

EDIA news, resources and upcoming opportunities

November 19, 2025 edition

Curated by the CSM Precision Equity and Social Justice Office



Hello EDIA champions,

Observed annually on November 20, **Transgender Day of Remembrance** is a commemorative day to remember the transgender and gender-diverse people who have been murdered in acts of anti-transgender violence. A report from [Trans Europe and Central Asia](#) documented that globally, 281 transgender and gender diverse people were reported murdered between October 1, 2024 and September 30, 2025. Statistics Canada data shows that police-reported hate crimes targeting a gender identity or expression increased in 2023 by 37% compared to the previous year. These crimes have more than doubled (+151%) since 2020.

On Nov. 18, the Government of Alberta tabled legislation that seeks to invoke the notwithstanding clause to shield a suite of bills from legal challenges that affects transgender youth and adults. Learn more [here](#) about how this bill will override the rights and protections granted by the Canadian Charter of Rights and Freedoms.

Now, more than ever, it is important to speak against the marginalization of gender-diverse individuals within our own province and across the country.

- Show your support by attending the **Transgender Day of Remembrance Observance** on main campus on November 20 at 10:00am 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](#)
- Listen to this recent podcast, [Transforming Gender-Affirming Care](#), discussing what affirming, respectful, and safe health care looks like for transgender and gender diverse individuals and why it matters now more than ever. This podcast is part of a series by ICES (formerly known as the Institute for Clinical Evaluative Sciences) in Ontario.
- Check out the [Introduction to Affirming Spaces Training](#) online modules, presented by the Trans Wellness Initiative, a website where Alberta healthcare providers can learn more about how to provide competent and affirming care for trans and gender-diverse communities.

Upcoming EDI-related events and webinars

Nov. 20, 7:00 – 8:30pm MT: Join educators, community members, and advocates for an in-person dialogue at Contemporary Calgary on **Censorship in Schools: Safeguarding the Freedom to Read in Challenging Times**. Researchers from UCalgary's Werklund School of Education, Faculty of Arts, and the Indigenous Research Support Team will examine the social, political, and cultural forces behind current book challenges, the impact on young readers, and the importance of access to diverse voices in a democratic society. 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](#). Also offered [Dec. 3](#)

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. 24, 9:30am – 12:00pm MT: Students, faculty, staff, postdocs and community members interested in Indigenous research are invited to join Keeta Gladue from the UCalgary Indigenous Research Support Team for an in-person

Indigenous Research Workshop at Foothills campus. Participants will learn about Indigenous research ethics and data sovereignty, what community engagement looks like, and how the Team supports Indigenous research. Register [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, 9:00am – 12:00pm MT: UCalgary staff and faculty are invited to attend an in-person workshop on the **Art of Giving Feedback for Leaders**. The workshop will review practical tools and approaches to feedback with psychological safety, team dynamics, and emotional reactions in mind. Register [here](#)

Nov. 26, 11:00am – 1:00pm MT: The UCalgary Women's Resource Centre is hosting an in-person session on main campus on **S.T.O.P. the Violence (Speak out, Talk, & Organize to Prevent)**. Open to the public and the UCalgary community, this session will help participants gain the knowledge on domestic violence in different communities and foster wellbeing and healthy relationships. More 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](#)

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 a [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.

Dec. 1, 12:30 – 2:00pm MT: The CIHR is hosting a webinar for participants to understand the requirements and application process for the **2025 Research Excellence, Diversity, and Independence (REDI) Early Career Transition Award**. This funding opportunity is available to postdoctoral researchers, clinicians, and research associates to help them launch their research faculty careers in Canada. It is open to those who identify as Black (any gender), a racialized woman or gender-diverse person, First Nations, Inuit or Métis. Join [here](#)

Dec. 1, 2:00 – 3:30pm MT: UCalgary faculty and students are invited to take part in an [Indigenous Research Implementation Plan](#) engagement session at Foothills campus. This in-person session will provide an opportunity to

share ideas, perspectives, and experiences, ask questions, and contribute to shaping the plan. Register [here](#). Can't make that date? Other opportunities available [here](#)

Dec. 2, 11:00am – 12:00pm MT: The Canadian Centre for Diversity and Inclusion presents a virtual workshop, **Strengthening our Workplace Culture Through Psychosocial Safety**. This webinar will explore how to mitigate workplace psychosocial hazards through equity, accessibility and inclusion approaches. 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](#)

Opportunities and Award Nomination

The nomination period has been extended to nominate a colleague or yourself for the [Cumming School of Medicine's \(CSM\) Equity, Diversity, Inclusion, and Accessibility \(EDIA\) Award](#). Deadline is November 30. This award recognizes the efforts of CSM faculty members, learners, staff, postdoctoral scholars, and work units toward creating an equitable, diverse, inclusive culture at CSM, and/or within their community of practice. The winning nomination receives \$1500 to be split among all those listed in the nomination.

CIHR has launched the next iteration of the [Research Excellence, Diversity, and Independence \(REDI\) Early Career Transition Award](#). The REDI program aims to promote scientific excellence and promote diversity in Canada's research ecosystem. It is a two-phase program designed to support trainees (post-doctoral researchers, clinicians, and PhD-holding research associates) from underrepresented groups who are aiming to launch an independent research career in Canada, and would benefit from 1-3 years of structured, mentored development to support that transition. [UCalgary Research Services](#) provides support for submitting an application – register by Feb. 2, 2026 to participate!

Two researchers at Western University are seeking people involved in medical education research with a focus or interest in EDI to participate in a research study, **Measuring the Shifting Temperature of EDI Research in Medical Education: An Exploration of the Experience for EDI Researchers in the Current Sociocultural Climate**. Click [here](#) if you are interested in participating by completing an anonymous online survey that will ask questions related to your experiences with publishing, funding, institutional support, and sociopolitical pressures impacting EDI-related scholarship.

Resources:

UToday, the e-newsletter of the University of Calgary, had a recent article, [Truth and Reconciliation Commission's 94 Calls to Action turns 10: What progress has UCalgary made?](#) Read more about [ii' taa'poh'to'p](#), UCalgary's Indigenous Strategy.

The Black Women's Institute for Health has released [Voices Unheard: Canada's First National Health Survey of Black Women and Girls](#). The report describes the lived experience of Black women, girls, and gender-diverse people across the social determinants of health, from accessing healthcare to navigating mental wellness, employment, education, and more.

Recordings of recent webinars, podcasts and presentations:

The Health Data Research Network Canada (HDRN) Pragmatic Trials Training has produced an online module that explores [Choosing Outcomes & Endpoints - The Equity Lens](#) in pragmatic trials. The video emphasizes co-defining success with communities and recognizing how positionality and bias affect research priorities. Researchers are encouraged to consider cultural relevance, accessibility, and community validation, and embedding EDIA principles to help generate findings that are both valid and meaningful across diverse populations.

EDIA Quote of the Day

The rights of every man are diminished when the rights of one man are threatened.

~ John F. Kennedy

Newsletter curated by: Precision Equity and Social Justice Office | Cumming School of Medicine | University of Calgary | [website](#)



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.