The University of Victoria's community newspaper
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OCTOBER 2008

COMMUNITY INVOLVEMENT
Training Indigenous “water-keepers”

BY CRYSTAL BERGERON

While providing clean, safe and secure drinking water to Canada’s First Nations communities is a top priority of the federal government, providing an effective instructional tool for the training of Aboriginal small water systems operators is the top priority for UVic education professor Dr. Don Bergland, MDA’s (MacDonald Detwiler and Associates) Russ Baker and their unique “water-keepers” team.

Since the Walkerton water contamination tragedy and the forced evacuation of hundreds of people from the Kwashecan Reserve in northern Ontario, the federal government has vowed to upgrade the standards for the operation of Canadian water systems. As a result, all water systems operators, including small water systems operators in rural Aboriginal communities and First Nations reserves, must now hold valid certification from their respective provincial bodies.

“Presently, level 2 certification requires completing a difficult training course, passing an exam and on-site experience of up to one year—a ‘textbook’ method of learning which is not conducive to many learners,” says Bergland, the team’s creative director. The group’s initial needs assessment determined that First Nations operators learn most effectively through visual, hands-on, experiential problem solving.

Often, even veteran operators with years of applied experience end up failing the exam. Our challenge was to take this vast quantity of written textual material and convert it to multimedia formats to create a practical learning resource for immediate implementation among First Nations communities in British Columbia,” he adds.

While Bergland and Project Director Russ Baker have had previous success designing learning technologies for NASA and other industry training programs, this was the first time they collaborated from an Aboriginal perspective.

The pair was adamant that the project be constructed and produced by First Nations media interns under the mentorship of industry specialists Robert Aiken (Kusay Studios in Victoria) and Marcus Tessmann (formerly of Disney) and con-

SEE WATER-KEEPERS P.5

Artist, historian elected RSC fellows

BY PATTY PITTS

Peter Baskerville, a professor emeritus in the Department of History, and Pat Martin Bates, professor emerita with the Faculty of Fine Arts, are among Canada’s highest academic honour—Canada’s highest academic honour.

Described by the RSC as “one of the world’s leading historians engaged in inter-disciplinary research on the making of modern society,” Baskerville is still an active researcher. He is the co-director of the UVic-based Canadian Century Research Infrastructure Project, which is converting microfilm and microfiche data from the 1911, 1921, 1931, 1941 and 1951 censuses to computer-compatible format, and referencing newspapers, parliamentary debates and even cartoons. The team expects to finish the project by spring 2009.

The work is consistent with Baskerville’s desire to make history accessible, relevant and applicable, using the past to inform the future. Research by Baskerville and his colleagues often points out that modern social conditions—as such as single parent families—are nothing new.

“I think very highly of the other fellows the society has chosen and I’m honoured to be part of such a vibrant organization that’s in touch with so many societal issues,” says Baskerville. “With this honour also comes the responsibility to engage in committees, become involved in outreach and mentoring activities which I will certainly do.”

Although based in Victoria and at UVic, Baskerville holds the Chair of Modern Western Canadian History in the departments of history and classics and humanities computing at the University of Alberta.

Bates was a long-term faculty member at UVic before retiring in 1991. Her innovative printmaking has won her many awards from a wide array of countries. A past winner of the UVic Alumni Award for Excellence in Teaching, Bates has served as a judge, guest artist and speaker throughout the world.

Bates learned that she’d been elected to the RSC after returning from a 40th wedding anniversary trip to Belgium where she visited her former art school. “I was honoured to accept,” says Bates who claims the notification came “out of the blue. It’s quite an unusual honour to be accepted into this prestigious institution.”

“The RSC does such wonderful work with mentoring young people,” adds Bates who says she plans on becoming involved with RSC initiatives.

With these two appointments, 80 former or current UVic faculty members are fellows with the RSC. The RSC, the country’s senior national body of distinguished Canadian scientists and scholars, promotes learning and research in the natural and social sciences and the humanities.
Climate research initiatives move forward

Much has been happening behind the scenes within two UVic-based climate research initiatives.

The Pacific Climate Impacts Consortium (PCIC), established at UVic in 2005, is dedicated to bridging the gap between climate research and its applications, and to making practical information on climate change available to government, industry and the public. Included in the consortium are academic research organizations, government labs and current and potential users of climate information.

The research focus of PCIC is on water resources and forestry, and other sectors facing potential impacts from climate change. These include transpor-tation, infrastructure, risk management, biodiversity, agriculture and health.

The university has recently restructured the corporation that administers PCIC. This is now a not-for-profit corporation with representation from the university, the provincial government and industries such as BC Hydro. The president and CEO of the corporation is climatologist Dr. David Rodenhuis, who has been appointed director of PCIC for a two-year term ending in 2010.

For background information on PCIC, visit http://pacificclimate.org.

The new Pacific Institute for Climate Solutions (PICS), which was established this year by the BC government, will complement the work of PCIC. Hosted and led by UVic, PICS is a collabora-tion of BC’s four research-intensive universities and is funded by a $930 million endowment fund that is expected to generate $4 million a year. Of that, $1 million is designated for PCIC.

The development of PICS continues to move ahead on a number of fronts, reports Dr. Tom Pedersen, UVic’s dean of science and PICS’s spokesperson.

“We are very actively building a long-term research agenda and will soon be recruiting graduate students for spring 2009 PICS fellow-ships,” Pedersen says. “We’re also planning a PICS visiting fellowship program and a seminar series for early in the new year, among other initiatives. It’s an exciting time.”

To find out more about the structure and goals of PICS, visit www.pics.uvic.ca.

Ocean circulation

Uvic oceanographer Chris Garrett has won the Chairman’s Award for Career Achievement from the BC Innovation Council.

Garrett, who is the Landseer Professor of Ocean Physics in the School of Earth and Ocean Sciences and the Department of Physics and Astronomy, received the award at a gala dinner in Vancouver on Sept. 29.

The award goes to an individual who has made an important and sustained contribution to innova-tive science or technology through-out his or her career.

Garrett studies ocean processes, including the small-scale mixing processes that affect ocean circulation. His work is relevant to models of ocean circulation, climate marine productivity, pollution and oceanic waste treatment. His interests also include the use of ocean tides for power generation.

“Physical oceanography provides a wonderful combination of intellectual challenge and societal relevance,” says Garrett. “One topic that my colleagues and I have looked at recently is the use of strong tidal currents as a source of electrical power.”

Garrett joined UVic in 1991 after 20 years at Dalhousie University. Over the last 40 years he has published extensively in oceanography, fluid mechanics and renewable energy.

Garrett is a fellow of the Royal Society of Canada and of the Royal Society of London as well as the American Geophysical Union and the American Meteorological Society (AMS). His other awards include an NSERC Steacie Memorial Fellow-ship, a Guggenheim Fellowship, the Henry Stommel Research Award from the AMS, and election as a foreign associate of the US National Academy of Sciences.

The BC Innovation Council supports applied research and commercialization of science and technology to foster province-wide economic development.

GARRETT Wins Career Award

For work on ocean circulation

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UVic Brand Guidelines launched
New toolkit will help ensure consistent visual image

BY NICK CLEWLEY

If it’s true that good things come to those who wait, the University of Victoria’s Brand Guidelines should be a hot commodity. The Brand Guidelines is a document that explains how to implement the visual aspects of UVic’s brand, such as logos, imagery and typography, in print and electronic media.

After years of work and testing with internal and external audiences, UVic Marketing is about to make the guide- lines available to all staff Oct. 6.

“Many individuals and groups from across campus contributed to this process: now the whole campus community will benefit from those efforts,” says Vice-President External Relations Dr. Valerite Kuenlen. “The guidelines outline how we represent ourselves to the outside world so people know what makes us distinct from other universities.”

The document will be distributed to every department and will be online at share.uvic.ca/mktg/guidelines starting on Oct. 6. You’ll need to enter your Netlink ID and password.

The guidelines are designed to explain the process of getting materials created by UVic Marketing, and—for more straightforward projects—they include Word templates so they can be created within a department. Also, there is an image gallery to browse and select approved photos online.

“Many UVic departments told us that the image gallery and templates would be high priorities in order for the guidelines to be easily used,” says Manager of Creative Services Nick Clewley. “As more templates and photos are created they will continually be added.”

The guidelines have been used in draft form by many departments during the past year, during which time UVic Marketing has gathered further feedback to help inform the document that will be launched. The document will continue to evolve based on feedback from users and new projects.

Adapting to the new guidelines will take time and will come with questions. With that in mind, here are some of the most commonly-asked questions we’ve received during the development of the guidelines.

WHAT DOES ‘BRAND’ MEAN? A brand is broader than a visual identity: more than a logo. Our brand is the intangible sum of the university’s attributes: its name, values, offerings, people, history and reputation and the way it is experienced and promoted. It’s everything from the way someone is greeted when they are on campus to the image on a brochure. The brand guidelines are a way of visually expressing our brand in a consistent manner.

WHY DO WE NEED A BRAND? We’re competing with hundreds of universities across Canada and internationally for government, phil- anthropic, community and research support. As such we need to attract students, faculty and staff and research partners. To accomplish our institutional objectives, it is critical that the university deliver a unified, dynamic message that reflects its unique and diverse assets.

WHAT IS THE VALUE IN PRODUCING IMAGES THAT FOLLOW THE GUIDELINES? The logo system at UVic has been simplified, and all up-to-date logos will be available on the brand guidelines website.

WILL THE GUIDELINES RESTRICT OUR CREATIVITY? No. The guidelines are not meant to restrict creativity but rather to ensure we all represent the university with a professional, consistent approach. Our key audiences see UVic as one institution, not a “mish mash” of departments. Within the guidelines, there is still flexibility to express what is unique about you.

WHAT MATERIALS DO THE GUIDELINES APPLY TO? The brand guidelines apply to all marketing and communications material, but do not apply to academic material such as research papers, presentations and course materials.

Beginning this month, one-on-one and departmental training sessions will be offered by UVic Marketing. To schedule one of these sessions or to ask any questions about the guidelines, contact Nick Clewley, manager of Creative Services, at 250-721-8843 or nick.clewley@uvic.ca. To view the guide- lines online, visit share.uvic.ca/mktg/guidelines starting Oct. 6.

Stephanie Dixon, UVic social sciences student and member of the UVic Vikes swim team, won gold, silver and bronze at the Paralympic Games in Beijing in September.

Competing in her third Paralympic Games, she has now won a total of six gold, ten silver, and two bronze medals.

On Sept. 13, Dixon won gold in the 59 100-m backstroke in world record time of 1:09.30, bettering her previous world record by half a second. The native of Brampton is now a three-time Paralympic champion in the 100 backstroke, having also won gold in Sydney and Athens.

The gold was Dixon’s fourth medal in Beijing. On Sept. 8, she won bronze in the 59 100 m freestyle, touching the wall just 0.03 seconds shy of a silver.

Retirement Income Options

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Four medals and world record for Dixon

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You wouldn’t abandon your puppy.

So please don’t leave your pet rabbit here.

Saddest, most rabbits at UVic are unwanted pets or descendents of unspayed or unsterilized pets domiciled on campus. Dumping them on campus is not only irresponsible and inhumane, it’s illegal.

Feral rabbits are part of UVic campus life, but their activities can have a significant impact on human health and safety, and on plants and property. To help reduce this impact, we need campus and community members to do their part:

- don’t abandon your pet rabbits on campus
- don’t pet or feed the rabbits
- don’t chase, harass or handle the rabbits

To learn more, visit www.uvic.ca/rabbits.
Many university units are about to move across campus into new buildings with extensive sustainability features, but what about the moving process itself? How can that be done in the most sustainable way?

UVic is addressing this challenge in the planning for two major back-to-back moves: the relocation of offices and labs from five departments into the new Ocean, Earth and Atmospheric Sciences Building and the upcoming move into the Support Services Building in November.

Bently Sly, manager of grounds in the Facilities Management Department, has played a leading part in the waste management aspect of the moving projects. “We are trying to intercept waste as part of the move-out process and then get that waste into the proper recycling/waste stream,” explains Sly. “But we are only one small part of a very large and complex project.”

Kim Farthorpe, move team lead in the facilities management projects office, is managing and leading all logistical aspects of both moves. Other move team members are Occupational Health and Safety, Campus Security, outside specialist move and hazmat contractors, Purchasing and Janitorial Services.

Over the last several months, the projects office has held meetings with nearly 20 department move coordinators and 80 lab move coordinators in order to make the very complex move into the new sciences buildings a smooth one.

“One of the biggest challenges was identifying all of the different needs of the varying academic units,” says Sarah Webb, UVic’s sustainability coordinator for the Office of Campus Planning and Sustainability.

Four to six weeks prior to move-out day, all building occupants and moving coordinators received a facilities management handbook outlining items they can recycle and in what manner.

Over several months, Farthorpe assessed the condition, safety and ergonomics of furniture from the old buildings and created a space plan—using as much furniture as possible. Nearly 90 per cent of the existing furniture and business equipment from units moving into the new sciences buildings will be used in their existing locations or reallocated for use elsewhere on campus.

Furniture that is unsalvageable at the university—due to poor condition, poor ergonomics or not meeting WCB regulations—is declared surplus and comes to Stephen Wylie, surplus asset coordinator in Purchasing Services, who disposes of surplus furniture and electronics in a sustainable way.

Using a cluttered room in L-Hut and 13 shipping containers, he sorts and organizes electronics, desks, chairs, shelves, milk cartons and filing cabinets. Some items are sold via hecauction.ca, at outdoor on-campus public sales, and on eBay. Many non-profit organizations and several public and private schools have been able to take advantage of the surplus.

All income earned from sales is reallocated to general university funds after expenses are covered. What doesn’t sell is then recycled. In the case of electronics, like televisions and computers, Wylie stacks them several meters high on pallets and secures them with shrink-wrap before they are trucked off for recycling.

Wylie’s time-lapse computer shrink-wrapping video is at www.youtube.com/watch?v=bYbX0w6611U.

For information on future surplus asset sales, go to web.finance.uvic.ca/UVicProcurement.
It’s possible. We can do it. We must.

WATER-KEEPERS were equally keen to share their First Nations culture and were able to provide excellent input during both the First Nations training model of learning. Dr. Lorna Bergland was pleasantly surprised by the level of interest to conduct those interviews.

It makes it much easier to transfer the learning process that was used to engage the learning and teaching of children and youth in the design and production phases, he says. A unique byproduct of the project was the reverse mentorship that occurred on a daily basis. While the team leaders were responsible for sharing their technical expertise with their young protégés, the interns were equally keen to share their First Nations culture and knowledge with their senior colleagues.

“THe concert will help fund the Child Soldiers Initiative in Africa,” says Artz. "It was amazing to hear them talk about their experience,” says Hoskins. "All of them had been rescued by some kind of UN mission and successfully reintegrated.”

But it’s also the faces missing in those interviews. "Not doing anything is far worse than being overwhelmed by the task,” says Artz.

There are involved in the international effort to end the use of child soldiers. It’s hoped that those policies will be effective tools to stop the recruitment and use of child soldiers and help reintegrate former child soldiers back into their communities.

It’s a great honour and privilege to be involved in such an important issue at such a root level, because it allows us to track and very carefully monitor all the strategies and mandates in this international effort to end the use of child soldiers,” Artz says.

The initiative’s next phase will involve a field test of the policies developed from all the research to date. The team has now completed an innovative delivery system using 3D modeled simulation. The software teaches participants through an interactive First Nations training model of learning, with Dr. Lorna Williams, Canada Research Chair in Indigenous Knowledge and Learning in the Faculty of Education.

In memoriam

 затants from many Aboriginal communities in British Columbia.

Bergland was pleasantly surprised by the level of technical expertise and talent each of the Aboriginal interns brought with them. "They were very knowledgeable about their specific media areas and were able to provide excellent input during both the design and production phases,” he says. A unique byproduct of the project was the reverse mentorship that occurred on a daily basis. While the team leaders were responsible for sharing their technical expertise with their young protégés, the interns were equally keen to share their First Nations culture and knowledge with their senior colleagues.

The team has now completed an innovative delivery system using 3D modeled simulation. The software teaches participants through an interactive First Nations training model of learning, with Dr. Lorna Williams, Canada Research Chair in Indigenous Knowledge and Learning in the Faculty of Education, on the "Inuit, Inuk, information provided to the First Nations training program participants had always been presented in a linear, literary-based fashion, fragmented, abstract and analytical, showing very little connection between the actual work and what was presented in the program. Dr. Bergland’s project brings all those real-life, holistic elements back into the learning by providing a strong and coherent connection to reality. It provides endless opportunities for review, introduction and synthesis. It makes it much easier to transfer the learning back into the actual work they will be tasked with. It’s not about the lack of ability to learn, but rather the process that was used to engage the learning that was the barrier.”

Intern Daniel Smith, a Kwakwakawakw graphic designer adds, “This concept of learning and teaching is almost ‘out’ appropriate. It’s as if current education has missed a step in the learning process. By creating an interactive environment we are in fact going back in time to retake that missed step in order to learn.”

Dr. Shawn Cafferky

Dr. Shawn Cafferky of the Department of History died suddenly on Sept. 6. A graduate of the University of Victoria’s B.A. and M.A. programs, Shawn received his PhD from Carleton University in 1996. From 1991 to 1996 Shawn worked on the official history of the Royal Canadian Navy at the Directorate of History in Ottawa. After returning to Victoria, Shawn taught at UVic, Camosun, Malaspina and for the Royal Military College’s extension program. Beginning in 2005 he held a joint appointment in the Department of History and RMC’s War Studies Program. Shawn was one of the leaders of the Veteran’s Oral History Program, pioneering a new course in which students were trained in the methods of oral history and conducted interviews with former members of the armed forces. He will be deeply missed by students and colleagues for his dedication, pursuit of excellence and friendliness. The Dr. Shawn Cafferky Scholarship in Military History has been established in honour of his contribution to the department.

Submitted by Drs. Thomas Saunders and David Zimmerman, Department of History

Gain balance and perspective

with Leadership Development classes:

 ★ Managing & Resolving Workplace Conflict – Nov 6 & 7
★ Problem Solving & Decision Making – Nov 17-24
★ Bridging the Generation Gaps – Nov 22 & Dec 6

2008 issue

The Ring

Page 5

Dr. David Boyd, a senior associate with UVic’s PESIL project on Ecological Governance, is the co-author, with David Suzuki, of David Suzuki’s Green Guide. The book provides advice on how to make homes more environmentally friendly, conserve resources and make diet changes to eat fresher, healthier food. Boyd is also the author of Umanitario Lawn: Rethinking Canadian Environmental Law, and also holds academic positions with UBC and SFU.

Celebrated Canadian stage designer Mary Kerr (theatre) is one of three designers featured in the newly published book Concepting Creativity—75 Years of the Banff Centre. The book features essays, short stories, poetry, art works, photography, set designs, musical scores and interviews with some of Canada’s greatest artists.

Professor Denis Protti (health information science) is the first recipient of the MacNaught-Tallents Leadership Award in Health Policy, Information and Informatics, bestowed by CHLN (Canadian Health Leadership Network) in recognition of outstanding individual contributions to Canadian health care.

Dr. Peter Dukes (mathematics and statistics) has been awarded a 2007 Killam Medal by the Institute of Combinatorics and Applications for his work in discrete mathematics, also known as combinatorics. The award recognizes outstanding achievements by members who are within four years of their PhD. Dukes holds a BSc from UVic and a PhD from the California Institute of Technology. He joined UVic as a faculty member in 2004.

Keeping Our Cool: Canada in a Warming World, a new book by UVic climatologist Dr. Andrew Weaver (earth and ocean sciences), offers a detailed explanation of the science of global warming. As a lead author in three Intergovernmental Panel on Climate Change (IPCC) assessment reports, Weaver also gives an insider’s perspective on the IPCC process and insight into the news media and their role in conveying scientific knowledge to the public. Weaver will be at the UVic Bookstore for a book signing on Oct. 6, 11:30 a.m. to 1:30 p.m.
Big box opening for Family Centre

On Sept. 16, the UVic Family Centre celebrated the arrival of several big boxes of equipment, thanks to a generous donation from the Faculty of Education. Families were on hand for the opening whose boxes taller than the young children included new chairs, blocks, painting easels and other needed supplies for the centre. “The social committee looked into the programs and services that the UVic Family Centre offers our students and decided that supporting the centre would be a perfect fit for the Faculty of Education,” says social committee member Dr. Lara Lauzon.

Located in the student family housing complex on Lam Circle and operated by the Faculty of Human and Social Development, the centre is a valuable resource for student families, offering programs for children and youth as well as facilitating access to many community resources.

Members of the social committee, along with education dean Ted Riecken and associate dean Jillian Roberts joined enthusiastic families and staff with the unwrapping. “As educators, we recognize the importance of supporting young children in their early learning and the UVic Family Centre provides a rich educational environment that we are proud to support,” says Riecken. For more information about the Family Centre, visit web.uvic.ca/family-centre.

UVic 2008 United Way campaign kicks off

Two-a-a-ang! That’s the sound of this year’s kick-off to the UVic United Way campaign. On Sept. 23, the annual campaign BBQ got off to a fast start with a pre-lunch horizontal bungee “jump.”

Burgers and other goodies were on sale with proceeds going to the UVic 2008 United Way campaign, and lunch-goers were also welcome by donation to tether up and try their luck on the bungee cord, all for a good cause.

The United Way of Greater Victoria assists people in need in our communities, with a keen focus on community-identified priorities related to housing for the homeless, low income and working poor; mental health and addictions; and family and community well-being.

A few dollars make a huge difference. For $120, five low-income single parents can receive food vouchers for their families, while $240 will buy 20 mats for shelters during cold weather outreach. Monthly payroll deductions can quickly add up for someone in need in our region.

“Every year, UVic sets itself a goal for United Way giving,” says Mark Roman, chair for the 2008 campaign steering team and UVic’s chief information officer. “This year, we’ve got our sights set on raising $265,000 by Nov. 30. That’ll go a long way to helping the United Way meet its goal of $6.7 million this year. And we also want to have fun.”

Other events will include an annual book sale and craft fair.

The annual Engineering Students’ Society VW Bug Push has already taken place: a group of engineering students pushed a VW beetle car around Ring Road on Sept. 28 to raise awareness and funds for the United Way.

This year’s campus campaign can’t be held back by anything, least of all a couple of bungee cords, so get ready for even more activities in the coming months. There is also a chance to win season tickets courtesy of Victoria Salmon Kings and a MacBook donated by the UVic Computer Store. In addition, daily draw prizes are available from Oct. 6 to Nov. 28 if you fill in a paper pledge form. For more information, visit http://unitedway.uvic.ca and www.uwgv.ca.
“When I came to UVic there were three automatic door openers.” Accessibility Coordinator Gordon Argyle remembers. “Now there are over 200.”

Argyle has been associated with UVic since becoming a student in 1987. While completing a BA and MA in history, he worked part-time for the Resource Centre for Students with Disabilities (RCSD) lobbying for campus accessibility improvements. He segue’d into a career with Facilities Management in 2000.

Argyle’s work ranges from consulting with individual staff and students with disabilities to liaising with departments and the RCSD to big-picture planning initiatives such as washrooms and lecture hall seating. Accessibility standards in areas such as automatic door openers, “Accessibility is collecting and maintaining UVic employment data for the Federal Contractors Program for Employment Equity (FCP). Canadian employers who have contracts of $200,000 or more with the federal government are required to make a commitment to employment equity and implement criteria set out by the program. These include maintaining data on the representation of designated groups employed by the university (defined by law as women, Aboriginal people, people with disabilities, and visible minorities).

Working with the university human rights committee, Brown is soon to become involved in the major task of revising UVic’s employment equity plan. Since the plan was approved in May 2003, there have been significant changes in the criteria for equity plans required by the FCP and the Human Rights Commission.

“The current equity plan is more of a conceptual document,” explains Brown, “while the new guidelines include specific accountability measures. As we proceed with the revision, we’ll like to engage the UVic community in the process as much as possible.”

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BY ROBIE LISCOMB

“By being as mutually supportive and encouraging as possible.” That’s the personal philosophy of UVic’s new equity advisor, Pamela Brown, and the attitude that underlies her commitment to helping make UVic a diverse and welcoming place to work and learn.

Brown was hired upon the retirement of Director of Equity Linda Spruille-Jones in July. “Linda’s commitment together with her skill, imagination and persistence kept equity moving forward during her 12 years at UVic,” says Director of Equity and Human Rights Cindy Player.

“We are very fortunate to have Pamela’s combined expertise in equity data and planning to pick up where Linda left off and assist us to further integrate equity into all that we do.”

Brown comes to UVic from Trent University in Peterborough, where she was office manager for the CUPE local representing contract faculty and student academic workers.

“All my life I’ve been on the side of equity,” she says “And I’ve tried to bring an equity lens to all my work.”

She holds a BA in English literature from the University of Windsor and has worked for a community foundation, been involved in a feminist theatre company and written commentary for magazines, focusing in particular on gender, orientation and Indigenous People’s issues.

Brown and Equity Secretary Heather Vincent form the equity team within the UVic Equity and Human Rights Office. And they act very much as a team, assisting units across campus with hiring procedures, consulting with departmental equity committees and conducting all manner of equity business.

One of Vincent’s major responsibilities is collecting and maintaining UVic’s employment data for the Federal Contractors Program for Employment Equity (FCP). Canadian employers who have contracts of $200,000 or more with the federal government are required to make a commitment to employment equity and implement criteria set out by the program. These include maintaining data on the representation of designated groups employed by the university (defined by law as women, Aboriginal people, people with disabilities, and visible minorities).

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BY MELANIE GROVES

“T’m proud to say that at UVic we go beyond the BC building code to make it as great an accessibility improvement as possible,” he says. “A big part of our success is the support and teamwork from our staff.”

A typical day for Argyle involves meetings with consultants and individuals, and plenty of paperwork and email to keep up with service requests. Some requests need to be acted on immediately, while others, such as installing ramps and curb cuts, are accomplished over several years.

Argyle cites the creation of 27 gender-neutral washrooms across campus as one of the projects he is most proud of. “That took care of a lot of issues for a lot of people, including people with disabilities,” he notes.

Argyle enjoys knowing that his work makes a difference. “Recently I arranged to have buttons to open the office door put on the wheelchair of a new staff member who couldn’t operate the door handles,” says Argyle. “She was ecstatic. I find those ‘intangible results’ the most satisfying.”

Born and raised in Victoria, Argyle was a realtor and developer before going back to school in 1987. He is involved in community lobbying for additional home support for people with disabilities and has been a member of the BC Transit accessibility transit advisory committee for 18 years. A lover of music and playing pool, Argyle also has three books underway.

Before winding down to pursue a writing career, however, Argyle is promoting shared affordable on-campus housing for students with disabilities, using the model of five stand-alone units and a shared support worker. This project will make UVic a leader in providing affordable, accessible shared housing, he says.

Argyle invites anyone with campus accessibility issues to contact him at 250-721-3018 or argyle@uvic.ca

School of Health Information Science

STUDENT RECRUITMENT OPEN HOUSE

When: 4:30 pm – 6:00 pm Tuesday, October 14, 2008
Where: Room 300 (staff lounge) Human and Social Development Building

Come join the faculty of the School of Health Information Science for FREE PIZZA and pop and learn about the emerging and rapidly expanding field of information and communication technology in healthcare. We are accepting applications now for January focusing in particular on gender, health systems, information and communication technology, society and work and learn.

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_TEAMING UP FOR EQUITY_