



INDIGENOUS LAND BLESSING

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THE RING

FEBRUARY 2020

The University of Victoria's
community newspaper

ring.uvic.ca

University of Victoria

SPEED READ

REACH AWARDS

Nominate a faculty member

At the core of UVic's research and teaching excellence is a commitment to the fundamental value of freedom of inquiry. Reach Award recipients exemplify this commitment. Nominate a faculty member for a research or teaching award by March 2. Learn about the categories and access nomination packages: bit.ly/20-reach.

VIDEO CONTEST

Research Reels

The fourth annual juried Research Reels video contest is underway. You can submit a short video (one to three minutes) of research you're doing to the Research Reels website at uvic.ca/researchreels. If selected as a finalist, your piece will be screened at Cinecenta during Ideafest on March 2. The first-place prize is \$2,000. Submit your research story by February 18.



Charlotte Schallié (centre), a UVic scholar and Holocaust historian who is leading the graphic novel project, with Schaffer and Libicki at his home in Vancouver. PHOTO: MIKE MORASH

75

NUMBER OF YEARS SINCE THE LIBERATION OF THE AUSCHWITZ CONCENTRATION CAMP

Graphic novels frame lessons of the Holocaust

Artists are transforming the vivid stories of Holocaust survivors into graphic novels as part of an international project led by UVic.

BY STEPHANIE HARRINGTON

Every Holocaust survivor's story counts.

Vancouver resident David Schaffer was a boy when he was deported in 1941 from Romania with his Jewish family to Transnistria, on the border of current day Moldova and Ukraine, where he suffered starvation and

inhumane living conditions.

Schaffer told his story of survival in January to Israeli-American graphic novelist Miriam Libicki and UVic Holocaust historian Charlotte Schallié, as part of a new UVic initiative that will teach new generations about racism, antisemitism, human rights and social justice while illuminating one of

the darkest times in human history.

In the aftermath of recent anti-Semitic acts, including a knife attack at a Hanukkah celebration in New York, and hateful graffiti posted at a Jewish summer camp on Gabriola Island, Schaffer's story resonated deeply for Libicki, who will transform his experiences into a graphic novel.

Her paternal grandparents are also Holocaust survivors, and Schaffer's story echoes that of her grandmother, who was interned in Soviet-occupied territory.

SEE GRAPHIC NOVELS P.5

RESEARCH SHOWCASE

Ideafest returns in March

Whether it's combating the climate crisis, navigating a post-truth world or answering one of life's more left-field questions—"Where are a tree's knees?"—Ideafest brings big ideas to life.

From March 2–7, 2020, UVic's annual festival of research, art and innovation returns for its ninth year. With over 35 unique events on campus and beyond, showcasing some of UVic's brightest minds, there are a range of events set to spark debate and pique your curiosity.

Sustainability is a top priority globally, and this is reflected at several events. *Food sovereignty in the era of climate crisis* looks at effectively dealing with emerging food challenges. *Beyond plastic* explores the feasibility of a plastic-free world.



Changemakers: Bright minds and big ideas brings together three of UVic's internationally recognized researchers to share their innovative stories, including Canada 150 Research Chair Ian Manners and his nano-sized solutions to global challenges.

Tech fans are also in for a treat at *Health technology under a microscope*. Guests are invited to see how UVic health researchers are changing lives around the world, including the Victoria Hand Project's 3D printed prosthetics.

Many events feature Indigenous research and scholarship. *WISE: Wellness and Indigenous*

SEE IDEAFEST P.8

Investment policy addresses climate change as global issue of our time

The University of Victoria has adopted a responsible investment policy that targets the worst producers of greenhouse gases across all sectors, increases investments in clean technology and encourages low-carbon practices for a sustainable future.

The Board of Governors approved the policy for the university's \$225-million short-term investments fund Jan. 28 after months of research, analysis, and consultation with student groups, faculty members and others.

"Climate change is the global issue of our time and UVic has a major contribution to make, fuelled by the passion of our campus community," says UVic President Jamie Cassels.

"Through our research, academic programs, and sustainable campus operations, the university is dedicated to being a global leader in sustainability. This policy is one more way we can work together to have a measurable, effective impact."

The Responsible Investment Policy will lower the carbon emissions also known as greenhouse gases across the entire portfolio by 45 per cent by 2030 in alignment with the targets set by the UN's Intergovernmental Panel on Climate Change (IPCC) and Paris Climate Agreement to keep the global temperature rise to 1.5 C.

SEE INVESTMENT P.7

ringers

Department of Writing graduate student **Martin Bauman** has been named one of only five recipients of the prestigious RBC Taylor Prize Emerging Writers Mentorship Program. Bauman—already an award-winning journalist whose work has appeared in the *Globe and Mail*—also hosts the *Story Untold* podcast and is writing a memoir about men, depression and coping with trauma, as told through his 7,000 kilometres solo bicycle trip across Canada. He will be paired with 2020 RBC Taylor Prize finalist Timothy C. Winegard (*The Mosquito: A Human History of our Deadliest Predator*), and will travel to Toronto for the prize weekend. This is the third year that UVic’s writing department has been named in this prize: previous recipients include then-grad student Miles Steyn (2019) and recent alumna Stephanie Harrington (2018).

Each year during Alumni Week, the UVic Alumni Association, in partnership with the faculties and divisions of UVic, present **Distinguished Alumni Awards** to outstanding members of the alumni community. The recipients for 2020 are:

- Sybil Verch, BCom ’97
- Gerald Thompson, Cert ’95
- Wendy-Sue Andrew, BEd ’85
- Kirsten Peck, BEng ’93
- Richard Van Camp, BFA ’97
- Leah Hollins, BSN ’89
- Robert “Lucky” Budd, BA ’00 (Philosophy); MA ’05 (History)
- Kasari Govender, LLB ’04
- Jason Dewinetz, BA ’00
- Mohamed Ibrahim, PhD ’89
- Prabha Ibrahim, PhD ’89
- Hon. Jennifer Power, BA ’83; LLB ’86

More info: bit.ly/20-alum

Sustainability action plans steer university toward sustainable future

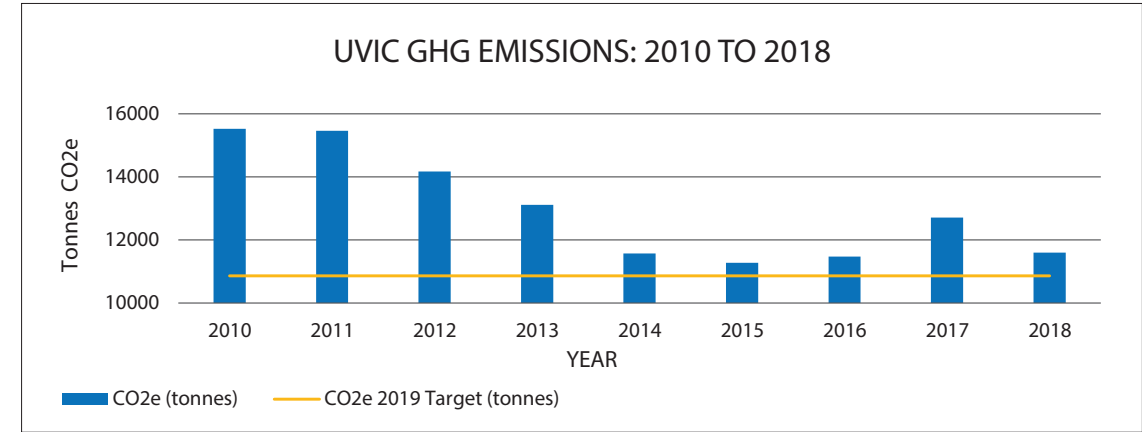
The university’s Sustainability Action Plan guides efforts across campus to achieve greater sustainability in operations. The final report on the *Sustainability Action Plan: 2014 - 2019* (bit.ly/19-progress) shows that significant progress has been made over the past five years toward the plan’s 32 goals.

According to the report, the university has reduced operational greenhouse gas emissions by 25% below the 2010 baseline. “Addressing climate change through natural gas and emissions reductions projects remains a key objective,” says Mike Wilson, director of campus planning and sustainability. “Since 2014, we’ve made significant progress towards supporting the global emissions reduction targets set out in the Paris Agreement.”

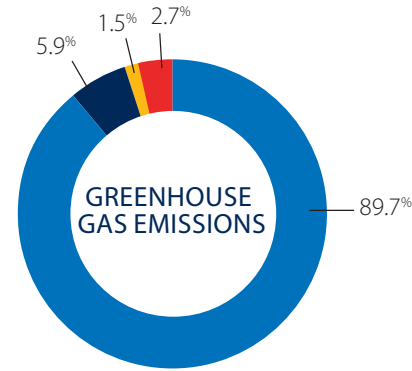
The report shows that natural gas consumption intensity on campus has decreased by 22% below 2010 levels—due both to operational improvements and investments in new technology, such as a geothermal heat exchange system in the Centre for Athletics, Recreation and Special Abilities.

Between 2014 and 2019, campus fleet diesel consumption decreased by more than 28% and fleet gasoline consumption by almost 9%. Fleet vehicles are gradually being replaced with more fuel-efficient models, with ten Nissan Leaf electric vehicles now in use for tool and trade transport.

Sustainability Action Plan 2020-2021
The new *Sustainability Action Plan: Campus Operations 2020-2021* (bit.ly/21-action) carries forward goals from the previous plan while



REPORTING CATEGORY	2017 tCO2e	2018 tCO2e	% CHANGE
SCOPE ONE: University owned buildings & leased spaces: Natural gas, diesel, & heating fuel	11,451	10,415	-9%
SCOPE TWO: University owned buildings & leased spaces: Electricity	729	683	-6%
SCOPE ONE: Mobile combustion (Fleet)	386	329	-15%
SCOPE THREE: Paper supplies	146	176	20%
Total	12,712	11,603	-9%



(Top) UVic’s greenhouse gas reduction since 2010 and (bottom) emissions sources and scope, 2017 and 2018.

setting new goals and actions for each category. The plan identifies short-term strategies, actions and metrics for the interim period between the close-out of the 2019 plan and the development of the university’s first Climate and Sustainability Action Plan. “The action plan will require a collaborative effort from students, staff and faculty working together to achieve our sustainability goals,” says Wilson. These goals include reducing institutional GHG emissions and

campus natural gas consumption by 30% by Dec. 31, 2021, as well as reducing emissions in areas such as new building construction, building renovations and fleet emissions, and increasing support for active transportation. An Energy Master Plan that provides a technical pathway to achieve long-term reduction targets for building GHG emissions is also underway. “We know that the university has a critical role in responding to the

climate crisis,” says Wilson. “We’ll be working cooperatively to develop a Climate and Sustainability Action Plan that responds to the Strategic Framework and offers a comprehensive and integrated approach to moving toward our vision for sustainable futures.” An extensive community engagement process will begin in mid-2020, with the new Climate and Sustainability Action Plan expected to be available in early 2022.

New Vikes initiatives aimed at supporting high-performance athletes

UVic is unveiling several initiatives that build on the Vikes’ rich athletic tradition and its ongoing and deep commitment to providing a supportive high-performance environment for student athletes.

The program changes and additions aim to affirm, educate and support a culture of excellence for UVic athletics and provide improved resources for students and coaches. In addition to responding to the needs of the university for enhanced supports and leadership capacity, the initiatives also reflect a growing change across Canada to better support students pursuing both athletic and academic distinction.

These important changes to UVic’s varsity program are, in part, in response to recent internal processes at UVic and investigations at other institutions across Canada. As part of the work, UVic and Athletics and Recreational Services have been reviewing current practices and policies at the university as well as researching policies, supports and best practices across the country. This research has included professional codes for coaches, student-athlete handbooks and educational opportunities.

A professional code for coaches, a student-athlete leadership council and improvements to the complaint process for varsity athletes are among the new initiatives. The changes will be supported by a new Vikes leadership position related to high-performance athletics designed to help the university continue to meet the evolving complexities of the student-athlete experience. Additionally, a student outreach and support coordinator position dedicated to varsity athletes has been established.

Led by Clint Hamilton, director of Vikes athletics and recreation, the additional programs and organizational changes are being developed through a consultative process and will be guided by an advisory board with external representation from both provincial and federal sport organizations.

More details about the advisory board and opportunities for the public to provide input on several of the initiatives will be announced in the coming weeks. The goal is to have the initiatives in place for the 2020/21 varsity season.

“The Vikes are continuously looking for ways to strengthen our programs, and we are committed to learning and leading with respect to our varsity program,” says Hamilton. “These important investments in resources, supports and leadership positions will better support our program and cultural goals of allowing athletes and coaches to aspire to the highest levels of national and international sport standards in a safe environment.” Specific initiatives include:

Professional code for coaches
UVic is developing a professional code for coaches—outlining a coach’s expectations and accountabilities—that corresponds with the Canadian sport environment and UVic’s collective agreements, employee standards and policies. Following extensive background research in the fall, a draft document is being prepared this month. Campus-wide consultation with stakeholders will take place in February, with implementation anticipated to begin for the commencement of the 2020/21 varsity season.


Varsity-athlete resources and leadership
UVic will create tools and resources to better define the varsity performance sport experience and expectations for student athletes. This initiative will outline the important educational and support mechanisms in place for all of UVic’s high-performing athletes. The program will be reviewed by students, staff and coaches and will ultimately be integrated into an annual online orientation program for students starting with the 2020/21 varsity season.

UVic has created a student-athlete advisory committee comprised of senior varsity athletes. This important new committee will provide advice to Vikes leadership on advancing the culture of excellence associated with varsity athletics and the student-athlete experience. Examples of items that will be brought to this council include student-athlete support structures, the Student Athlete Handbook, and the Student Athlete Educational Program. A new senior leadership position in Vikes Athletics and Recreation is being developed to provide oversight and accountability of the varsity high-performance sport program at UVic, with a clear focus on safe sport and the specific needs of high-performance athletes. Following extensive research on similar positions across the country, the first priority for the new leader will be the review of how best to ensure accountability for sport compliance, in alignment with the defined culture of excellence for UVic varsity athletics, varsity-student supports policies and programs. Recruitment is anticipated in spring 2020. A new Student Outreach and Sup-

port Coordinator position has been created in the Office of Student Life. The coordinator will enhance the success and retention of student athletes by providing advice and options related to emotional, social, behavioral and other non-academic concerns. In collaboration with Vikes staff—including coaches, support staff and department leadership—and other key stakeholders across the university, the coordinator will work to develop and implement staff and varsity student-athlete education and training programs. Hiring is now underway.

Coaching support, education and development
Several additional initiatives—including workshops, orientation and onboarding materials, and professional development opportunities—are being developed to better support varsity coaches. These investments in UVic’s varsity coaches will help the university to advance a high-level performance sport culture in an environment that is healthy and challenging and also free of bullying, discrimination, harassment and sexualized violence. The Office of Student Life, Equity and Human Rights, and external sport organizations such as U Sports and the Canadian Centre for Ethics in Sport will provide feedback and support on these initiatives.

Student complaint process
Vikes will work closely with university partners to apply learnings from recent internal processes. This will include clarifying processes and expectations, as well as training staff on how to receive a disclosure or complaint and when to take action or make referrals.



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Accelerating women entrepreneurs

BY ANNELIESE SANGHARA

Entrepreneur Katie Gamble always knew she wanted a career that would make a lasting impact in her community and the planet. That’s why she turned to the Coast Capital Savings Innovation Centre (CCSIC), UVic’s venture incubator, to help turn her business idea of finding an alternative to single-use plastic into a reality—and a viable business.

When she was embarking on her final business project as a commerce undergraduate with the Gustavson School of Business, her professors encouraged her to work with staff at CCSIC.

“Nature Bee Beeswax wraps started as a project to find a sustainable alternative to single-use plastics,” the Nature Bee founder and chief executive recalls of the 2018 school project. “I’m proud that the beeswax wraps started a conversation about waste reduction.”

The wraps are made of cloth and high-quality beeswax that’s natural, reusable, washable and compostable.

Transforming idea to action is the lifeblood of the innovation centre, which in January launched UVic’s first women-focused entrepreneurship program pilot, thanks to funding by the Digital Technology Supercluster. The industry-led innovation consortium brings together unique partners and co-invests in ambitious technology development projects and solutions. CCSIC will provide boot camps, workshops, mentorship and peer-sharing through the Women’s Entrepreneurship Program, which includes partners like the Victoria Innovation, Advanced Technology and Entrepreneurship Council (VIATEC).

The capacity-building program will provide opportunities for women to gain entrepreneurial skills and insights in a supportive environment, so they can validate their ideas and turn them into ventures.

“These projects show UVic’s commitment to advancing both research excellence and community impact,” says Lisa Kalynchuk, UVic vice-president research. “They reflect creative activity, partnerships and world-class ambitions to disseminate knowledge and innovation



Gamble and Maureen Young, of Coast Capital, with custom beeswax wraps.

to enrich the lives of students, communities, the economy and the world.”

CCSIC helped Gamble validate Nature Bee’s market opportunity, product potential and pricing by connecting her with their first retail outlet. The innovation centre also supported Gamble in enhancing the current manufacturing process, improving efficiency and expanding product offerings. In addition, Gamble accessed prototype funding to purchase a cutting machine that reduced cutting time by 80 per cent.

Gamble, a UVic alum, continues to seek support from the centre for continued success of her venture.

“The Coast Capital Savings Innovation Centre is a hub that creates a stronger entrepreneurial community for students and builds a culture that opens doors for them.

Currently, 40 per cent of our program participants are women. This pilot provides added support and a broader network that will encourage and prepare women for entrepreneurship. Students and the broader community will benefit from this pilot,” says Jerome Etwaroo, the innovation centre’s associate director.

Today, Nature Bee has expanded into many stores including UVic and Red Barn Market. It completed thousands of custom wraps for companies like Coast Capital Savings Federal

Credit Union, Silver Chef, a commercial kitchen equipment company, and cosmetics store Lush. And they’ve secured a production facility and equipment to keep up with growing demand.

Gamble believes giving back is important, which is why Nature Bee partners with the Lalmba Canada charity, donating 10 per cent of sales from the Lalmba charity pack to help the most vulnerable children out of extreme poverty in Africa.

“The Women’s Entrepreneurship Program is very exciting. This will be an incredible opportunity for woman entrepreneurs to be a part of an empowering and supportive community,” says Gamble.

Digital Technology Supercluster support

The Women’s Entrepreneurship Program, which builds capacity for entrepreneurs and their tech ventures, is one of several UVic programs supported by the Digital Technology Supercluster and the Government of Canada.

On Jan. 16, funding was also announced for the Fresh Water Data Commons, which will develop a platform integrating various sources of data to better understand ecosystem health, specifically of major water systems such as the Columbia Basin, that will better inform water use, conservation and management. UVic microbiologist Caren Helbing’s research contributions in the area of environmental DNA will be a major component of this platform.

The Digital Technology Supercluster has previously funded

projects involving UVic researchers including:

Dermatology Point-of-Care Intelligent Network
(Elizabeth Borycki/Andre Kushniruk, Human and Social Development)

Early detection of skin cancer is critical to improving the chances of survival, yet there can be up to six months wait times to see a dermatologist. By using artificial intelligence-powered medical imaging that incorporates dermatology and pathology data and images, patients can get diagnosed in days, rather than months—anywhere in Canada.

Earth Data Store
(Yvonne Coady, Computer Science)

The project is collecting, standardizing and securing data from multiple sources such as earth

observation satellite imagery and environmental sensors, for predictive purposes. This technology will improve the analysis of climate change and the coordination of emergency response in extreme events. Through detailed interactive 3D maps and machine-learning algorithms, resource managers will be able to better collaborate, analyze, observe and protect natural resources worldwide. “It’s been an incredible opportunity for our students to be collaborating with a wide range of stakeholders on a project of this magnitude to solve global problems. The complex nature and sheer volume of information requires a diverse set of perspectives to accelerate measurable progress and results, and it’s been fantastic to be part of that,” says Coady.

SHOW US YOUR RESEARCH STORIES IN THREE MINUTES OR LESS

UVic is currently seeking entries for the fourth annual Research Reels video showcase. Videos must be under three minutes and demonstrate the vital impact of research or creative activities taking place at UVic. All students, faculty, staff and alumni are welcome to submit entries, regardless of experience or equipment. Finalists will be screened March 2, 2020 during IdeaFest, with a top prize of \$2,000 and total prize money of \$4,000.



Submission deadline is Feb. 18, 2020, so grab your camera (yes, cellphone cameras count) and get filming! Visit the Research Reels website for details:

uvic.ca/researchreels



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TIMES COLONIST

around the ring

University coronavirus response

The university is closely monitoring the ongoing coronavirus situation and taking the appropriate precautions for limiting the impact to our campus community. We are working closely with public health officials and following their lead and direction. A response coordination committee, made up of members from key areas of the university, is working to coordinate the university's response and prepare for any cases directly impacting our campus community. Dr. Susan Lewis, Associate Vice-President Academic Planning, is chairing this committee. An information page has been activated at uvic.ca/coronavirus, which includes information and FAQs related to travel, general health and wellness, academic concessions, etc. The page will be updated as needed.

Engineering Precinct Expansion open houses

The university is hosting the first round of open houses for the Engineering Precinct Expansion project on Feb. 12 from 9:30–11:30 a.m. in the ECS lobby and 12:30–2:30 p.m. in the McPherson Library. The project includes an expansion to the ECS building and a new High Bay Research and Structures lab. Everyone is welcome to share their ideas at the open houses. Learn more at bit.ly/20-eexp

KNOWLEDGE

Brain burnout

Cheap, portable technology measures cognitive fatigue

BY SUZANNE AHEARNE

What if you could peer inside people's brains to see what's going on? This may sound like a sci-fi pipe-dream, but to University of Victoria neuroscientist Olav Krigolson, the brain is his "final frontier" containing the last great mysteries of the human body.

From his Theoretical and Applied Neuroscience Lab at UVic, Krigolson is boldly going where only multi-million-dollar technology has gone before. Krigolson has developed a unique mobile electroencephalography (EEG) system to investigate what's happening in our brains when we're tired, stressed, oxygen-deprived, struggling with dementia, concussed—or on Mars.

His research is making it possible to easily and cheaply identify when we are in our best brain states for learning and processing difficult information, when we are at the greatest risk of making mistakes, and when our cognitive abilities are declining.

In one of his first studies, Krigolson measured the effects of fatigue on medical residents doing acute care in the emergency room at Victoria's Royal Jubilee Hospital.

"When doctors and nurses put in long, gruelling shifts in the ER, they make mistakes," he says. "And when they make mistakes, people die. It's really that simple and harsh. We already know this is happening. Many studies have shown this. The problem is, how do you detect it?"

Krigolson explains that the pattern of EEG data in each brain state—be it

depression, fatigue or dementia—is distinctive. The system his team developed can identify each of these states by reading the brain waves.

What surprised the research team was that of the more than 2,500 people they've monitored so far across multiple occupations, few were able to accurately assess their own fatigue levels—many of whom exhibited brain states equivalent to being legally impaired. The current gold standard is to explicitly ask, "Are you too tired to work?" Clearly, that's inadequate, he says. "Providing an objective way to measure that is going to save lives."

"And in terms of having maximum impact across multiple types or workplaces, the technology has to be accessible, low cost and easy to use," Krigolson points out.

To do this, he co-founded Suva Technologies. In 2017, the UVic spin-off company launched PEER, the world's first iOS application designed to collect research-grade EEG data using an adapted version of a commercially available wearable device that measures brain waves.

Funded by NSERC grants, Krigolson's team has used this adaptable system to explore a growing number of human performance and health applications.

Two of the most promising applications are in concussion research and in monitoring mild cognitive impairment (MCI)—a precursor to dementia and Alzheimer's disease. Currently, Krigolson is part of a year-long pilot project with Island Health and University of British Columbia neurologist



Olav Krigolson (left) with UVic PhD students, Tom Ferguson and Chad Williams. MIKE MORASH / UVIC

Alex Henri-Bhargava to demonstrate if mobile EEG could be used to reliably assess and monitor MCI. If it can, it would mean improved outcomes for more people dealing with memory loss.

The long-term goal: "To have a device that anyone can use, like a blood pressure monitor or a Fitbit, to track your brain health," says Krigolson. This sci-fi scenario may not be too far off.

There are many possible uses for this technology that could have broad impacts for people who face long work hours and require critical decision-making skills in occupations such as emergency room physicians, pilots or heavy equipment operators.

Last year, an all-Canadian, multi-university research team took the technology to a simulated Mars environment to test whether the system could be a reliable way to monitor astronauts' brain function during missions in outer space—something NASA currently doesn't have an objective way to determine.

During the weeklong NSERC-funded simulation at the Hawaii Space Exploration Analog and Simulation (HI-SEAS) habitat, six scientists wore the EEG devices and tracked changes in their memory, decision-making, learning and attention.

Krigolson co-led the team with two UVic PhD students Tom Ferguson and Chad Williams (pictured), and scientists from UBC Okanagan, University of Calgary, University of Hawaii and International MoonBase Alliance.

"Our analysis will literally tell NASA: astronaut X should not do this today; astronaut Y is in better shape to do that. The system can tell them if they are depressed and need help, or if their stress is reducing their function," he explains.

Krigolson is hoping to test the technology in a longer simulation of up to a year.

"And if that works," he says, "hopefully it'll go into space, either as part of the Mars mission or at the International Space Station."

THE VIEW FROM THE TOP



It starts with stunning views of James Bay and the Salish Sea. But it's the clean, modern interiors and open layouts of these downtown Victoria rentals that really make them sing.

Downstairs, hotel inspired amenities like the indoor pool, top-tier fitness, coworking spaces, and courtyards make perfect gathering places for this active community. This is a bold new outlook on rental living in James Bay – on every level.

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Groundwater at risk

A UVic hydrologist is one of an international group of scientists and experts who are calling for action to protect global groundwater resources—which make up 99 per cent of the Earth’s liquid freshwater.

Tom Gleeson is lead author of a *Nature Correspondence* statement published last December that says we are not doing enough to protect and manage global groundwater resources from contamination, salinization, depletion and neglect. Inaction, they say, will result in long-term effects on the planet’s drinking water, food production, and ability to adapt to a rapidly changing climate.

The call for action was put forth during the United Nations COP 25 Climate Change Conference in Madrid and in the lead-up to the UN Decade of Action for Sustainable Development Goals—to deliver the goals by 2030. It was also timed just ahead of the annual meeting of the American Geophysical Union, the world’s largest gathering of earth scientists.

“Groundwater is the forgotten secret that we have under our feet, yet it is critical to our lives,” says Gleeson, head of the Groundwater Science and Sustainability Research Group at UVic. “Protecting and managing groundwater is critical for the future of food production, adapting to a changing climate, and for sustainable development of communities and building better societies worldwide.”

Signed by more than 700 scientists, practitioners and experts from over 83 countries around the world, the call states that groundwater is the drinking water source for more than two billion people. It provides more than 40 per cent of the water for irrigated agriculture worldwide and around 1.7 billion people live above aquifers which are stressed by overuse.

Jay Famiglietti, a co-signator to the initiative and executive director of the Global Institute for Water Security, as well as the Canada 150 Research Chair in Hydrology and Remote Sensing at the University of Saskatchewan, stressed the urgency of the situation that is echoed in the call for action. “We are seeing a picture that is incredibly troublesome,” says Famiglietti. “Over half of the world’s major aquifers are past sustainability tipping points and are be-



Hydrologist Tom Gleeson. UVIC PHOTO SERVICES

ing rapidly depleted to provide water for irrigated agriculture. Not only is our water security at great risk, but our food security as well.”

The call to action outlines three key action items to address the situation:

- Put the spotlight on global groundwater sustainability by completing a UN World Water Development Report on the state, trends and prospects of global groundwater sustainability for the 2022 UN World Water Day dedicated to groundwater and recognizing the global importance of groundwater to the UN 2030 Agenda for Sustainable Development;
- Manage and govern groundwater sustainably from local to global scales by applying sustainability guiding principles by 2030; and
- Invest in groundwater governance and management by implementing groundwater sustainability plans for stressed aquifers by 2030.

Read Gleeson’s co-authored op-ed online at Thomson Reuters Foundation News: bit.ly/19-water.

Libicki, an artist already known for her autobiographical comic series *Jobnik! An American Girl’s Adventures in the Israeli Army*, says graphic novels are a smart way to reach young people.

Libicki told *The Globe and Mail* that the road to her involvement wasn’t straightforward. “Even though I have survivors in my own family I was like, ‘oh well that’s been done. *Maus* is the biggest graphic novel in the world. I should go do other things because I don’t want to be just another person who’s just doing just another Holocaust story when a Holocaust story is one of the most famous graphic novels in the English language. I think that I changed my mind about that because I do feel it’s more urgent now.”

“The more stories, the better. The wiser we can be as people, the more informed we can be as citizens and the more empathy we can have for each other,” she says. “Graphic novels are not just a document in the archives, they’re something people will be drawn to reading.”

Schallié, chair of UVic’s Department of Germanic and Slavic Studies, is leading the project, called Narrative Art and Visual Storytelling in Holocaust and Human Rights Education, which brings four survivors living in the Netherlands, Israel and Canada together with accomplished graphic novelists from three continents. The other three Holocaust survivors involved are Emmie Arbel, in Kiryat Tiv’on, Israel; and brothers Nicole and Rolf Kamp in Amsterdam, Holland.

The Anne Frank House in Amsterdam, the Canadian Museum for Human Rights in Winnipeg and the Vancouver Holocaust Education Centre are three of the many partners in this global collaboration, which Schallié says will highlight the connection between instruction about the Holocaust and broader human rights education.

“Given the advanced age of our survivors, our project takes on an immediate urgency,” Schallié says. “And what makes the survivors’ participation especially meaningful



An initial sketch by Libicki

is that all of them continue to be human rights and social justice activists into their 80s and 90s. They are role models for how we can integrate learning about the Shoah into broader questions of human rights protection.”

Schaffer, meanwhile, says he hopes the finished works, which will be available digitally in 2022, will educate people beyond the Jewish community.

“The most important thing is to share the story with the general population so they realize what happened and to avoid it happening again,” he says. “It’s very simple. History has a habit of repeating itself.”

Narrative Art and Visual Storytelling in Holocaust and Human Rights Education is supported by the Social Sciences and Humanities Research Council. In addition to the Anne Frank House in Amsterdam, the museum in Winnipeg and education centre in Vancouver, there are multiple project partners from the University of Haifa in Israel and the Stanley Burton Centre for Holocaust and Genocide Studies at the University of Leicester in the UK to the Ravensbrück Memorial in Germany and Pennsylvania State University in the US, among others.

UVic offers a master’s stream in Holocaust studies, the only one of its kind in Canada, and the I-witness Holocaust Field School, the first of its kind for undergraduate students at a Canadian university.

LEADERSHIP

Chris Horbachewski joins UVic as Vice-President External Relations

The University of Victoria is welcoming Chris Horbachewski as the new Vice-President External Relations. The appointment, effective Feb. 1, was approved by the Board of Governors on Oct. 28, 2019 following an international search.

Horbachewski joins UVic from the University of Lethbridge, where he served as the Vice-President, Advancement since 2005. Prior to that, he held a variety of fundraising and advancement leadership positions at the University of Manitoba between 1997 and 2005. He holds a Bachelor of Arts in history and political science from the University of Calgary.

“I am very excited to be joining the University of Victoria community and the outstanding team in External Relations. Together, we will continue to build UVic as one of the best universities in Canada and the world,” says Horbachewski. “With the UVic Strategic Framework as a guide, and building on the great work already underway, our External Relations team will continue to develop and grow strong relationships that help build an exceptional experience for students, and support the outstanding teaching and research undertaken by the academic com-

munity. I very much look forward to contributing to this.”

With a record of success in all aspects of external relations, Horbachewski’s experience includes roles in development, alumni relations, marketing and communications, and government relations.

“Our university is in a very strong position, with great momentum moving us forward,” says President Jamie Cassels. “I am looking forward to the contributions Mr. Horbachewski will make in an exciting new era for UVic. Please join me in welcoming him to campus in his new role.”

The VP External Relations is a key member of the UVic executive, responsible for providing strategic leadership on the overall positioning of the university and for guiding the External Relations team’s activities, including fundraising and development, alumni relations, community relations, government relations, marketing, communications, the university art collections, Farquhar Auditorium, and ceremonies and events.

Horbachewski succeeds Carmen Charette, who stepped down as UVic’s Vice-President External Relations after more than seven years in the position.



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Elders lead Indigenous land blessing for new student residence and dining hall

BY BARBARA TODD HAGER

Long before UVic’s roads, buildings and stadiums were drawings on an architect’s master plan, the landscape where the university now sits was covered by cultivated camas fields and great stands of Garry oaks. Less than a kilometre east was Sungayka, the principal village of the Lekwungen speaking peoples, now known as Cadboro Bay.

On January 22, Dr. Skip Dick, an Elder from the Songhees Nation, and May Sam, an Elder from the Tsartlip Nation, offered a territorial welcome and a land blessing respectively, at the site of the future 621-room student residence building and dining hall. By all accounts, this is the first time in UVic history that a land blessing has been held prior to the construction of a new building.

In 1850, the Lekwungen, W̱SÁNEĆ and other Indigenous nations on Vancouver Island were relegated to small parcels of reserve land as part of the Douglas Treaties. It didn’t take long for Sungayka to be renamed Cadboro Bay, and along with nearby Gordon Head, it became a patchwork of farms, houses, hotels, marinas and other businesses. In 1932, the Gordon Head Airfield was built where the University Centre and Centennial Stadium now stand, before the lands were pressed into service as a military training facility.

In 1959, Victoria College’s University Development Board made two purchases: the Gordon Head Army Camp and adjacent federal land, and 141 acres of forested land from the Hudson Bay Company. In 1962, the Clearihue Building, UVic’s first building, broke ground.

Half a century later, on a gray and rainy January morning, Dick welcomed a small gathering of students, faculty, staff and building contractors to the traditional territory of the Lekwungen people. Standing on



Elder Dr. Skip Dick

the very place where his ancestors once lived, hunted and harvested camas, before being torn from the land that they occupied for thousands of years, Dick radiated the deep pride of someone welcoming you into their beautiful home.

Sam shared how pleased she was to see so many students, staff and faculty at the land blessing and expressed her hope that all students would feel safe, welcome and at home at the soon-to-be-built student residence building.

UVic Executive Director of Student Affairs Joel Lynn thanked Elders Dick and Sam, along with Doug and Cathy Lafortune, Nick Claxton, Barb Hulme and many others who contributed their knowledge as part of the community planning committee.



Elder May Sam

“I see this land blessing as an opportunity to reflect on and bring to life all the critical discussions between local Indigenous communities and the university community,” said Lynn, “to reach a shared commitment on how to acknowledge the history of the land and the work collectively required to achieve what we have been gifted to use in present day.”

Lynn also shared insights into the process of educating the building’s project team about the history of the Indigenous lands that they would be building on. Several Indigenous community members were involved in plans for the trees that would be impacted by construction, including incorporating parts of the cedar tree in the new buildings.

Keatton Tiernan, a student at UVic, shared his perspective as an Indigenous student who

arrived at UVic four years ago not knowing if he would find the campus a welcoming and safe environment.

“At five years old,” Tiernan recalled, “I was told by my educators that someone of my ‘kind’ could never make it to university, and now I am 21 and speaking at an event that is set up to honour Indigenous peoples, at a university that I attend as a student. The land blessing event, to me, is a signal to the other hurt and struggling Indigenous youth out there, that there are people in powerful positions looking out for you.”

The land blessing was held prior to the start of the next major phase of construction of the Student Housing and Dining Project, the largest in the UVic’s history, that is expected to open in Fall 2022.



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Sowing the seeds of change

What future-facing farmers can teach us about business
BY SASHA MILAM

When Saeed Rahman set out to understand how businesses can advance sustainability efforts through better integration of ecological knowledge, he turned first to farmers. What he found was that most agricultural organizations were using a different sustainability lexicon than businesses in other industries.

Rahman, who recently defended his PhD at UVic’s Sardul S. Gill Graduate School of Business, engaged farmers on the topic of sustainability and clearly remembers one response. “This person said: ‘I don’t believe in sustainability. Sustainability is the idea that we can keep taking at the rate that we’ve always been taking. Sustainability is over. Now, the new economy is about the regeneration economy.’”.

Rahman had assumed ecological knowledge—a cumulative body of knowledge about an organization’s interrelationships with nature—might be a new concept for business. He was surprised and fascinated to find many agricultural businesses had already reframed their ideas away from sustainability and towards regeneration as a necessary shift to protect the ecosystem and the longevity of their businesses. It became a key theme among his findings.

After dozens of interviews with BC-based organic and fair-trade organizations, Rahman identified common trends among success cases of these sustainably-minded businesses. His 10-dimension process model—a recipe of what worked for some businesses as they sought to become more sustainable—maps how ecological knowledge can be accessed, co-created and integrated into existing business strategy. The model starts with a business being



Rahaman. PHOTO: UVIC PHOTO SERVICES

willing to look beyond traditional organizational boundaries and see itself as embedded in the whole ecosystem. Timing is also a factor.

“When you look at most traditional business models, they are focused on fast, short-term output. The knowledge they require to produce short-term results has to be accessible to them quickly. Ecological knowledge does not come quickly.”

It can be hard to know how to start this shift. Rahman says one way is by forming cross-sector relationships with community stakeholders—such as scientists, conservationists, Indigenous Peoples, the general public and government agencies— in a collaborative, mutual-learning process about their shared ecological system. These relationships can end up ultimately protecting (and even strengthening) the social-ecological systems in which a business is embedded.

“Be open-minded about where your organization’s boundaries actually are. Keep in mind that it sometimes takes many years to create real change. And consult unconventional experts,” he says. “This will look different for each business.”

The factor that emerged from Rahman’s study which might prove the most difficult for some industries, however, is the concept of “unlearning.”

“I noticed an ongoing feedback loop of unlearning and re-defining the existing way of doing things—whether that’s about what kind of knowledge is important, where to look for this knowledge, or how long it should take to see it reflected in a business’ bottom line. To make room for new ways, you have to unlearn the old ways. And that is an organizational challenge all its own,” he says.

Monika Winn, Rahman’s PhD supervisor, described the research as noteworthy because it enables organizations to build this knowledge into socially and economically sustainable business models.

Rahman’s research was first inspired by a 2016 case study of Italian pasta manufacturer Barilla, co-authored by Rahman’s supervisor Winn and Stefano Pogutz. The study demonstrated how the company’s efforts to help the farmers producing raw materials transition to more sustainable farming methods had far-reaching effects within the company

and community. Examples include increased production yields, reduced environmental impact and economic, social and ecological benefits for farmers, the community and the organization.

Understanding and standardizing operations in multiple ecosystems means ecological knowledge might look different for multinational enterprises than it does for smaller companies like those in Rahman’s study, but don’t count large corporations out.

As the Barilla study demonstrated, motivations for improved sustainability go beyond an altruistic nod to future generations. When it came to designing his own ecological knowledge study, Rahman focused on small agricultural businesses in part because there were more of them integrating this knowledge, and therefore more available data.

“While all businesses ultimately require a functioning ecosystem in order to succeed, the link between environmental sustainability and business viability is a lot shorter when you’re producing vegetables versus laptops,” he says.

INVESTMENT POLICY CONTINUED FROM P. 1

The policy will result in the university divesting from high-carbon emitting companies regardless of their industry sector, including the fossil fuel industry. The policy’s reach across all sectors of the economy and the investment in renewable energy and other clean technology is a holistic and comprehensive approach that also encourages low-carbon practices as society transitions to a greener economy.

Cassels said the passionate commitment, research and perspective shared by students and faculty in pressing the university to address climate change through its investments played an important role in the board’s deliberations.

“We can all agree about the critical importance of tackling climate change for a sustainable future although some people will continue to disagree on how we can steward our short-term funds to help achieve that.”

The administration worked for several months on policy options and carefully considered various approaches including the specific request of outright divestment from fossil fuel companies.

This work involved extensive research, including submissions from student groups and faculty members; analysis; consultation with campus members and stakeholders; and education sessions with external experts for the board members in September and November.

Ultimately, the policy decision reflects progressive best practices, in line with those taken by Simon Fraser University, University of Ottawa, Laval

and McGill University, although it will disappoint individuals who are ideologically attached to only one outcome—full divestment of fossil fuel companies within five years.

UVic believes that this policy goes even further as it targets high-carbon emitting companies in all sectors while investing in green technologies, along with other measures such as identifying climate-related risks. This is an integrated approach that will impact the demand and supply sides of energy.

US data shows that roughly 80 per cent of greenhouse gas emissions, the cause of global warming, come from the consumption of fossil fuels and 20 per cent from the production of fossil fuels, says Vice-President of Finance and Operations Gayle Gorrill. “While the 45 per cent reduction in carbon emissions across the portfolio is an ambitious goal that will challenge the university, as this is a new and developing area, we believe it is an important goal to set.”

In addition to materially lowering carbon emissions, the policy allocates 25 per cent of the funds to themed impact investments that align with UVic’s Strategic Framework and further the UN’s Sustainable Development Goals. Impact investments seek to generate positive, measurable social and environmental impact along with financial return.

Investment opportunities would include Indigenous economic development, Passive House construction (the most rigorous global building standard for sustainability and energy efficiency), impact GICs and green bonds.

Also included in the policy are: becoming a signatory to the UN Principles of Responsible Investment; participating in activities to encourage carbon emission reductions; evaluating the portfolio for physical, liability and transition risks associated with climate change; and encouraging better disclosure by our investment managers of carbon emissions and climate-related risks.

This policy aligns the university’s investment management with its interests and values while ensuring that cash is available to fund campus operations and to earn an appropriate risk-adjusted return.

Investment earnings finance learning and research as well as supporting financing required for university capital projects.

These investments do not include long-term endowment funds managed by a separate legal entity, the University of Victoria Foundation, which itself has taken many steps to establish and update its investment policy and transparency around investment decisions.

UVic is also embarking on a campus-wide Climate and Sustainability Action Plan that responds to the Strategic Framework to build a more comprehensive and integrated approach to sustainability.

“Our planning and response to the climate crisis is of fundamental importance to the institution and contributes to its functions of research, learning and community engagement,” says Cassels.

To view the policy and frequently asked questions see [bit.ly/20-FAQ](#).

around the ring

Custodial Services Care award

Has a custodian shown you they care? If you’ve interacted with a custodian who creates positive, meaningful relationships and supports your ability to succeed at UVic, nominate them for a Custodial Services Care Award. Tell us your story (100-250 words) by Feb. 21. Learn More: [bit.ly/20-cares](#)

Nominate an honorary degree candidate

Do you know someone who deserves to be recognized and honoured, someone who has achieved great things that reflect UVic’s values? The Senate Committee on Honorary Degrees and Other Forms of Recognition welcomes your suggestions of worthy candidates to receive an honorary degree from UVic. The deadline for nominations is Mar. 13, 2020. Visit the University Secretary’s website for more information: [bit.ly/20-HD](#)

Campus Sustainability Fund

Have an idea for a sustainability project on campus? Submit your idea to the Campus Sustainability Fund by Feb. 15. Last year the ELW Energy Audit project received \$3,900 to create a 3D thermal imaging model of exterior-facing rooms in the Engineering Lab Wing to determine building performance. Check out the 23 other projects funded to date at [bit.ly/21-cfund](#).

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Comic Potential at the Phoenix



Alexandrowicz on the foundations of the holodeck-inspired set. PHOTO:ADRIENNE HOLIERHOEK.

Satire of society's romance with technology blends sci-fi and comedy

BY ADRIENNE HOLIERHOEK

When recent news reports started flooding the internet about Amazon's virtual assistant Alexa and her random bursts of hysterical laughter, it raised significant questions about artificial intelligence and its effects on our lives.

Is Alexa listening to us and laughing? Is it possible for a computer program to have a sense of humour? And if so, what might this say about

our own humanity?

Written in 1998, Alan Ayckbourn's *Comic Potential*, presented at UVic's Phoenix Theatre Feb. 13–22, explores these questions with its own laughing robot and probes further to ponder: can we form meaningful relationships—or even fall in love—with robots?

Set in the not-too-distant future, this romantic sci-fi satire imagines a world where actors are replaced with lifelike robots, called “actoids.” When Adam, an aspiring young writer, discovers the charming android Jacie Triplethree (serial number JCF 31333) at a TV studio, he realizes that the programming glitch that makes her laugh hysterically also makes her more human.

“It’s a comedy with a sting in its tail,” says director and theatre professor Conrad Alexandrowicz. “In the age of today’s online assistants, it’s becoming more and more important to figure out how we proceed in a rapidly shifting technological landscape.”

A frequent director and professor of movement for actors, Alexandrowicz’s background in physical theatre lends itself well to Alan Ayckbourn’s script, which not only explores the rise of technology, but also offers a hilarious manifesto on the essence of great comedy: good timing, the idea that less is more, the element of surprise... and maybe a custard pie or two!

“To imagine a world where human actors have been replaced by robots is both a hilarious send-up of the

way actors are perceived, and also an intriguing proposition: if all actors do is to reproduce behaviour, why not invent human-like equivalents to do so with programmable precision and predictability? It’s a proposition that is complicated by the fact that they work both better—and worse—than humans,” says Alexandrowicz.

As usual with Phoenix productions, *Comic Potential* integrates the talents of over 100 theatre students, both onstage and behind the scenes.

A team of undergraduate and graduate-level designers have developed a retro-futuristic aesthetic to complement Ayckbourn’s imaginary future, one that was envisioned from his perspective at the turn of the millennium.

These ideas are reflected in a holodeck set with a Star Trek-influenced forced-perspective grid, designed by student Leah Anthony and lit by MFA candidate Zhe Harry Lin. Retro-futurism also animates Misty Buxton’s costumes, which amalgamate past and present fashion trends with imaginings of what clothing will look like in our dawning technological age.

At a preshow lecture offered in connection with the play, Edwin Hodge, a UVic sociology adjunct professor known for his course on the Sociology of Star Trek, will expound on the importance that sci-fi and other speculative fiction play in exploring the human condition.

Comic Potential runs Feb. 13–22 at the Phoenix Theatre, with Hodge’s free preshow lecture offered on Friday, Feb. 14 at 7pm. Contact the Phoenix Box Office for tickets at (250) 721-8000 or visit phoenixtheatres.ca.

IDEAFEST
CONTINUED FROM P. 1



sustainable economies, tackles economic sustainability through the lens of community leaders from six Indigenous Nations. *Speaking the land* explores the vital roles of Indigenous languages in maintaining the histories, knowledge and wisdom of a people.

Student-led research and creativity also has a place to shine at IdeaFest. The annual JCURA student research fair features posters and presentations by over 100 outstanding undergraduates. Four students from UVic’s flute studio will be giving recitals at *Where are the women composers*, uncovering the challenges and barriers faced by women in the classical music industry.

IdeaFest has become a highly anticipated staple in the UVic calendar, attracting thousands of visitors from campus and across the island—with some visitors even planning their annual vacations around the event. Be sure to mark your own calendars and join the celebration at IdeaFest 2020.

All events are free and open to the public, although some require registration. See the program of 35+ events at uvic.ca/IdeaFest.

ENTREPRENEURSHIP AWARD

Jim Pattison named 2020 Distinguished Entrepreneur of the Year

Business mogul and visionary Jim Pattison, chairman and CEO of The Jim Pattison Group is the Peter B. Gustavson School of Business’ 2020 Distinguished Entrepreneur of the Year (DEYA).

“We are delighted to recognize Jim as our 2020 recipient,” says Peter Gustavson, chair of the DEYA committee. “He has set the standard for innovation in entrepreneurship and this award is a testament to his business acumen, ingenuity and vision.”

Pattison will receive his award on May 27, 2020 at the Distinguished Entrepreneur of the Year Gala at the Victoria Conference Centre.

In May 1961, Pattison purchased a General Motors automobile dealership by borrowing \$40,000 from the Royal Bank of Canada and placing his home and life insurance policy with the bank as collateral. This was the beginning of The Jim Pattison Group.

Now, it is Canada’s second-largest privately held company with 46,000 employees worldwide, annual sales of \$10.6 billion and operations in 541 locations. With activities in Canada, the US, Europe and Australia, The Jim Pattison Group is involved in a wide variety of industries including: food services, packaging, distribution, manufacturing, communications, entertainment, transportation, agricultural equipment, forest products, export services and real estate.

In addition to serving as the CEO of The Jim Pattison Group, Pattison

has served as a director on a number of public company boards on both the New York and Toronto stock exchanges, and serves as a trustee on the board of the Ronald Reagan Presidential Foundation. He held the unpaid position of chairman, president and CEO of Expo ’86, a world-class exposition held in Vancouver in 1986.

“Jim’s ability to grow and transform a business is truly something to be celebrated,” says Saul Klein, dean of the Gustavson School of Business. “His entrepreneurial skills are an inspiration to our students and community leaders, and we’re delighted to be able to celebrate him.”

Pattison was appointed to the Order of Canada in 1987 and the Order of British Columbia in 1990. He is also the recipient of the Governor General’s Commemorative Medal for the 125th Anniversary of Canada. Pattison is an inductee of the Canadian Business Hall of Fame and the Canadian Professional Sales Association Hall of Fame. He was awarded Entrepreneur of the Year Lifetime Achievement Award in 2000 and the Young Presidents’ Organization Canadian Icon Award in 2007. In April 2012, by command of Her Majesty The Queen, Pattison received the Diamond Jubilee Medal commemorating her 60th anniversary of ascension to the throne. In June of 2014 he was given the Freedom of the City Award from the City of Vancouver.

- Past DEYA recipients**
- 2019: Sue Paish, Q.C. CEO at Canada’s Digital Technology Supercluster
 - 2018: Stewart Butterfield, Co-Founder and CEO Slack
 - 2017: Don Matrick, former President of Microsoft Interactive Entertainment Business
 - 2016: Linda Hasenfratz, Chief Executive Officer of Linamar Corporation
 - 2015: David Foster, businessman, philanthropist and record producer
 - 2014: Dennis Washington, founder of The Washington Companies
 - 2013: Brandt C. Louie, President and CEO H.Y. Louie Co.
 - 2012: Dennis (Chip) Wilson, founder lululemon athletica
 - 2011: J.R. Shaw, founder of Shaw Communications
 - 2010: Dr. Alex Campbell Sr., co-founder of Thrifty Foods
 - 2009: Sir Terence Matthews, chair of Mitel Corporation and chair and founder of Wesley Clover
 - 2008: Clive Beddoe, a founding shareholder in WestJet
 - 2007: David Black, president of Black Press
 - 2006: Gwyn Morgan CM, former president and CEO EnCana Corp.
 - 2005: Dave Ritchie, chair and former CEO of Ritchie Bros. Auctioneers Inc.
 - 2004: Jeff Mallett, former president and chief operating officer of Yahoo



ideafest

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