



Good morning, Everyone,

In this first Pro-D email of 2021, my HR colleagues and I are pleased to share resources full of optimism, renewal, the beauty in celebrating diversity and the power of standing together as we begin this new year. We look forward to the year ahead of bringing you more ideas in support of your professional and personal development and we hope you will find them to be helpful and informative. Thank you to those colleagues who have kindly shared resource ideas with us and please keep them coming!

Once again, please note accessing the links, in this e-mail, are best viewed through your RRU webmail and not via Sentinel.

Equity, Diversity and Inclusion event on campus

"Listening, learning and healing: a campus conversation on racism"

As noted in President Steenkamp's message sent on Thursday morning (January 28) a conversation will be held for all employees and Associate Faculty to come together to share our individual and collective experiences of the heinous act of racism on our campus last weekend.

When: Thursday, 4th, 1-2:30pm via Zoom (more details to come on Monday).

Professional Development

- **Professional and Continuing Studies (PCS)** – Two PCS courses available to all RRU employees per fiscal year (April 1-March 31) so, we encourage you to view their on-line offerings [here](#).
- Upcoming **PCS Courses** highlighted in our **ULearn streams** for both our certificates and general recommended courses are:
 - Enhancing Performance through Feedback (U-Manage) (Feb 01)
 - Facilitating Learning Online Fundamentals (U-Connect) (Feb 01)
 - Optimizing Change in Organizations (U-Manage) (Feb 01)
 - Academic Writing and Critical Thinking (U-Connect) (Feb 08)
 - Coaching for Performance (U-Manage) (Feb 15)
 - Communicating with Clarity and Impact (U-Connect) (Feb 22)
 - Leading with Emotional Intelligence (U-Manage) (Feb 22)
 - Mental Health First Aid (U-Connect/U-Manage/U-Lead) (Feb 25)
- **LinkedIn Learning** – We encourage you to explore the vast library of training videos available through our secured license for all employees [LinkedIn Learning](#) some great content for your interest includes:
 - [Support your mental health during challenging times](#)
 - [How to engage meaningfully in allyship and anti-racism](#)
 - [Building Resilience](#)
 - [Turning adversity into opportunity](#)

- [Option B: Building Resilience](#)
- **Equity, Diversity and Inclusion**
Recommendations for building our knowledge and understanding:
 - [Nanaimo/Ladysmith Truth and Reconciliation](#) 12-part webinar series
 - University of Alberta’s [“Indigenous Canada”](#) MOOC

Canadian Centre for Diversity and Inclusion (CCDI) – As an RRU employee, you have access to a variety of opportunities through the [CCDI website](#) including multiple monthly webinars and an expansive knowledge repository. To gain access, send an [email](#) with “Knowledge Repository Access” in the subject line. Be sure to include your full name and work email address in the body of the email.

- **Recommended articles**

- <https://portal.ccdi.ca/kbarticle/805-How-To-Overcome-Our-Biases-Walk-Boldly-Toward-Them>
- <https://portal.ccdi.ca/kbarticle/1589-CCDI-Webinar-Diversity-and-inclusion-fundamentals>
- <https://portal.ccdi.ca/kbarticle/1569-CCDI-Webinar-The-importance-of-intersectionality->

- **Upcoming Webinars**

- **Moving the needle from equity to justice**

Starts at February 04, 2021 1:00 PM - 2:00 PM Eastern

Hosted by: [Michelle Hawks](#)

Equity recognizes that different approaches have to be applied for fair results for diverse individuals. This webinar will move the needle from equity to justice to shed light on how organizations can develop approaches to individual approaches at the systems level.

- **Roundtable on the topic of the Black Lives Matter in the workplace**

Starts at February 11, 2021 1:00 PM - 2:00 PM Eastern

Hosted by: [Lenworth Wallace](#)

Join us as we sit down with a panel of individuals to discuss the Black Lives Matter movement and how it is impacting the workplace.

- **Addressing the Black Lives Matter movement at work**

Starts at February 23, 2021 1:00 PM - 2:00 PM Eastern

Hosted by: [Michelle Hawks](#)

This timely and topical webinar will address how you can appropriately address the Black Lives Matter movement, how to start conversations and genuinely support your BIPOC co-workers / employees in a way that is meaningful to them.

- **Roads to Recruitment** – Our colleagues in Student Recruitment have an amazing series of content webinars, highlighting Faculty and Alumni research that you are welcome to attend. The upcoming webinars include:

February 5	Building Global Resilience: The Role of Social Purpose Organizations @ 9:30am with Catherine Etmanski, Nandita Bhatt, Éliane Ubalijoro and Pablo Chamorro (Selena)
February 19	Healthcare Management in a Pandemic: Hearing Health Leaders’ Voices @ 9:30am with Catherine Etmanski (Selena)

For additional information on events or webinar recording links, please visit the [SharePoint site](#) (best view is in Chrome Browser), or the online registration pages on the [RRU website](#).

Personal Development/Interest

- [“Qi Gong for the Busy Bee”](#) videos by Wesley Qi Gong
- [How to build community when you feel isolated](#)
- [RAIN meditation practice for self kindness](#)
- [The Happiness Lab](#) Yale professor Dr. Laurie Santos shares the latest scientific research and some surprising and inspiring stories that will forever alter the way we think about happiness
- [RRU meditation sessions](#) - Join Linda Nelson (Faculty of Management) via Zoom twice a week for a guided meditation practice. Even though meditation is an individual practice at heart, the resonance effect of doing it in groups makes the meditation more profound personally and socially. There is a deep sense of community and support when we show up together to sit and breathe. To receive Zoom invites, please [email Linda](#).
- [Walmsley](#) - Our Employee and Family Assistance Program is a confidential program that includes professional counselling, information and referral services. For online information, advice and support, please visit the [Walmsley](#) website and use the User ID: royalroads and the password: **healthyu**
- [RRU Recreation Centre](#) – Maintain your physical health [through livestreamed wellness](#) classes from the Rec Centre.

To lift our spirits:

- [Happiest Video You Will Ever See - Happy Animals](#)
- [Beautiful hikes around Victoria](#)
- For the readers:
 - <https://www.theguardian.com/books/2021/jan/02/2021-in-books-what-to-look-forward-to-this-year>
 - <https://www.theguardian.com/society/2021/jan/27/blooms-of-hope-the-gardening-groups-delivering-smiles-during-lockdown>

We wish you all a wonderful weekend ahead and we look forward to bringing more learning opportunities to you next month with a special focus honouring Black History month.

Your Human Resources Organizational Development team,

Anna, Damon, Jody and Lisa