



# CALLS TO ACTION



*There are 5 Calls to Action, asking us all to: Listen, Reflect, Dialogue, Engage, and show Solidarity. Each “call” includes curated ideas on what you can read, watch, and do to address discrimination, harassment, and sexualized violence on campus. 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 [eghr@uvic.ca](mailto:eghr@uvic.ca).*

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## **MONDAY: 5 DAYS of LISTENING**

Call to Action: Listening to others is an important way to acknowledge differing perspectives and viewpoints. Rather than arguing for your personal position on a matter, listen intently to what others have to say to understand the merits of other ways of thinking, being, and knowing.

### **Read**

Read an article on the importance of listening as a [privileged person](#), or another on how to engage in [mindful listening](#). Consider reading Thomas King’s CBC Massey Lecture series entitled The Truth about Stories, where he looks at the historical oppression of Indigenous People’s through various forms of truth telling in the guise of stories. This piece gives non-Indigenous youth [ideas](#) on how to show solidarity in reconciliation.

Indigenous Acumen is a fundamental UVic value; read the [Resource Guide](#) on how to demonstrate and reflect this knowledge.

### **Watch**

Listen and be inspired to end discrimination, harassment, and sexualized violence by listening to Indigenous drumming and other forms of Indigenous music. For example, watch this fearless and powerful [music video](#) by Inuit artist Tanya Tagaq and a [moving documentary](#) featuring A Tribe Called Red.

### **Do**

Sign up for Indigenous Cultural Acumen Training ([ICAT](#)) and listen to all the ways that you can create a more respectful and inclusive campus community for Indigenous People.

Consider also standing with Indigenous women and families to end violence by getting involved with [No More Stolen Sisters](#).



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## Commit

Listen and learn how to do a [territorial acknowledgement](#) in a meaningful way. Commit to acknowledging the territories UVic stands on at your upcoming meetings. Consider learning about all the Indigenous territories on which you have had the privilege of living, learning, and playing over the course of your life. Conduct research to learn the location of the closest Residential School and “Indian” hospital to where you live now; consider the impact of these institutions on Indigenous peoples in Canada.

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## TUESDAY: 5 DAYS of REFLECTING

Call to Action: Critically reflecting on how your values and beliefs inform the narratives you hold about other people, your relationship with “others”, and the choices you make around exclusion and inclusion. Consider where the stories you tell yourself come from, and reflect on how they can be challenged.

### Read

Reflect on how your use of words creates exclusion by reading an article on [abelist language](#) and how the abelist metaphors we habitually use lead to stigma and discrimination. This [article](#) provides a slightly broader perspective on the power of language to oppress people. This piece highlights 11 powerful women [reflecting](#) on social justice and inequality, while this one showcases [11 Canadian women](#) who were first in their field. Read this year’s winning entries in UVic’s [on the Verge](#) student writing competition on the theme of “Home.”

For more ways to build personal insight and develop-awareness, refer to UVic’s [Resource Guide](#).

### Watch:

Consider watching this short clip on what it means to be [inclusive](#). Alternatively, watch a documentary on a topic or issue that you know little about; after watching the film reflect on how you can work to address barriers to inclusion. For example” “[We Regret to Inform You](#)” reflects on the experiences of a highly educated and severely disabled woman and her challenges getting financial assistance for her disabilities. It also encourages us to reflect on assumptions and biases about disabled persons and abilities.



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## Do:

There are several activities that you can engage in this week with a focus on **reflecting**:

- A workshop entitled “Creating Spaces: Challenging Privilege, Power, and Oppression” [[register here](#)].
- A special screening of the film “A Good Man” at Cinecenta;
- Consider starting a journal where you reflect on where you are located, what you need to look after yourself and then what you need to do to understand and learn about others’ social locations and [develop a deeper sense of cultural-awareness](#).

## Commit:

Be self-reflective and challenge some of your taken for granted assumptions and beliefs about other people. Commit to being more inclusive, in terms of your peer-groups, club memberships, sports teams, board membership, and staff composition. Commit to reducing one of the barriers to inclusion in all of these areas.

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### Wednesday: 5 DAYS of DIALOGUE

Call to Action: Dialogue is one of the most effective vehicles for sharing stories, building a common language of understanding, and removing barriers to equity and inclusion. Engage in a courageous conversation with someone at UVic this week, and begin the task of questioning ways of thinking, speaking, and relating that you may have taken for granted.

### Read

Engaging in meaningful dialogue often entails having courageous conversations with one another, where we respectfully communicate about topics or ideas that are difficult. Learning how to engage in these conversations can be challenging. Consider this [step-by-step guide](#) to having difficult conversations. Read about and engage in respectful dialogue on [the history of anti-Semitism in Canada](#), recognizing that as of 2017, [anti-Semitism has been on the rise](#).

Valuing diversity includes a diversity of perspectives. Consider how you can seek out and invite different views and approaches. Engage with national and international resources that protect difference of



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opinion and learn about how faculty are [supporting each other](#) and standing up for their rights to think, question and [share ideas](#).

## Watch:

Is religious literacy essential to diversity? Consider one professor's approach to increasing religious literacy and teaching understanding by watching this [video](#). Professor Dr. Ingrid Mattson discusses [Islamophobia](#) from a Canadian Muslim perspective.

## Do:

- Attend a [panel dialogue](#) about how religion can contribute to human rights and social justice with guest speakers from the UVic Law Faculty and the Mauro Centre for Peace and Justice.
- Engage with a topic you have heard about on the news, but do not know much about. Engage by educating yourself on topics that matter – it is not the role of those who have been discriminated against and oppressed to educate and engage us. The onus is on each of us to actively do the work.
- Bring in a speaker or special guest to your class, unit or group to challenge stereotypes and contribute to critical conversations
- Add [UVic recognized holidays](#) to your calendar as a way to learn about and respect religious diversity.

## Commit

Commit to having a respectful and courageous conversation with someone you know about inclusion, and how to address systemic forms of discrimination, harassment, and sexualized violence. Consider starting an inclusive dialogue group, such as the [Coffee & Islam Campaign](#), or another group committed to engaging in inclusive and open dialogue and learning on religion inclusion and acceptance.

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## Thursday

### Call to Action: **5 DAYS of ENGAGING**

Actively engage in making UVic a diverse, welcoming and inclusive place to study, work and live. Engage in activities and events that promote diversity and inclusion on campus. In particular, focus on activities that actively work to address and reduce the harms associated with various forms of oppression including sexism, homophobia, transphobia, racism, ableism, and xenophobia.

## Read



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Read an article that will give you some practical [tips](#) and [ideas](#) on how to be a [bystander](#) and actively support someone who is experiencing harassment, discrimination, or sexualized violence.

Learn about ways in which you can support yourself and colleagues to [improve their cultural competencies](#).

## Watch

This series of [six short films](#), while difficult to watch, provide an excellent example of the multiple forms sexualized violence can take, especially in the workplace. While UVic has an excellent 3 hour workshop on how to be a [pro-active bystander](#), these video's will give you some basic information and tips on how to address sexualized violence as a bystander in the meantime. This [video](#) provides information on the basics, while this one creatively (and humorously) role plays what this might [look like](#) on public transit.

## Do

- A workshop on gender diversity and how to create more inclusive spaces for trans and gender non binary/non conforming folks on campus (see [website](#) for workshop registration).
- UVic's [Bringing in the Bystander](#) training and learn how to be a pro-social bystander and effectively intervene in sexualized violence before, during, and after it happens.
- Engage your friends and colleagues in a gender inclusive language challenge: download the "[No Big Deal](#)" campaign and post it around your unit, department, and office.
- Use your social media platform to commit to standing up against sexism/transphobia/Islamophobia/ ableism/ etc. "I stand up to sexualized violence because..."
- Connect with the Sexualized Violence Resource Office in [EQHR](#) if you are a campus community member who has been impacted by sexualized violence to learn more about the support options available on and off campus, and the options available to you under the Sexualized Violence Prevention and Response [Policy](#).

## Commit

Regardless of whether you feel discrimination, harassment, and sexualized violence impacts you personally, commit to ending these forms of oppression. Start by considering the seemingly innocuous attitudes and beliefs you hold that can be interpreted as sexist, transphobic, homophobic, racist, and abelist. Avoid discriminatory terms, jokes, and off-hand remarks. Consider the impact they have on those who have historically been at the receiving end of those attitudes and beliefs.



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## Friday: 5 DAYS of SOLIDARITY

**Call to Action:** Solidarity involves addressing systemic forms of racism, sexism, heterosexism, ableism, religion intolerance, alongside other forms of oppression, together. Solidarity is not a one-time show of support, but a 365 days of the year commitment. Commit to being part of the change we want to see on campus.

### Read

Read an article that provides tips for “[showing up](#)” in solidarity. Here is another that asks us to critically consider what it means to be an “[ally](#)”. This [piece](#) discusses, for example, white settlers acting in solidarity with Indigenous struggles. Written specifically in the context of Standing Rock, but with clear resonance in the Canadian context. This article by Paul Kivel provides excellent [tips](#) on how people in positions of privilege can “step up” their work for racial justice.

### Do

- Sign up for workshops through the Human Resources [learning calendar](#), [Equity and Human Rights](#), [Office of Student Life](#), and [Anti-Violence Project](#), among others.
- Register for the 3<sup>rd</sup> annual [Moving Trans History Forward](#) conference March 22<sup>nd</sup> – 25<sup>th</sup>. There are concurrent educational sections, archives tours, art displays, and three keynote speakers including: Andrea Jenkins, the first trans black woman elected to public office in the US, Kent Monkman speaking about “Trans as the New Frontier”, and the Elder Panel featuring Christine Burns Miqqi Alicia Gilbert, Aidan Key, and Maria Sundin.
- Make note of the calendar of events happening through the year, join an event planning committee or plan your own event.

### Commit:

Today look forward and plan what you will do over the next 365 days to support and show solidarity for those different from yourself.