



The King's University EDI Taskforce Newsletter

Update #1 – February 26, 2021

The Taskforce has now met three times to enable growth and understanding in EDI issues among the Taskforce members. Smaller subgroups, or working groups, have been working within the taskforce to begin the process campus climate assessment and equity audits on various policies.

EDI Taskforce Membership

Working Groups

Campus Climate	Climate Communication	Equity: Students	Equity: Faculty/Staff	Definitions
Martha Edafiaga Daniel Medema Ting Elger Grace Scott Glenn Keeler Raymond Klassen	Adrian Bajaro Honour Temple Courtney Radatz Megan Viens Suwadhini Pathmanathan Jacqueline Filipek John Mueller	Ashley Chinyemba Isaac Gund Nadina Kaminer Minji Kang Desernique Ricketts Regina Dizon Tim Wood	Bonita Bjornson Michelle Nguyen Trina Wilsdon-Orieux Jennifer Braun Kris Ooms Glory Ovie	Neil DeRoo Cindy Slupsky William Van Arragon Brenda Bourque Stratichuk

Leadership

EDI Consultant and Co-Chair Osayi Ogiewa comes with eight years of progressive experience in equity, diversity and inclusion and is a Canadian Certified Inclusion Professional. She is passionate about improving experiences of minority groups by creating inclusive and safe environments through collaboration and consultation with the identified groups.

Osayi holds a BSc. degree in Microbiology and a Masters of Public Health (MPH) degree. Her wealth of experience spans across community service organizations, healthcare, religious institutions, and educational institutions. She has expertise in stakeholder engagement and consultation, facilitation, setting up advisory groups, conducting EDI reviews on policies and programs, and curriculum design and development.



She is a public speaker and has been invited to speak at conferences on a variety of topics including power, privilege, intersectionality, cultural competency, and cultural safety.

Osayi Ogieva is a Pentecostal and is very involved in her church community in North Edmonton. She is also a Christian writer and author, and published her first book, "You are Never Alone" in 2017. Osayi regularly runs the "Caterpillars to Butterflies" program, which encourages and empowers hurting people with the spiritual tools to break free from emotional pain.

Co-Chair Dr. Jennifer Braun is an assistant professor of Sociology at the King's University. Her major research interests include women in leadership, gender and agriculture, as well as state funding for immigration in Canada. Jennifer received her PhD from the University of Alberta's department of Sociology in 2019. Dr. Braun is the current chair of the board of directors for the Edmonton Mennonite Centre for Newcomers. In her time there she has worked extensively on issues related to equity, diversity and inclusion in board governance policy and practices. She has served as mentor and volunteer for the Girls20 'Girls on Boards' initiative. She is also the current faculty advisor for the student group SPEAK at The King's University. Jennifer is passionate about all matters pertaining to equity, diversity and inclusion and is excited to be co-chairing the EDI taskforce alongside Osayi Ogieva!



Group Training

November: Unconscious Bias

The first Taskforce meeting included introductions and a very educational lecture about Unconscious Bias provided by Osayi Ogieva. Topics covered included what bias is, what factors can lead to bias formation, effects of bias in decision making, how to identify implicit bias and create ways to prevent it from taking over. Some types of bias include:

- Affinity bias: people tend to like those who are similar to us.
- Attribution bias: where we attribute certain attributes to certain groups (eg. Assume all Chinese people are great at math).
- Confirmation bias, where we tend to see only those things that support our beliefs.

December: GBA+

December's web training for the EDI Taskforce was kindly provided by Dr. Jennifer Braun, associate Professor of Sociology. *Gender Based Analysis Plus* training is used by employers, faculty, and staff of many government and other institutions to enable understanding and integrate GBA+ into their workplaces.

The scope of GPA+ is huge, since most policies, procedures, and services can be examined for their negative impacts on various groups of people, such as women or gender-diverse persons. It has been discovered that false assumptions can lead to detrimental and costly impacts on some

groups of people. To counter this, GBA+ training has been created to promote new programs and policies that advance gender equality.

January: White Fragility

January's learning included [watching this video](#) of Robin DiAngelo giving a talk about her book, *White Fragility* (2018). The video covers many areas, all surrounding the topic of how white people respond to the topic of racism. A major issue is that many white people do not recognize racism as a systemic problem, and rather see people as being racist (bad) or not racist (good) without identifying the complexities of benefiting unconsciously from the underlying racism existing in our society. This further perpetuates the problem by determining it is not their responsibility to take anti-racist action if they are not racist themselves.

Though this video is lengthy, we encourage all readers to watch it. If this is not a possibility, here is a [helpful worksheet](#) created by Robin DiAngelo that summarizes many of the ideas. More helpful resources can be found on her website [here](#).

Campus Climate Assessment

A survey was sent out to the King's email of all Faculty, Staff and Students on January 18. Without participation, we will not be able to develop a plan for institutional change and growth. The survey remained open until February 12 and the results are now being collected and analyzed.

Coming up for the Taskforce

- Meeting of focus groups with various members of the faculty, staff, and student body throughout March.
- Regular Taskforce meetings take place during the afternoon of the last Thursday of every month. The Taskforce's work will continue until June 2021.
- President's Townhall (date TBD)