

Summer 2019

### Opportunities to Build Respect in the Workplace

By Catherine Anley, Senior Consultant, EDI

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](mailto:hrequity@ualberta.ca) to plan your approach to enhance respect in the workplace.

### Resources:

**UAlberta & CCDI Employer Partnership** -To register for webinars & community of practice events, visit: <https://ccdi.ca/>. For recordings of previous sessions & additional resources visit the Knowledge Repository. **To request access:** mail@ccdi.ca with subject line "Knowledge Repository Access" – include your first name, last name and UAlberta email address to receive your log-in information.

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

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### EDI, HRS Events

June 20: **Recognizing & Addressing Bullying in the Workplace**

June 27: **Creating Inclusive Workplaces**

July 17: **From Bias Awareness to Action**

August 21: **EDI: What is it and why does it matter?**

**Registration:** Human Resource Services has moved to a new learning management system called LearnCentre. To register:

1. Log with your CCID and password: <https://www.ualberta.ca/faculty-and-staff/learning-development/learncentre>.

2. Click Catalogues and then *Equity, Diversity and Inclusion*. Other catalogues also include content related to EDI, such as:

- ⇒ Health and WellBeing
- ⇒ Workplace Skill Development

3. Click Learning Events and then the session name for details.

4. To register click on the "Enroll" button in the top right corner. *If you have any questions about registering for an EDI session, contact [hrequity@ualberta.ca](mailto:hrequity@ualberta.ca).*

