

UVic Faculty of Education Equity, Diversity, Inclusion and Decolonization (EDID) Statement

Our Faculty of Education acknowledges and respects the privilege and responsibility we have to live and learn together on the traditional territories of the ləkʷəŋən Peoples including the Songhees, Esquimalt and WSÁNEĆ Peoples whose unwavering relationship with the land continue to this day. In this regard, we commit to including the following local Coast Salish values and teachings¹ to help guide, shape and envision what we do and how in the Faculty of Education:

1. Héʔəkʷ ʔə cə čəlénən ʔə
HÁEQ ŁTE OL TFE ČELÁÑEN ŁTE – Remember our ancestors/birthright.
2. Nəčəmaat kʷəns čəʔi
ČÁNEUEL OL – Work together.
3. Nəwəs šxʷ cən ʔəy šqʷeləqʷən
ÁMEKT TFEŊ ÍY, ŚKÁLEŽEN – Bring in your good feelings.
4. Leʔt šxʷ helə ʔə cə makʷ sčəʔi səʔ
TU LÁTES MEQ EN SCÁ SE – Be prepared for all work to come.

Underpinning these values and teachings is our collective responsibility to respect and recognize the integral relationship between *equity-as-fairness* and *inclusive excellence*. *Equity-as-fairness* means that everyone has access to support(s) they need to succeed, and are enriched and strengthened by *diversity* including, but not limited to, ethnicity and national origins, language, gender and gender identity, sexuality, ability, age, class and spirituality. The Faculty of Education also commits to approaching EDID from an intersectional lens. As such, advancing issues related to LGBTQIA2S, BIPoC, MMIWG, disabilities and social class diversity (inclusive of poverty discrimination) aligns with our EDID mission of working together to address all forms of discrimination. *Inclusive excellence* means supporting, celebrating and affirming how diversity can deepen learning, enhance critical thinking and problem solving, and fuel creativity and innovation in our teaching and learning, research and artistic enquiry, professional service, and community engagement within our Faculty of Education, and beyond.

In achieving both equity-as-fairness and inclusive excellence, we commit to exposing colonial and settler dominance in its many forms, including educational practices that we share (e.g., student recruitment, staff/faculty recruitment, tenure and promotion, teacher education, and unit and program curricula). We also commit to implementing decolonizing, anti-racist and anti-oppressive strategies to create culturally safe and inclusive teaching, learning and work spaces that support everyone to thrive and reach their potential. We are a Faculty that educates for and encourages respect, kindness, compassion, curiosity and belonging, with one principal limit: acts that incite hatred, espouse or encourage bigotry, sexism, racism, discrimination, oppression, or any form of violence either implied or explicit will not be tolerated.

Our Faculty is guided by the [Truth and Reconciliation Commission of Canada \(TRC\): Calls to Action on Education](#), [University of Victoria's Indigenous Strategic Plan](#), [University of Victoria Strategic Framework](#), [Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education](#), [Universal Declaration of Human Rights](#) including the [Canadian Charter of Rights and Freedom](#) as well as, the [United Nations Declaration on the Rights of Indigenous Peoples](#) and the BC provincial government's legislative

¹ University of Victoria Indigenous Plan 2017-2022, p. 9.

framework for reconciliation as articulated through [BC's Declaration on the Rights on Indigenous Peoples Act \(2019\)](#).

Collectively, and as a shared responsibility, we agree to engage in the critical self-reflection and self-correction needed to identify and dismantle barriers to developing learning programs, policies, and decision-making processes that work to advance equitable access, opportunities, and resourcing across all academic units and programs in the Faculty of Education.

Please consult the [Faculty of Education's Diversity and Equity Resources](#) and the [University of Victoria's Policy on Human Rights, Equity and Fairness \(GV0200\)](#) for additional information in support of this statement.