

EQUITY ACTION PLAN

The Equity Action Plan's goals provide UVic with strategic direction to advance equity, diversity and inclusion, and to create the conditions in which everyone feels a sense of belonging: as connected and respected parts of the university community.

Goals:

Equity-centred culture

Create an inclusive campus community that values diversity and challenges dominant systems of power, including colonization, white supremacy and heteropatriarchy, through research, teaching, curriculum, policy and practice.

Relationality and belonging

Transform university structures and practices to show value for diverse lived experiences and ways of knowing to build relationships across and beyond UVic.

Recruitment and retention

Attract, advance, and retain students, staff, faculty, librarians and senior leadership from systemically and historically marginalized communities.

Access and support

Create equitable support structures that address the diverse access needs of the campus community.

Institutional accountability

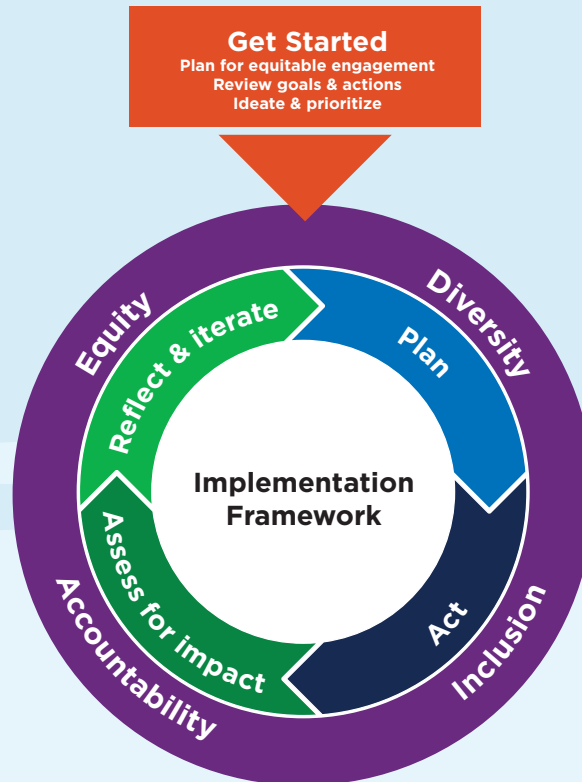
Conduct ongoing, transparent evaluations of this action plan with continued opportunities for meaningful engagement and feedback with/from the community.



Implementation framework

Advancing the goals of the Equity Action Plan (EAP) will require action across the university. The following framework provides a process for leaders, units, departments and groups to get started and take action.

Equity, diversity, inclusion and accountability are the principles meant to guide the actions we take as we move through all phases of implementation.



Implementation phases

The framework sets out 5 phases through which units will advance the actions of the EAP. In the first phase, 'Get started', you'll review the EAP and then determine which actions your unit will contribute to through supporting activities.

The other phases make up a cycle through which each individual activity will be planned, put in motion, assessed and reflected upon. This cycle is meant to be iterative, meaning that the phases can be worked through multiple times as you refine your activities.

Get started

Ensure you have a firm understanding of the goals and actions in the EAP. Identify what actions are relevant to your unit and where your portfolio is named as a lead.

Plan

Assemble the right team to build your project plan. Identify the scope of the project (timeline, logistics, etc.) and develop impact goals.

Act

Put your project plan in motion. Update, alter and change policies, practices or programs or run a pilot of something new. Monitor project progress and adjust as needed.

Assess for impact

Assess intended and unintended impacts. Evaluate to determine if your impact goals have been met.

Reflect and iterate

Reflect on what you've learned from your activity. Determine what worked and what didn't. Make changes, expand pilots and/or return to the planning phase.

Toolkit

Ready to start? The toolkit is an evolving library of tools, guides, and resources that support unit-level planning and implementation. The full framework and toolkit can be accessed at

uvic.ca/eaptoolkit

If you get stuck or are not sure what the next step is for your unit, help is available. The Equity Action Team can assist with coaching and troubleshooting. Email us at equityaction@uvic.ca