

EDI NEWSLETTER

October 2024

Welcome to this month's edition of the EDI Newsletter! As we celebrate **Global Diversity Awareness Month** and **Women's History Month**, we recognize the richness that diversity brings to our communities and the critical contributions of women throughout history.

This issue highlights the importance of **understanding different perspectives and embracing the unique experiences that shape who we are**. Join us in exploring topics on **gender equity, intersectionality**, and how we can **foster a more inclusive environment** for all. Let's take this opportunity to learn, reflect, and **continue championing diversity in our workplace and beyond**.

October 4th is the **National Day of Action for Missing and Murdered Indigenous Women and Girls (MMIWG)**. It is a time to **show respect and honour the lives of missing and murdered Indigenous women, girls, and Two-Spirit kin** across Canada. We encourage staff to **learn more about this ongoing genocide**.

The **Moose Hide Campaign** invites men and boys into the conversation to bring awareness to how **we are all responsible in challenging gender-based violence**. Visit their website to learn more, how you can get involved, and **how to order moose hide pins for free!**

Misogyny at Work



[The Urgency of Intersectionality](#)

[Why Women Are Paid Less](#)

[How to Design Gender Bias Out of your Workplace](#)

[How to Deal with Misogyny in the Workplace](#)

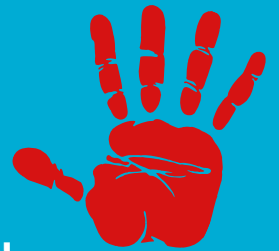
MMIWG

[Finding Dawn Documentary](#)

[We are More than Murdered and Missing.](#)

[How do we Stop Aboriginal Women from Disappearing?](#)

[Their Voices Will Guide Us](#)



World Mental Health Day

Resources

Canadian Hotlines

Workplace Strategies for Mental Health

Racism can cause mental health disorders

Workplace Mental Health - all you need to know (for now)

Mental health is the next frontier of the diversity, equity, and inclusion movement.

We all have mental health. Mental health is a vital aspect of our **overall health**, alongside physical, emotional, and spiritual health.

Unfortunately, there is a lot of **stigma against those who experience mental illness** or challenges with their mental health that can impact one's ability to access appropriate health services.

Often, employees dealing with mental health difficulties are **worried their colleagues or supervisors will judge them.**

Within EDI, we recognize that health-related disabilities require **inclusive solutions**. **This same approach applies to mental health.**

Invisible Disabilities

Invisible disabilities are sometimes referred to as **hidden, unseen, or non-apparent disabilities**. It is a disability that **you cannot know someone has until they tell you.**

This creates **unexpected challenges in the workforce**, where employees may feel **nervous, scared, or unsafe** to disclose their disability to their employer.

People with invisible identities **constantly have to decide whether or not to disclose** and who is a safe person to tell. This can result in a **decrease of employee wellness** as it creates additional barriers to accessing accommodations.

Resources

Disability vs the Workplace

'Am I disabled?': Confronting your internalised ableism

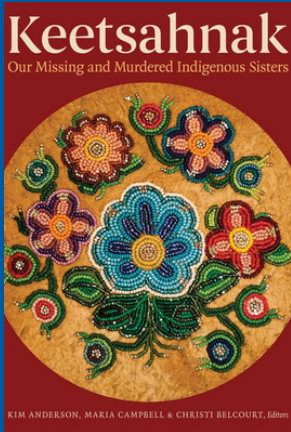
Exploring Ableism - An Invitation to create an inclusive society

How to Support Someone with an Invisible Disability in the Workplace

DCIDE (Decision-Support for Communicating about Invisible Disabilities that are Episodic) Tool

OCTOBER

EDI Book of the Month



Keetsahnak

Our Missing and Murdered Indigenous Sisters

Keetsahnak is a collection of essays regarding the ongoing genocide against Indigenous Women and Girls. Together, they create a model for anti-violence work from an Indigenous perspective.

Visit any one of our three campus libraries to borrow a copy!

Settler Colonialism

In Robyn Bourgeois' Chapter entitled *Generations of Genocide*, she states, "...settler colonialism requires violence against Indigenous women and girls to secure domination over Indigenous peoples, nations, and territories," (pg. 70).

In this **CBC article** about Truth and Reconciliation Day, she says, "Once you know better, you can do better. And that's the second part... reconciliation."

Reflective Questions:

As persons non-Indigenous to Turtle Island, what is your relationship with its colonization?

How have you benefitted? What can you do to challenge colonialism within your role at Aurora College?

All of October:
Global Diversity Awareness Month

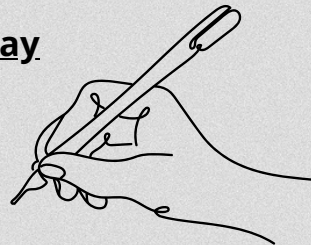
October 1st:
National Seniors Day

October 15th:
International Day of Rural Women

October 20-26th:
Workplace Bullying Awareness Week

October 26th:
Intersex Awareness Day

October 31st:
Halloween Costumes



This Newsletter is presented by the Equity, Diversity, and Inclusion Committee.

Reach out to us at **EDI@auroracollege.nt.ca**



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