



Good morning, Everyone,

In this second Pro-D email of 2021, my HR colleagues and I are pleased to share the following resources in celebration of Black History month. We hope you will find the materials sourced to be of interest and informative.

Your feedback is important to us and if there is content you would like to see more of, less of please don't hesitate to let us know. Once again, thank you to those colleagues who have kindly shared resource ideas with us and please keep them coming!

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

Equity, Diversity and Inclusion – RRU Event (February 18 at 1:30pm)

The Diversity Action Group invites you to a panel conversation in honour of Black History Month.

This conversation, facilitated by Olaolu Adeleye, Royal Roads Associate Faculty, brings together Royal Roads members of African descent to engage in a public dialogue on their lived experiences and the meaning of being black in Canada during the current times. Panelists include:

- * Deborah Lawal, Royal Roads Student, MAIIC program
- * Obehi Inegbedion, Royal Roads Student, MGM program
- * Ruth Nakalyowa, Royal Roads Alumnus, MAIIC
- * Alejandro Campos Garcia, Equity, Diversity, and Inclusion Specialist, Royal Roads

We are also grateful to Asma-Na-Hi Antione, Associate Director of Indigenous Engagement, who will open the event, and President Phillip Steenkamp, who will share some words at the beginning of the event.

Please join us on Zoom <<https://zoom.us/join>>

- * Zoom ID: 625 2798 5050
- * Passcode: 382658

Professional Development

- **Professional and Continuing Studies (PCS)** – Two PCS courses available to all RRU employees per fiscal year (April 1-March 31) as such, 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:
 - March 01 - [Strategic Systems Thinking: The Big Picture](#) (U-Lead)
 - March 08 – [Indigenous Ways of Being and Knowing](#) (U-Lead)

- March 08 – [Difficult Conversations](#) (U-Connect / U-Lead)
 - March 08 – [Academic Writing and Critical Thinking](#) (U-Connect)
 - March 15 – [Facilitating Learning Online \(FLO\) Fundamentals](#) (U-Connect)
 - March 22 – [Level up Your Leadership](#) (U-Lead)
 - March 29 – [Leadership Strengths and Styles](#) (U-Connect)
- **LinkedIn Learning** – We encourage you to explore the vast library of training videos available through our secured license for all employees [LinkedIn Learning](#) and invite you to view the following:
 - <https://www.linkedin.com/business/learning/blog/career-success-tips/black-history-month-is-for-everyone-yes-you>
 - **Equity, Diversity and Inclusion**
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.
 - **Upcoming Webinars**
 - **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 18	Meeting Climate Change Imperatives
February 19	Healthcare Management in a Pandemic: Hearing Health Leaders’ Voices
March 4	Conflict, Migration and Refugees in the Middle East and North Africa (MENA)
March 8	Gender Equity In and Through Sport

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

- Black History in Canada timeline <https://www.thecanadianencyclopedia.ca/en/timeline/black-history>
- Celebrating Black History Month CBC collections <https://curio.ca/en/collection/celebrating-black-history-month-2239/?page=1&order=alpha>
- Black Female Freedom Fighters <https://www.thecanadianencyclopedia.ca/en/collection/black-history-in-canada>

- Black Strathcona <http://www.blackstrathcona.com/>
- 28 black picture books that aren't about boycotts, buses or basketball
<https://scottwoodsmakeslists.wordpress.com/2016/01/30/28-black-picture-books-that-arent-about-boycotts-buses-or-basketball/>
- **Black Migration and British Columbia**
Wednesday, February 17th 2:30 to 4:15 p.m. (PST)
In 1858, an estimated 800 men, women and children of African descent came to British Columbia. Questions include why they came, what was their impact, why many left, where they traveled and many others. In this symposium Canadian and American scholars present their recent research that reveals informative insights on this period of Black history.
[Register in advance for this online event](#). After registering, you will receive a confirmation email containing information about joining the event.
- **The Fifth Element**
Saturday, Feb 20th 1:00 to 3:00 p.m. (PST)
Join us online to learn the rich history of the 5 Elements, and of the lands we live on today. This is the 5 Elements of Hip Hop program where we will dive in and explore each of the five elements: Knowledge, Djing/Lyricism, Breakdancing/African dance, and Graffiti.
Our goal is to use Hip Hop pedagogy to embed themes of identity, power, resistance and creativity in the sessions to re-engage Black and Indigenous youth in this society. [Register in advance for this online event](#). After registering, you will receive a confirmation email containing information about joining the event.
- **Ross Bay Cemetery Tour,**
Sunday, February 21st, 2:00 to 3:00 p.m. (PST) An online guided tour of the graves of Black Pioneers and others who were influential in the migration of Blacks to the British Colony. The hosts for this online tour are John Adams, Old Cemeteries Society and Valin Marshall, BC Black History Awareness Society.
- 28 black picture books that aren't about boycotts, buses or basketball
<https://scottwoodsmakeslists.wordpress.com/2016/01/30/28-black-picture-books-that-arent-about-boycotts-buses-or-basketball/>
- **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:

- Amanda Gorman's The Hill We Climb because we can't hear it often enough!
https://www.ted.com/talks/amanda_gorman_the_hill_we_climb
- Elladj Balde is Bringing *Skating* Back! [Black Montreal figure skater's unconventional routines earn him millions of views on TikTok, Instagram | CBC News](#)
- Amplifying amazing voices: [Spotlight on the works of black choral composers | Vancouver Bach Family of Choirs \(vancouverbachchoir.com\)](#)

We wish you all a wonderful weekend ahead and we look forward to bringing more learning opportunities to you next month.

Your Human Resources Organizational Development team,

Anna, Damon, Jody and Lisa