

EDIA news, resources and upcoming opportunities

December 3, 2025 edition

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



Hello EDIA champions,

Today, Dec. 3, is [International Day of Persons with Disabilities](#), a day that promotes inclusion and accessibility as well as celebrates the many ways in which those with disabilities enrich our communities. Data from the [2022 Canadian Survey on Disability](#) by Statistics Canada showed that 27% of Canadians over the age of 14 years had one or more disabilities that limited them in their daily activities. Canada's Chief Accessibility Officer published a report, [Getting to Work: Accessible Employment in Canada](#), last year, detailing progress made in the five years since the Accessible Canada Act was passed – in a nutshell, few advancements have been made. Persons with disabilities are still less likely to be employed, to have a full-time job, and to earn more than \$80K. According to a 2024 report by [Disability Without Poverty](#), one in six Canadians with disabilities lived in poverty in 2022, with women and seniors at higher rates.

The Alberta government recently introduced Bill 12, which will replace the Assured Income for the Severely Handicapped (AISH) program (benefits already below the poverty line) with the Alberta Disability Assistance Program (ADAP), reducing benefits by \$200/month. Read more how this will affect people with disabilities who receive AISH and find out what actions you can take to protest this legislation at [Inclusion Alberta's website](#).

Other opportunities to learn and celebrate International Day of Persons with Disabilities:

- The American Medical Association Centre for Health Equity has a free online learning module include a 2 hour video and additional written resources on [Disability Inclusion: An Introduction to Ableism in Medical Education and Health Care](#)
- Check out a recent article by CSM's Gregor Wolbring on [Social Factors Causing Burnout of Disabled Students: Views of One Group of Allies of Disabled People](#), published in Trends in Higher Education.
- On Dec. 10, Vecova is hosting its 2nd annual [\(dis\)ABLED Art Show & Sale](#) at the Kahanoff Centre. All of the artists are disabled, and will be showing a wide variety of artwork including paintings, sculptures, mixed-media pieces, and handmade crafts.

Upcoming EDI-related events and webinars

Dec. 3, 5:00 – 8:00pm MT: CSM's Science in the Cinema, at the Calgary Central Library, is showing **Low Priority**, sequel to the 2023 film, [Low](#). This fictional narrative film offers a compelling portrayal of the challenges faced by people experiencing homelessness when accessing medical care for their diabetes within a pressured healthcare system and will be followed by a discussion with the filmmaker and medical specialists/researchers. Details and registration [here](#)

Dec. 4, 12:00 – 1:30pm MT: CSM's Centre for Mindfulness and Office of Faculty Development are hosting a free in-person **Introduction to Mindfulness: Navigating Turbulent Times in Medical Education** workshop at the Foothills campus. Open to health scientists and physicians to (re)consider mindfulness in response to today's challenges! Details and registration [here](#)

Dec. 5, 8:30 – 10:00am MT: A free webinar on **Home, Identity, and Belonging: 2SLGBTQ+ Pathways Through Housing and Settlement** is being offered by University of Regina's Psychology Graduate Students' Association. The speakers will discuss intersecting sexual, gender, and migration realities of 2SLGBTQ+ newcomers and youth experiencing homelessness. Details and registration [here](#)

Dec. 5, 12:15 – 1:00pm MT: A ceremony commemorating the [National Day of Remembrance and Action on Violence Against Women](#), (Dec. 6) will take place on main campus in the Engineering Building atrium. On Dec. 6, 1989, 14 young students were murdered at Polytechnique Montréal because they were women. Honour the victims by wearing a white ribbon and observing a moment of silence at 11:00am. A livestream of the ceremony will be available for anyone unable to attend in-person. Details [here](#)

Dec. 10, 12:00 – 1:30pm MT: The Alliance against Violence & Adversity (AVA) presents a webinar on **From Allies to Actors: Engaging Men and Boys in Gender Justice**. The speaker will connect the research on masculinities to real-world practice – youth programs, educator training, and workplace interventions – and show how these efforts reduce harm, strengthen relationships, and improve wellbeing. Details and registration [here](#)

Dec. 11, 11:00am – 12:30pm MT: The CIHR is hosting a webinar to support participants with the requirements of the funding opportunity [Advancing 2S/LGBTQI+ Health Through Research](#). This grant is made available to projects that advance, strengthen, and enhance inter-disciplinary, high-impact, and community-engaged health research that addresses the health priorities of 2S/LGBTQI+ individuals and communities in Canada. Webinar details [here](#) and register interest for the funding opportunity by Feb. 11, 2026.

Dec. 16, 10:30am – 12:00pm 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 Jan. 14) For more information and to enroll, sign into [My Learning](#) on your UCalgary account.

Dec. 17, 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 [Jan. 16](#)

Dec. 17, 12:00 – 1:30pm MT: The Alliance against Violence & Adversity (AVA) presents a webinar on **Allies for Gender Equality**. This presentation will introduce best practices to building allyship and accountability among men and boys. Details and registration [here](#)

Opportunities and Award Nomination

The Canadian Medical Protective Association (CMPA) has [Equity Scholarships](#) to cover registration fees to attend the 2026 **International Congress on Academic Medicine (ICAM)** (Apr. 16-19) in Ottawa. Physicians and physician trainees who are currently training or practicing in Canada, and who self-identify as Black, Indigenous (First Nations, Inuit, and Métis) or racialized, are encouraged to apply by the Jan. 2 deadline.

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:

[W3C Web Accessibility Initiative](#) has a suite of resources and strategies to help website managers make their websites more accessible to people with disabilities and create a better experience for all users. W3C also has a free online course, [Introduction to Web Accessibility](#), for anyone interested in making their digital technology more accessibility.

A recent health report on the Statistics Canada website discusses [Who Is Reaching Out for Help? Examining Access to Mental Health and Substance Use Health Supports Among Girls and Young Women in Canada](#).

Recordings of recent webinars, podcasts and presentations:

The [Docs With Disabilities Initiative podcast](#) has a series of episodes that focus on the experiences of health care providers with disabilities by having critical conversations with the doctors, researchers, administrators, faculty, and policy makers who are working to make medicine an equal opportunity profession. There is an accompanying series, [Research and Resources Rounds](#), where the podcasts provide an overview of the literature and resources relevant to disability inclusion in health professions education. reviewing critical commentaries and research articles in 15 minutes or less.

EDIA Quote of the Day

Ableism looks like calling people 'inspiring' for navigating a system that is designed for exclusion, while doing nothing to hold the system accountable.

~ Carson Tueller

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.