



# INDIGENOUS PLAN 2017–2022

He?kw səl'elexw'tala sčelāgen's | Remember our ancestors/birthright

Nəcə māt gwens čey'i | Work together

New'ews sn ʔey? šweleqwəns | Bring in your good feelings

ə'sacəy'xw meqw tə'sa tečel | Be prepared for all work to come

## Our Strategic Directions

UVic strives to integrate and honour Indigenous cultures, histories, beliefs and ways of knowing into our everyday activities. This Plan sets ambitious goals to advance our shared belief that post-secondary education can make a difference in how we live together in this world and will guide our work over the coming years.

The initial stage of creating the Plan involved an examination of the work of the Indigenous Academic Advisory Council, which has been the voice of Indigenous faculty and staff on Campus for a number of years.

After extensive consultation, we have identified five strands with goals and actions associated with each one:

1. Students
2. Faculty and Staff
3. Education
4. Research
5. Governance

Bringing the Plan to life will be challenging and will require the engagement of the entire university community.

STRAND 1 Students	STRAND 2 Faculty and Staff	STRAND 3 Education	STRAND 4 Research	STRAND 5 Governance
<p>Increase recruitment, retention and success of Indigenous students across academic programs of study and programming that supports transition and pathways to university.</p> <p>Create a warm, welcoming and respectful learning environment and sense of place.</p> <p>Ensure stable institutional support for Indigenous student services.</p> <p>Provide opportunities to recognize Indigenous students' identity.</p>	<p>Increase the recruitment, retention and success of Indigenous staff.</p> <p>Provide professional development opportunities and recognition to non-Indigenous staff to foster understanding of Indigenous history and culture.</p> <p>Increase the recruitment, retention and success of Indigenous faculty across the university.</p> <p>Support and recognize the research and scholarship of Indigenous faculty.</p> <p>Support faculty to develop greater knowledge of Indigenous history and culture.</p>	<p>Ensure the quality, sustainability and relevance of the university's Indigenous academic programs.</p> <p>Develop opportunities for UVic students to gain a better understanding of Indigenous peoples, history and culture, and the impact of colonization.</p>	<p>Establish and promote culturally appropriate and inclusive definitions, guiding principles and protocols for research with Indigenous participants, in Indigenous communities or on Indigenous lands to ensure respectful and appropriate conduct of research.</p> <p>Identify resources for Indigenous research chairs, graduate student scholarships and postdoctoral fellowships.</p> <p>Identify, promote and support opportunities for undergraduate students, graduate students and postdoctoral fellows to be involved in Indigenous research initiatives.</p> <p>Promote internationalization of Indigenous research by enhancing relations with Indigenous communities around the world.</p>	<p>Review and potentially revise the governance structure for Indigenous programming, initiatives, and engagement.</p> <p>Identify venues for communicating priorities and opportunities internally and with external partners, including Indigenous communities, government, and funding agencies.</p>