

EDIA news, resources and upcoming opportunities

November 12, 2025 edition

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



Hello EDIA champions,

Did you know that the **Cumming School of Medicine's (CSM) Equity, Diversity, Inclusion, and Accessibility (EDIA) Award** comes with a \$1500 award? The nomination period has been extended until November 28. If you, your team, or your colleague(s) have helped to create an equitable, diverse, inclusive culture at CSM, and/or within your community of practice, then submit an application! This award is open to all CSM faculty members, learners, staff, postdoctoral scholars, and work units. Details [here](#)

Two Indigenous scholars at CSM were welcomed into the University of Calgary community at a [ceremony](#) led by Dr. Michael Hart and Elders Reg and Rose Crowshoe. This event recognized and celebrated Indigenous traditions and allows the entire university community to become closer "in a good way." Welcome to Kristin Black, MD (Departments of Oncology / Obstetrics & Gynaecology) and Cameron Semper, PhD (Department of Microbiology Immunology and Infectious Diseases)!

Upcoming EDI-related events and webinars

Nov. 13, 12:00 – 1:30pm MT: The UCalgary community is invited by the Office of Indigenous Engagement to celebrate Métis Week, honouring Métis culture, heritage, and lived experience by attending a webinar, **How Does the Métis Culture and Heritage Influence the Work We Do**. Register [here](#)

Nov. 13, 2:00 – 3:00pm MT: UFlourish continues with an online workshop on **Neurodiversity in the Workplace & The 6 Principles for Inclusion**. Everyone is invited to attend to learn about observable language and other differences, along with practical strategies to create a more neuroinclusive workplace. More details and registration [here](#)

Nov. 19, 9:00am – 12:00pm MT: UCalgary staff and faculty are invited to attend an in-person workshop on the **Art of Giving Feedback for Individual Contributors**. The workshop will review practical tools and approaches to feedback with psychological safety, team dynamics and emotional reactions in mind. Register [here](#) (The same course for [leaders is available on Nov. 26](#))

Nov. 19, 12:00 – 1:30pm MT: UCalgary's Office of Indigenous Engagement presents the second webinar in its 2025 **Traditional Knowledge Teaching Series**, a public learning program that provides a platform for Elders and Traditional Knowledge Keepers to share traditional knowledge and knowledge systems. Barry Wesley & William Singer III will present on **Traditional Plant Teachings and Environmental Impacts**. Register [here](#)

Nov. 19, 6:00 – 9:00pm MT: Everyone is invited to attend the 10th annual **Calgary Student Run Clinic's Health Equity Dinner & Fundraiser** at the Foothills campus Azrieli Atrium. This event is a community-driven fundraiser that brings together students, faculty, local stakeholders, physicians, and community members to financially support the [Clinic](#), a medical student-led non-profit organization working with physicians to provide accessible, quality after-hours healthcare to Calgary's inner-city population. Register [here](#)

Nov. 20, 9:00am – 12:00pm MT: The UCalgary community is invited to attend an in-person workshop on main campus, **Enhancing a Culture of Respect in the Workplace for Individual Contributors**. This workshop builds personal and leadership effectiveness by exploring why respect matters, clarifying UCalgary's respectful workplace policies, and defining behaviours such as harassment and violence. More details and registration [here](#)

Nov. 20, 10:00 – 10:30am MT: Everyone is invited to attend the **Transgender Day of Remembrance Observance** on main campus at the Rozsa Centre flag poles. This ceremony will include a flag-raising of the transgender flag and speaker presentations. More details and registration [here](#)

Nov. 21, 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](#). Click [here](#) for other upcoming dates

Nov. 23, 8:30 – 9:30am MT: As part of the Community Based Research Centre's annual conference, a free online panel discussion, **Taking Up Space**, will be offered. The panel will focus on 2S/LBTQ+ women and gender-diverse communities' needs and experiences in multi-disciplinary research. More details and registration [here](#)

Nov. 25, 1:00 – 4:00pm MT: The CSM Office of Faculty Development presents an in-person workshop on **Holding Multiple Perspectives: Cultivating Polarity Wisdom**. Participants will learn how polarities show up, discover the principles and benefits of polarity wisdom, and will learn how to integrate the strengths of opposing views. Details and registration [here](#)

Nov. 25, 5:00 – 8:00pm MT: CSM's next Science in the Cinema, at the Calgary Central Library, is **The [M] Factor: Shredding the Silence on Menopause**. The documentary breaks down the stigma and sparks conversation around the physical, emotional, and social impacts of menopause and will be followed by a discussion on what is needed to improve health outcomes for Canadian women. Details and registration [here](#)

Nov. 26, 12:00 – 1:30pm MT: Join UCalgary's Office of Indigenous Engagement in an in-person celebration to commemorate 8 years since the launch of the university's Indigenous Strategy. **2025 ii' taa'poh'to'p Journey Update: Empowerment from the Circle** will include campus highlights showcasing the continued journey towards reconciliation, a keynote address, and stories offered by UCalgary staff and faculty. More details and registration [here](#)

Nov. 27, 11:00am – 12:00pm MT: The next Big IDEAS about Health Data, presented by the Health Data Research Network Canada, is [Social Determinants of Health Data](#). Dr. Andrew Pinto, director of Upstream Lab, will discuss his work on the social determinants of health, population health management and using data science to enable proactive care and promote health equity. Register here <https://www.hdrn.ca/en/events/social-determinants-of-health-data/>

Nov. 27, 10:00am – 2:30pm MT: The Canadian Race Relations Foundation and The Globe and Mail present [Finding Common Ground: Systemic Racism in Canada – Policy Opportunities](#), an in-person event in Calgary, also available for virtual attendance, to explore plans and strategies to tackle racism and discrimination. The event will explore solutions across immigration, criminal justice, climate response and online safety, with a focus on actionable policies to create a more equitable Canada.

Nov. 27, 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.

Opportunities and Award Nominations

Applications are open for the [CSM Health Equity HUB's Community Catalyst Awards](#) until Nov. 17. These small grants (up to \$5,000) support early-stage community-academic partnerships in health equity and can support community connections, project scoping, proposal development, student engagement, and partnership building.

StopHateAB is leading a new research study, funded by the Canadian Race Relations Foundation, on the [Mental Health Effects of Hate Crimes in Alberta](#). This first-of-its-kind study seeks input from racialized individuals over the age of 18 who live or have lived in Alberta and have experienced a hate-related crime/incident.

Resources:

The McKinsey Health Institute has published an article on [Closing the women's health gap: Canada's \\$37 billion opportunity](#). The analysis finds that Canadian women spend 24 percent more time than men in poor health and with varying degrees of disability and the article discusses how improving women's health could boost the Canadian economy.

Despite what social/mainstream media and some political parties may say, results from the most recent Survey on Employment and Skills shows that [most Canadians view EDI measures in the workplace positively](#). The survey results show strong support among equity-deserving groups, younger workers and those with positive job experiences. Read the full report [here](#)

Recordings of recent webinars, podcasts and presentations:

Recordings from the UCalgary's Office of Indigenous Engagement's [Traditional Knowledge Teaching Series](#) are available for viewing for those who missed the live webinars. This series provides a platform for Elders and Traditional Knowledge Keepers to share traditional knowledge and knowledge systems. Most recently, Blair First Rider presented on the medicine wheel knowledge.

EDIA Quote of the Day

Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed.

~ Mary Parker Follett

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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 Métis Nation within Alberta (Nose Hill Métis District 5 and Elbow Métis District 6)

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 click [here](#) to unsubscribe from the newsletter.