



A GUIDE FOR INDIGENOUS EMPLOYEES



University
of Victoria



YOUR PLACE OF WORK

Territory Acknowledgment

We acknowledge and respect the Ləkʷəŋən (Songhees and Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and WSÁNEĆ Peoples whose historical relationships with the land continue to this day.

Indigenous Plan

The University of Victoria's (UVic) first Indigenous Plan builds on our longstanding commitment to and relationships with Indigenous communities, both local and national. The plan establishes ambitious goals and clear accountability to work together to increase educational opportunities and success for Indigenous students and further develop education, research, outreach and engagement initiatives, and programs with an Indigenous focus. The plan is built around the expectation that Indigenous and non-Indigenous faculty, staff and students will work together to realize its goals. View the complete Indigenous Plan at uvic.ca/Indigenous-plan.

Our Commitment

We are committed to increasing the recruitment, retention, and success of Indigenous staff at UVic. As an employee of UVic you will receive competitive pay and benefits, generous vacation time, equity and diversity support and initiatives, a respectful and supportive work environment, career development funding and a diverse range of learning and development opportunities. We also offer on-site childcare, discounted athletic facility membership, sustainability initiatives (including discounted transit passes and a pedestrian-and bike-friendly campus) and access to tools and resources to support you in finding work-life balance.

We offer Indigenous Cultural Acumen Training (ICAT) to our faculty and staff. The first module of ICAT is designed to offer foundational information about the colonial context (historical and current) of Indigenous people in Canada to all members of the university community. It is delivered as a two-hour, face-to-face presentation and discussion, along with pre- and post-workshop resources and activities.

Building on our efforts over the past two decades, UVic is committed to acting on the recommendations of the Final Report of the Truth and Reconciliation Commission (https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf) and University Canada's Principles on Indigenous Education (univcan.ca/media-room/media-releases/universities-canada-principles-on-indigenous-education). UVic's President Kevin Hall said that "In our own work of truth and reconciliation, the university is undertaking open and honest conversations to understand and address how we can move vigorously forward with respect for Indigenous peoples in all areas of our institution." The full statement can be found at: <https://www.uvic.ca/news/topics/2021+notice-presidents-statement-reconciliation-and-partnerships+notice>.

Indigenous-Focused Studies

Our Indigenous-focused programs and courses are constantly evolving, providing every UVic student with opportunities to learn about contemporary issues and historical contexts, and to participate in community-based and other experiential learning opportunities. To learn more uvic.ca/future-students/indigenous/programs.

Staff Contacts on Campus

Human Resources	uvic.ca/hr	250-721-8085	hrrassistant@uvic.ca
CUPE 4163	4163.cupe.ca	250-472-4778	office4163@gmail.com
CUPE 917	917.cupe.ca	250-721-4105	admin@cupe917.ca
CUPE 951	cupe951.ca	250-856-3658	cupe951@uvic.ca
PEA	pea.org	250-385-8791	pea.org/contact-us

INDIGENOUS EMPLOYEE SUPPORTS

Indigenous Academic and Community Engagement (IACE)

In addition to supporting the success of Indigenous students, IACE manages the First Peoples House, builds and supports Indigenous partnerships, coordinates the Elders' Voices program and ensures that Indigenous content and ways of knowing are included in UVic curriculum and events. IACE plans and delivers programs for Indigenous students as well as the wider UVic community, including Orange Shirt Day and Indigenous Recognition Ceremonies. For more information visit uvic.ca/iace.



SƏLXʷÉYN SQʷÉL / SELWÁN SKÁL (Elders' Voices)

Since 2007, Elders from the Coast Salish, Nuuchahnulth and Kwakwaka'wakw Nations on Vancouver Island along with the Métis Nation, have provided support to UVic's students, faculty and staff. səlxʷéyn sqʷél / SELWÁN SKÁL (Elders' Voices) members are the cultural and spiritual foundation for IACE and offer support and guidance in the following ways:

- By increasing awareness and providing education about Indigenous ways of knowing and being;
- By providing encouragement to Indigenous students, faculty and staff;
- By creating space at the First Peoples House where Indigenous students, faculty and staff feel safe and encouraged to practice their cultures and to learn about others; and
- By encouraging and developing opportunities for non-Indigenous students, faculty and staff to learn about Indigenous histories and cultures in a safe and non-judgemental environment.

While səlxʷéyn ƛə/SELWÁN ŁTE and Knowledge Keepers are currently not regular employees of the university (i.e., they are not on salary), they hold an essential and valued role in leading the work of UVic and IACE. The university's Indigenous Plan states that "Elders are the caretakers of cultural wisdom. They are pivotal in protecting the Indigenous ways of knowing and being that have been passed down to them for generations from the ancestors... Elders share their guiding wisdom with students, staff, faculty and the broader community."

If you have questions about səlxʷéyn sqʷél / SELWÁN SKÁL or would like to schedule a meeting with an Elder, contact the Cultural Protocol Liaison (iacecpl@uvic.ca). Elders are available Monday through Friday from September through April in the First Peoples House.

Employee and Family Assistance Program

UVic staff and faculty and dependents can find support through our employee and family assistance program (EFAP). This program is designed to provide information, advice and support as you navigate many of life's challenges and milestones. EFAP is a confidential program that includes professional counselling, information and referral services. UVic's EFAP provider, LifeWorks (<https://uvic.lifeworks.com/feed>), is committed to equity, dignity and inclusion. LifeWorks employs counsellors who have experience supporting people from a diverse range of cultural backgrounds, including First Nations, Inuit and Métis communities.



Performance and Development



Here at UVic we believe employees and supervisors should engage in performance conversations that are regular, rewarding and respectful. The process starts off by ensuring a clear understanding of your job and setting meaningful performance goals that align with unit, departmental or organizational objectives. For more information visit uvic.ca/pdc.

Learning and Development



An important part of being successful at UVic is developing your career. There are a number of opportunities to learn about the work we do here at UVic, and about career growth options. Human Resources runs an annual learning calendar for employees highlighting professional and personal development opportunities. For more information visit uvic.ca/hr/learning-development.

The Mentorship Program enhances professional and personal development by offering an opportunity for informal guidance, coaching, knowledge-sharing and a deepened understanding of the UVic environment between employees in similar fields. For more information visit uvic.ca/mentorship.

Welcoming and Inclusive Campus



At UVic, we strive to provide a diverse, welcoming learning community, with a demonstrated commitment to equity and fairness. Everyone at UVic has a role in promoting a welcoming and inclusive campus. This includes actively promoting and communicating coordinated practices of inclusion, respect, wellness, accessibility, safety and accommodation as the foundations of a healthy university community. A number of campus offices support this work, including Human Resources (uvic.ca/hr) and the Equity and Human Rights Office (uvic.ca/equity).

Health and Wellness



Our Work-Life Consulting team is involved in promoting a healthy campus community that empowers our employees to support each other and participate in maintaining their own health and wellbeing. They provide information and guidance in areas such as balanced living, mental health and wellbeing, return to work, ergonomics, and employee and family assistance program. For more information visit oac.uvic.ca/wellness.



We hope you'll come to UVic to grow, to make an impact, and to stay uvic.ca/careers

If you have any issues with the accessibility in this document or would like any clarification or additional information, please contact:

Jacque Parker | Human Resources | University of Victoria
jacque@uvic.ca | 250-721-6530 | uvic.ca/hr

Indigenous Groups	Information	Contacts	Website
Indigenous Academic Advisory Council	Provides a forum for faculty and academic administrators to discuss existing, emerging and potential academic programs with Indigenous content and/or focus.		https://www.uvic.ca/services/indigenous/facultystaff/iaac/index.php
Elders in Residence	Elders are the foundation of Indigenous communities and act as the glue that keeps our people together. They are the keepers of sacred stories, songs, language, culture and traditions. Today at UVic, Elders provide the cultural and spiritual foundation for IACE and help maintain relationships between the office and UVic administration, faculty and staff.	Diane Sam, Cultural Protocol Liaison at iacecpl@uvic.ca .	https://www.uvic.ca/services/indigenous/facultystaff/working-elders/index.php
Indigenous Academic & Community Engagement (IACE)	IACE supports Indigenous students, as well as: manage the First Peoples House build and support Indigenous partnerships ensure that Indigenous content and ways of knowing are included in UVic curriculum and events.	iaceadm@uvic.ca	https://www.uvic.ca/services/indigenous/index.php
IACE listserv	Central place to send and receive information relating to IACE and UVic programs, funding, & employment opportunities.	To post a message to all members, email: iace@lists.uvic.ca .	Sign-up here: https://lists.uvic.ca/mailman/listinfo/iace
Centre for Indigenous Research and Community-Led Engagement (CIRCLE)	CIRCLE provides resources and support for faculty, students and communities to undertake Indigenous research and related activities and our programs are respectful of local Indigenous knowledge systems and worldviews.	Dr. Heidi Kiiwetinepinesiik Stark, Director starkh@uvic.ca	https://www.uvic.ca/research/centres/circle/
CIRCLE listserv	Bi-weekly newsletter, information about our upcoming workshops, events, conferences, speaker series, and general notifications about their publication (The international Journal of Indigenous Health).	To post a message to all members, email: circle-uvic@lists.uvic.ca	Sign-up here: https://lists.uvic.ca/mailman/listinfo/circle-uvic
Indigenous Cultural Acumen Training (ICAT)	ICAT is intended to support the ongoing work of making UVic a better place for Indigenous students and community members, and, by extension, for all students, faculty and staff. ICAT comprises a response to the Calls to Action from the Truth and Reconciliation Commission Final Report, University Canada's Principles on Indigenous Education, and former President Cassel's Update on the TRC Report (October 2015).	icatadmin@uvic.ca	https://www.uvic.ca/services/indigenous/facultystaff/icat/index.php
Indigenous Mentorship Network of the Pacific-Northwest	Mentor network that helps to connect Indigenous faculty to Indigenous students throughout the pacific-northwest.	Network Coordinator: imnnpn@uvic.ca	https://onlineacademiccommunity.uvic.ca/imnnpn/index.php

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