

5 Days of Action 2024- Calls to Action

The resources below have been curated to support ongoing learning and to drive forward action to end discrimination, harassment and sexualized violence in our communities.

Help us build an equity-centred culture together. We do not claim the links provided are exhaustive or complete. You might not agree with all of them or think there are better or more relevant examples. If you have materials that you would like to share with us for the next 5 Days of Action, please send them to daysofaction@uvic.ca.

Monday - Listen

Read

[UVic's Indigenous Plan Xʷkʷənən istəl | W̱ẸNENISTEL | Helping to move each other forward](#) was launched September 2023. With local Indigenous teachings and Ləkʷənən and SENĆOŦEN language woven throughout, this new plan proposes a fundamental rethinking of UVic's approach to learning and work. Explore ways that we can [work together](#).

Watch

Recordings that center black flourishing including this forum on [Community Making and Black Flourishing Through the Scarborough Charter](#). UVic has signed onto the commitments of the [Scarborough Charter](#) and representatives attended the Inter-Institutional Forum in May 2022 and again in May 2024. While watching, consider ways within your own role(s) to further dialogue on incorporating Black flourishing within academic institutions.

There is a [Black Inclusion and Flourishing at UVic site](#) that has been developed to uplift the work individuals and groups are doing across campus and in the broader community to meet these goals.

Consider contributing to [events page](#) and [resources page](#) if you know of any events or resources that would benefit the community.

Listen

To UVic Libraries' podcast, [Taapwaywin: Talking about what we know and what we believe](#), featuring in-depth conversations with Survivors, Elders, Knowledge Keepers and others on seeking truth before reconciliation can begin. This series explores themes that originate from Indigenous knowledge systems and are reinforced by human-rights principles.

Commit

To checking in on friends, colleagues and community who are struggling with the impact of events happening globally, in particular the outbreak of war in the Middle East.

- Ask what kind of support they need during this challenging time
- Be honest about what you can do, but offer to connect them to those with capacity and expertise
- Express empathy and kindness, make space to listen
- Engage and learn about local and global issues from credible sources to identify your role in addressing human rights issues



Tuesday - Reflect

Read

And inform yourself on the history of the Middle East, the reasons for the conflict, the impact of the war and what you can do to support those you care about. Consider other global conflicts and how to create an inclusive environment for those impacted. Take the time to practice media literacy and check the source of the information you are consuming. Consider the author, organization and/or media source before you post, share or comment.

Watch

Videos including those made during UVic's annual [Moving Trans History Forward Conference 2023](#) hosted by the Chair of Transgender Studies. Included are presentations from a Two-Spirit Trans+ Panel, a keynote from the *Framing Agnes* film's creative team as well as a talk by Julia Serano on "Balancing Acts and Bottom-Up Approaches to Trans Activism".

Reflect

On what additional programs are needed on campus to support our shared vision of inclusion and belonging. Students, staff and faculty have an opportunity to initiate their own programs and courses.

Students can get support for student-led initiatives and events by visiting the [Student Life Grant](#) webpage to apply for grant funding to enhance student life at UVic focused on anti-racism or community engagement.


Faculty and staff can apply once a year to the [Anti-Racism Initiative Grant](#). This fund provides support to design new courses and create new materials for existing courses or substantially revise courses, programs and curriculum or learning resources that will help fulfill UVic's commitment to anti-racism and the values of equity, diversity, inclusion and belonging as set out in the UVic [Strategic Plan](#) and the [Equity Action Plan](#).

Commit

To taking a workshop or to partake in an initiative aimed at both preventing and responding to sexualized violence on campus.

There are in-person and online sessions offered throughout the year. Some are specifically take into consideration various identities on campus such as training for students, staff, faculty, teaching assistants, men, and even folks in performing arts.

Visit the Sexualized Violence Resource Office's list of [education and workshops](#) to learn more.



Wednesday - Dialogue

Read

[UVic's Accessibility Plan](#) and how to [take action](#). The plan prioritizes a campus-wide audit of accessibility at UVic, ways to educate others to create access-centred environments, and a system to continually collect feedback. Review the list of [accessibility resources](#) so you're informed if you or someone you know requires support.

Watch

Recorded stories from [The Witness Blanket](#), a large-scale work of art combining hundreds of reclaimed items from residential schools, churches, government buildings and traditional and cultural structures from across Canada. The stories share the voices of Survivors who talk about the experience of being forced into residential schools. Their generous and insightful stories convey the reality of anti-Indigenous racism, colonialism and genocide. They reveal the ongoing harms caused by Canada's residential school system.

Dialogue

Engage in conversations with people who hold different viewpoints and faiths from your own; express curiosity while remaining respectful of people's comfort levels and boundaries. Add to your calendar UVic's [list of religious observances](#) to be mindful of upcoming religious holidays. Consider providing accommodations to your event(s) or course schedule(s) when requested.

Commit

By completing the [Better Data Questionnaire](#). This questionnaire asks all members at UVic to answer questions related to their personal identity so we have an accurate representation of who learns and works at UVic. The information will be used to inform inclusive action across UVic.



Thursday - Engage

Read

[UVic's info for 2SLGBTQIA+ community](#) for available resources and initiatives that support 2SLGBTQIA+ members on campus and the broader community. Equity and Human Rights offers resources on how to be an [ally to trans, Two-Spirit and non-binary people](#). Resources are available on using gender-inclusive language, using the pronouns and names people ask you to use, and learning about the services offered to trans people on and off campus.

Watch

Three videos created by staff at UVic for 5 Days of Action on how to:

- 1) use an [accessibility checker](#) for your documents,
- 2) [host accessible meetings](#) and
- 3) practice [accessible web standards](#).

Creating accessible spaces benefit people with disabilities and those who may have a lot on the go. You can also visit the web guide on how to host [accessible meetings and events](#).

Engage

Follow and sign up for events hosted by these groups on campus, including but not limited to:

- [Centre for Indigenous Research and Community-Led Engagement](#)
- [Chair of Transgender Studies](#)
- [Indigenous Academic & Community Engagement](#)
- [Undergraduate advocacy group events on campus](#)

Commit

To providing equity-centered learning environments. Infuse practices and explore the resources in Creating [Equity-Centered Learning Environments: Resource for Group Facilitators & Service Providers](#).



Friday – Take action

Read

[UVic Libraries' guide to anti-racism and anti-oppression](#). The guide offers an expansive list of resources that you can use to further your learning and practice. Explore topics that you're curious to learn more about to become an ally.

Watch

[Illuminating the impacts of language revitalization](#) short film created by talented filmmakers Erynne Gilpin and KI Peruzzo. It looks back through 10 years of Indigenous Language Revitalization at UVic within the Vancouver Island language communities through story sharing and seeks to explore hidden impacts from the perspectives of participants and former students.

Take Action

Review UVic's [Equity Action Plan](#) and explore the [implementation guide & toolkit](#) designed to support your unit/department in moving into action. Already working on advancing equity, diversity and inclusion at UVic? Share your work with everyone by adding it to the list of [community actions](#).

Commit

To creating an environment in which everyone has the right to learn, work, live and play in an environment that is free from discrimination, harassment and sexualized violence. Acts of discrimination, harassment and sexualized violence are rooted in intersecting systemic oppressions and certain groups disproportionately experience discrimination and violence.

Commit to applying anti-oppressive practices. Sign up for [EQHR's Anti-oppression Education Program](#). Education and creating change are a shared responsibility. Anti-oppression work should not be done solely by those who have been negatively impacted by systemic barriers. The program calls on all UVic community members to engage in anti-oppression action-based frameworks to effectively change systemic attitudes and practices.

365 Days of Commitment

- Join one of the future events listed on the [5 Days of Action schedule](#).
 - Sign up to the Equity Action Plan [mailing list](#) to stay updated on the action progress, events and outcomes.
 - If you are an employee, consider engaging in further learning by signing up for the [UVic Citizen Series](#) (Employee Learning Program).
 - Consider reaching out to the Equity and Human Rights office to ask about [hosting a workshop](#) for your group.
 - Ensure that you stay updated with new [University plans](#) so we can use the University's strategic directions to enact social change when challenged or when facing resistance.
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