Respectful behaviour is both foundational to the University of Alberta EDI Strategic Plan and a hallmark of psychologically safe workplaces. Because respect is an overarching institutional value where a number of university departments play a role, various areas provide resources and educational programming on respect.

From an EDI perspective, as the Senior Consultant, I assist managers, supervisors, and other leaders with determining the approach and the timeline to enhance respect on their teams.

A great way for units to start exploring key concepts and behaviours related to respect is to create opportunities for their team members to participate in our workshops, each of which include content on respect. One of our offerings, “Being Respectful Every Day”, is specifically designed for teams. This outcome focused working session is meant for colleagues to contribute to the creation of internal policy and guidelines to enhance respect in the workplace. Together we identify core values, respectful behaviours, disrespectful behaviours, and expectations on holding each other accountable. Through this workshop, teams develop shared understanding and have the opportunity to strengthen relationships.

Additional respect in the workplace resources and learning opportunities are offered by Human Resource Services through our Pathways learning series and our EFAP provider. “Respect in the Workplace” and “Supporting Respect in the Workplace” are self-paced and self-directed e-learning sessions which cover respect in the workplace. Visit the EFAP Online Courses web page for more information.

I welcome you to contact us at hrequity@ualberta.ca to plan your approach to enhance respect in the workplace.