

Involvement and Influence

Our Goal

To seek maximum appropriate involvement, and encourage active and inclusive problem-solving and decision-making, by ensuring diversity of identities, experiences, and perspectives in respectful and healthy dialogue. We will achieve this through:

- Providing transparency and opportunity regarding where individuals have influence in decision-making processes.
- Consider impacts of significant decisions on individuals and engage in appropriate harm reduction discussions.
- Removing barriers to individual autonomy and accountability instead of managing their day-to-day activities.
- Engaging the University community in timely and appropriate ways regarding institutional matters.

Call to Action:

Faculty and department leaders have a responsibility to facilitate independence and provide guidance when necessary within equitable decision-making processes. They clearly communicate expectations while allowing individuals to determine the best route to meet those goals. Supervisors welcome insight and feedback for consideration.

Individuals have a responsibility to provide timely feedback through appropriate channels, and respect the outcomes of fair decision-making processes. Individuals commit to seeking understanding of their role in the decision-making process and the scope of their influence. They take responsibility for how they accomplish their day-to-day work and communicate this effectively within their reporting structure.

Involvement and influence will be achieved through:

- Leaders, supervisors, managers and colleagues encouraging autonomy and personal responsibility
- Opportunities for consultation and involvement in decision-making, including processes and norms that foster understanding of colleagues and valuing one another's roles, responsibilities, workload, etc.
- Removing barriers for individuals to be involved in U of A events and activities that can help make the University environment a more engaged, supportive place
- Considering multi-faith and culturally significant days that may impact the ability of individuals or groups to fully participate

Institutional resources include but are not limited to:

- Engagement survey, UniForum
- Education and professional development (Facilitative Leadership workshop, EDI education on implicit bias and inclusive practices (HRS))
- Strategic planning processes and change management plans
- Institutional communication processes
- Multi-faith/multi-cultural calendars

Information directly modified from:

CSA Standard for Psychological Health and Safety in the Workplace www.csagroup.org, Workplace Strategies for Mental Health www.workplacestrategiesformentalhealth.com/, Guarding Minds @ Work www.guardingmindsatwork.ca/