

CANADA RESEARCH CHAIR PROGRAM

Equity, Diversity and Inclusion Awareness Strategy

INTRODUCTION

The University of Calgary is a place where students, academic staff and employees choose to study, work, live and research to be a part of a dynamic, passionate campus community. UCalgary fosters a diverse community at all levels, promotes equitable opportunities, and understands and embraces diversity.

Through our Eyes High 2017-22 strategy, respect for diversity, equity and inclusion inform our commitment to learning, research excellence and our community. These principles help us overcome structural, social and cultural barriers to create an empowering, inclusive, respectful and safe environment that values the diversity and dignity of every person.

and inclusion (ED • provide an independent review of concerns that fall under any policies related to ED and,

- expand the collection and publication of ED data to the General Faculties Council, the Board, and other governing bodies.

ODEPD supports Eyes High commitments and coordinates across departments and units, to support the work being done by the University to create an inclusive campus.

VISION & PRINCIPLES

The University of Calgary recognizes the importance of creating and maintaining a welcoming and inclusive learning, living and working environment for all, to not only meet the needs of a changing society, but also as an opportunity to harness the skills, knowledge, experiences and ideas that people from different backgrounds bring to our campuses. Diversity, equity and inclusion are

APPENDIX: CURRENT INITIATIVES

All members of the University of Calgary community have the opportunity to avail themselves of a number of initiatives, educational opportunities, events and programs that encourage a greater understanding of equity, diversity and inclusion.

Researchers joining our community as Canada Research Chairs are members of the broader campus community, and like all members, are encouraged to participate in any and all equity, diversity and inclusion initiatives.

Many or560.6 (o)-45Cw Td31 0 Tc Q8.0041.7 43 Td35l(560.2)3 (l)3 (N)1.8 (l)11.4 (TI)11.5 (f12)-7.(560.d

B. DIVERSITY & EQUITY NETWORK

The Diversity and Equity Network advances the core values of communication, collaboration, and excellence that underlie the university's strategic direction, Eyes High in three ways:

- x Serves as a forum for the sharing of information regarding current issues, research, and initiatives related to diversity and equity
- x Assists the ODEPD in planning events and workshops on an issue, initiative or research project
- x Fosters excellence by contributing to the development of best practices

The Diversity and Equity network fosters discussions, collaborations and networking opportunities, often around research topics and opportunities

C. EMPLOYMENT EQUITY

Employment equity is a process adopted by the University as an employer to identify and eliminate discrimination in employment procedures and policies, remedy the effects of past discrimination and ensure appropriate representation of the designated groups throughout an employer's workforce. UCalgary has a Workplace Diversity and Employment Equity Strategy (see: http://www.ucalgary.ca/hr/diversity_equity_strategy)

D. EMPLOYMENT ENGAGEMENT SURVEY

The University of Calgary has been administering the Employee Engagement Survey annually since 2011 to provide feedback to leaders on engagement and enablement. In 2017, 3,578 employees completed the survey. Among the respondents, 59% were female and 36% were male. Although no one self-identified as a transgender person, 1% identified themselves as other genders. Other demographic questions around ethnicity, disability and Indigenous status are asked.

A set of three questions related to Diversity and Equity were introduced into the engagement survey in 2015:

- x Overall, the university is committed to ensuring equal opportunities for all employees.
- x Employees are given fair treatment without regard to race, colour, age, national origin, gender, sexual diversity, or religion.
- x I am provided a work environment free of harassment.

E. DIVERSITY WEEK 2017

In 2017, the inaugural Diversity Week launched on campus, bringing together more than 20 units across campus for 28 events during one week. The initiative encompassed topics like disability, women in STEM, Indigenous experience and perspectives, everyday bias, queer identity and mental health. This event is a fundamental activity to raise awareness at UCalgary around issues related to equity, diversity and inclusion, that saw a 450% increase in web traffic to the ODEPD website.

F. POSITIVE SPACE CAMPAIGN

The Campaign for Positive Space seeks to create a more welcoming place for all those who study, work and live at the University of Calgary. The Campaign raises awareness of and addresses discrimination and harassment based on sexual and gender diversity and challenges the patterns of silence that continue to marginalize bisexuals, gays, lesbians and transgendered individuals.

The Campaign for Positive Space is intended to help create a campus that is free of discrimination because of sexual and gender identity. It is also aimed at encouraging a widespread and visible commitment to welcoming sexual and gender diversity, making discussion of diversity more open and less unusual. Often, efforts 8 (s)6.5 (e)4ohr8 (10.6 (oi1(f)-3.3 au)2.33

H. FACULTY-SPECIFIC INITIATIVES

A number of faculties have committed to equity, diversity and inclusion through their own initiatives and activities, outlined in high level here.

- x Faculty of Arts: The newly launched strategic plan, Energizing Arts, includes a dedicated pillar to Citizenship, Diversity and Inclusion. This includes a commitment to building a genuinely diverse community, an inclusive climate and a raised awareness of unconscious bias.
- x Faculty of Science: Curiosity Sparks Discovery, the faculty's strategic plan, includes a specific goal to celebrate diversity and inclusivity. The dean's office also includes an Associate Dean (Diversity, Equity and Inclusion), to develop champions of science. a 33TJ /TT3 1

- International Student Services (ISS) provides support services and customized advising for all international students adjusting to studying at the University of Calgary, including initiatives to develop, design and deliver unique peer-driven programs that connect international and Canadian students. In addition, houses international researchers.
- Native Centre The University of Calgary welcomes, respects and supports the rich diversity of Aboriginal learners, their communities, cultural traditions, and aspirations in post secondary education.
 - o Aboriginal Relations Leadership Certificate The Native Centre welcomes individuals

advance educational and research partnerships and boost international development efforts.

- Women's Resource Centre The Women's Resource Centre is a safe and welcoming place for students, faculty, staff and the community to come together to connect. We focus on practical skills development that compliments classroom theoretical learning.

J. POLICIES & PROCEDURES

Many policies support <</7 (an)M2 (o)-e.9 (las)-1aC2.6 (l)-3.7 (ESB)-3 ()1.1 (u(& PR)-1.2 (.088 Tc 4/7B4