

April 2019

## Establishing EDI Committees

An Equity, Diversity, Inclusion Committee (EDIC) is an effective way of demonstrating organizational commitment to embedding the principles of EDI into the culture of faculties and administrative units ([EDI Strategic Plan](#)). They can be instrumental in developing a collaborative and effective approach to furthering EDI by drawing on expertise of diverse committee members and engaging the constituencies they represent to identify successes and challenges in realizing respectful, diverse, and inclusive working and learning environments. The following phases outline a recommended process to establish successful EDICs:

- ⇒ **Phase 1—Forming the Committee:** Determine mandate, accountability, budget, reporting requirements, membership criteria and roles, meeting frequency, time required to be an effective member, fill committee positions, determine Chair
- ⇒ **Phase 2— Develop Communication Strategy:** Identify key stakeholders, determine key information/messages, identify opportunities for input and feedback from constituents, provide status updates and progress reports
- ⇒ **Phase 3—EDI Plan Development:** Data collection and analysis, review existing practices/procedures with EDI lens, determine key goals and objectives, develop strategies and performance indicators
- ⇒ **Phase 4—Measurement:** Evaluate plan effectiveness, track progress, incorporate EDI initiatives and progress in annual reports

No matter which phase you are in, you are welcome to contact [Catherine Anley](#), Sr. Consultant EDI, HRS to discuss in greater detail and to plan your next steps.

## Resources

**Catalyst:** A global non-profit leader in research, partnerships, and networking to advance diversity in the workplace. Their selection of [infographics](#) provide relevant data, helpful information and strategies.

<https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion>

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## EDI, HRS Events

April 24, 1-3pm — [Inclusion in the Workplace](#)

## CCDI Events

UAlberta has an employer partnership with CCDI (Canadian Centre for Diversity & Inclusion). To register, click on the webinar title.

CCDI Webinars:

April 9—[Emotional Culture](#)

April 11—[Inclusive Communications](#)

April 23—[La culture émotionnelle](#)

April 25—[Les communications inclusives](#)

May 1—[LGBTQ+ Intersectionality: Understanding the Lived Experiences of Racialized LGBTQ+ People](#)

May 7—[Exploring the Global Diversity and Inclusion Benchmarks](#)

May 9—[Mentally Healthy Workplaces](#)

May 15—[Intersectionnalité LGBTQ2+: Comprendre les expériences que les personnes LGBTQ2+ racialisées ont connues](#)

May 21—[L'exploration des Global Diversity and Inclusion Benchmarks](#)

May 23—[Les milieu de travail qui soutiennent la santé mentale](#)

