taylor Institute' [Anti-racism in Teaching and Learning Badge Program](#). This hybrid course explores white supremacy, intersectionality, and racism as a system of oppression within postsecondary teaching and learning to help participants develop an anti-racist lens in their pedagogy. Using critical race theory as a conceptual framework, participants will examine anti-racist pedagogies by interrogating the role of white supremacy in perpetuating oppression, followed by applied learning around taking an explicitly anti-racist approach to course development and design. Registration deadline: April 25.

May 7, 8:30am – 1:30pm MT: Transdisciplinary educators, scholars, and community leaders are invited to the [Pluralism Education Day](#) on main campus to explore methods of delivery of pluralism education and foster shared understanding, trust, wellness, and improved productivity.

May 7 & 8: UCalgary staff, faculty and learners are invited to participate in [First Responder to Sexual Assault and Abuse Training™](#). This comprehensive training place over Zoom. It will build the capacity of all UCalgary community members to assess and respond effectively to disclosures of sexual assault and sexual abuse.

May 22: The CSM O'Brien Institute for Public Health's Centre for Health Policy and Health Policy Trials Unit will bring together researchers, community organizations, and health leaders to explore [Evidence in Action: Community-driven interventions for better health policies](#) for a free in-person event at the UCalgary Downtown Campus.

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 Association (CMA) is conducting the [National Physician Health Survey](#), to gather crucial data on burnout, anxiety, depression and other wellness indicators in medicine. The information gathered also helps the CMA identify ways to support medical learners and physicians at all stages of their careers, and provides researchers, educators and health organizations with a one-of-a-kind dataset to advance physician health and wellness programs. Physicians and medical learners are encouraged to complete the survey by its closing date of April 15.

CSM's Black and Racial Equity (BARE) Research Program is looking for Black professionals or faculty members to become mentors for the **Black Youth Mentorship and Leadership Program**, an initiative designed to equip Black high school students with the skills needed to thrive in different professional fields. From July 2 to Aug. 9, mentors will provide valuable, hands-on, in-person experience within their professional field, supervising their mentee(s) on a project. More information about this opportunity [here](#). Apply by Apr. 15!

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:

The Government of Canada has a [Best Practices in Equity, Diversity and Inclusion \(EDI\) in Research Practice and Design](#) guide to support applicants to federal research funding programs and reviewers in achieving greater EDI in their

research practice and design. Recommendations provided, including team composition/recruitment practices and training/development opportunities, can be applied to other contexts.

A recent article on the Canadian Paediatric Society website highlighted the [Disproportionate Impact of Health Misinformation on BIPOC communities: A call for paediatricians to act](#).

Recordings of recent webinars, podcasts and presentations:

The [Healthcare Professionalism Podcast](#) features professionalism experts talk about effective practices and education techniques, as well as overcoming professionalism lapses in healthcare. Recent topics include *Advancing Racial Equity*, *Microaggressions*, *Antiracism in Action*, and *Diversity & Cultural Humility*.

EDIA Quote of the Day

Do you know what a foreign accent is? It's a sign of bravery.

~ Amy Chua

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,

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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](#)

