

EDI Fund Resource

Provided by the University of Alberta Office of Human Rights and Safe Disclosure (OHRSD) the Equity, Diversity, and Inclusion Fund (EDI) is disbursed to eligible student groups alongside the Students' Union Student Group Granting Program. Awarded to an event hosted by Student Groups on campus, that demonstrates commitment to the values of the EDI Fund, and intentional use of strategies and practices of inclusion related to the University's [Discrimination, Harassment, and Duty to Accommodate Policy](#).

Events under EDI fund can be distinguished as EDI Social Event or EDI Educational Event:

- **EDI Social Event:**
 - When deliberate action is taken to foster an inclusive environment at a Student Group event, even though the proposed event is not centered on principles of equity and anti-discrimination.
 - Amount eligible: 50% of the event cost, up to \$500
- **EDI Educational Event:**
 - Applies to a proposed event that is grounded in principles of equity and is invested in anti-discrimination work.
 - Amount eligible; 50% of event cost, up to \$1000

The following resource provides definitions, suggestions, and external resources for your Student Group.

Definition of Equity

"Equity is about fairness: in access – to education, to employment – and in opportunity to succeed in these domains. As a guiding principle of this policy, equity reflects an understanding that the University of Alberta is an increasingly diverse community and that it will respect and value the differences of its members" (University of Alberta: [Discrimination, Harassment, and Duty to Accommodate Policy](#)).

Equity work seeks to mitigate or remove barriers that contribute to inequity. A program, event, or project that has equity as a grounding principle might include the following:

- Seek to remove barriers to some form of student access
- Seek to educate about the existence of barriers to access
- Seek to promote or employ practices and/or processes the promote equity

Definition of Discrimination

Discrimination refers to "a distinction, whether or not intentional, based on a characteristic or perceived characteristic referenced in the protected grounds that has the effect of imposing on an individual or groups of individuals burdens, obligations, or disadvantages that are not imposed on others, or of withholding or limiting access to opportunities, benefits and advantages available to other individuals in society" (University of Alberta: [Discrimination, Harassment, and Duty to Accommodate policy](#)).

At the University of Alberta, discrimination is prohibited on the following [protected grounds](#):

- Race
- Colour
- Ancestry
- Place of origin
- Religious beliefs
- Gender, gender identity, and gender expression
- Physical disability



- Mental disability
- Marital status
- Source of income
- Sexual orientation
- Age
- Political beliefs

Equity and anti-discrimination work has the effect, over time, of improving inclusivity and diversity.

Anti-discrimination work may include:

- educating about historical and current disadvantages experienced by virtue of one of the above
- expanding programs and activities by removing barriers to access based on one or more of these protected grounds
- evaluating programs and activities for barriers to access

Practices or actions that can be taken to create an inclusive environment:

- Providing all gendered washrooms options
- Adapting venues and activities for physical accessibility
- Listing pronouns on name tags
- Reading Treaty acknowledgements
- Providing a variety of food options (ex: vegan and vegetarian, halal options)

External Resources:

- The Landing: [A Checklist for spaces and event planning](#)
- Network of Interpreters, Consultants, and Advocates Consolidated: [Cultural and Sensitivity Awareness Training](#)
- Canadian Mental Health Association: [Understanding Mental Health](#) (Including tips on how to help those living with mental illness)
- “Deep Diversity: Overcoming Us vs. Them” by [Shakil Choudhury](#)
- Edmonton Chamber of Voluntary Organizations: [Learning Centre - Resources](#)
- Edmonton Federation of Community Leagues: [Workshops and Seminars](#)

Community Organizations that work towards the same goals:

- [The Landing](#)
- [APIRG](#)
- [Inclusion Alberta](#)
- [Sexual Assault Centre of Edmonton](#)
- [Network of Interpreters, Consultants, and Advocates Consolidated](#)
- [Canadian Mental Health Association](#)
- [Elizabeth Fry Society Edmonton](#)

