

Decolonizing and Indigenizing your hiring process

Learn more about hiring UVic students at uvic.ca/employers



UVic is committed to act on the Truth and Reconciliation Commission's Calls to Action, including being a catalyst for reconciliation. The UVic Indigenous Plan describes these commitments in detail (see uvic.ca/indigenousplan).

To help employers better support and retain Indigenous employees in the workplace, we connected with members of the Native Student Union at UVic, as well as staff members with UVic's Office of Indigenous Academic and Community Engagement, to raise the following questions.

Questions about your workplace & intercultural training

- + Is your organization committed to ongoing training, education and professional development that seeks to develop an understanding of Indigenous histories and the impacts of colonization?
- + Before you hire, do you have a clear sense of why your organization is seeking to hire Indigenous applicants?
- + How does your hiring process respect, engage with and respond to the diversity of Indigenous identities?
- + How does your hiring process recognize and value the experiences and identity that an Indigenous employee brings?
- + What work have you done as a supervisor or as an organization to decolonize your workplace culture?

Questions about hiring and retention

- + If an Indigenous person is hired for their cultural competencies, how will they be supported in the workplace?
- + If an applicant experiences tokenization in the hiring process, what strategies does your organization have in place to address this?
- + What kind of retention plans do you have to specifically support new Indigenous hires?
- + Does your organization provide child care benefits, resources and services?
- + Does your organization offer accommodations for cultural and familial obligations?
- + Reconciliation, diversity and inclusion, and anti-racism work needs to be championed by non-Indigenous leadership in an organization. Who is your workplace's non-Indigenous leader/executive who leads this work?

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