Introduction

This annual report (September 2021 – August 2022) provides a high-level overview of the initiatives, priorities, and ongoing response work undertaken by Equity and Human Rights (EQHR) over the 2021-2022 period.

Who we are

There are three main focuses within EQHR.

EQHR leads UVic's efforts to prevent and respond to discrimination, harassment, and/or sexualized violence on campus. We are responsible for implementing the Discrimination and Harassment Policy and the Sexualized Violence Prevention and Response Policy in a caring and transparent manner. The staff at the intake process and through the case management process have been trained to provide person-centred and trauma-informed support.

EQHR leads and supports the strategic implementation of equitable practices at UVic to promote a culture of respect, consent, equity, diversity, and inclusion. This includes offering education and training on how to work together through an intersectional and anti-oppressive lens. We share available resources accessible through our website and offer workshops, courses, or training sessions to support the learning and unlearning journey. The staff at EQHR are open for consultations for projects, programs, or initiatives that would benefit from being reviewed through an anti-oppressive and equity-centred lens.

EQHR works to strengthen partnerships and further community engagement to improve equity, diversity, and inclusion for communities on-campus and off-campus. Equity work is the responsibility of every person; by empowering more people to work together, we are more likely to have the capacity and ability to make systemic and sustainable change.

COVID-19

After two years of EQHR's work being impacted by conditions related to COVID-19, we have adapted and restructured our services including consultations, case management, workshops and events to be offered through a hybrid model that can accommodate people in-person and online. Navigating the varying requirements of a dual-delivery approach continues to require time and creativity by the EQHR team.

Contents

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I) Fair, trauma-informed and human-centered resolution options

Caring, transparent implementation of the Discrimination and Harassment Policy (GV0205)

Individuals seek information and advice from EQHR when they feel they have experienced discrimination or harassment of some kind. Due to the unique nature of each person's story, we always begin with a confidential consultation. A confidential consultation provides individuals with an opportunity to confidentially share their concerns, and may involve advice and assistance in navigating university protocols, documenting concerns, and support in having a difficult conversation or managing a conflict.

EQHR works hard to support folks through a process that best suits their needs and goals for resolution. Staff in EQHR, where appropriate, first attempt to resolve complaints through an informal resolution process. Informal resolution can involve creating a file for future reference, education and/or coaching for individuals or units, as well as alternative dispute resolution such as mediation/facilitated conversations or a written communication and/or behavioural agreement. Oftentimes the parties to an Informal Resolution Process draw on more than one of these options.

Between September 1, 2021 and August 31, 2022 EQHR met with 185 individuals expressing concerns related to perceived Discrimination and Harassment. Of these, 94 (51%) participated in, and did not proceed beyond, a confidential consultation, 86 (46%) chose an Informal Resolution Process, and 5 (3%) proceeded with a Formal Resolution Process, or a full investigation led by an external investigator. The Formal Process is aimed at determining whether or not the Discrimination and Harassment policy has been breached and, if it has, referring the matter to the relevant Administrative Authority for sanctions. In 2021-22, two investigations (Formal Processes) were *completed* at the time of this reporting. Of the two completed, neither resulted in a finding that the Discrimination and Harassment policy was breached. The other three investigations are ongoing.

The following table lists the breakdown of formal investigations by population

Formal Reports					
	Faculty	Staff	Grad Student	UG Student	University Led	**Total**
Complainant	3	1	1	0	0	5
Respondent	4	1	0	0	0	5

Types of incidents

The majority of complaints received by EQHR were of personal harassment, including workplace bullying and harassment, abusive and demeaning behaviour, and differential treatment. There was a significant increase in the number of complaints of discrimination based on race, with 57 (31%) this year compared to 26 (17%) last year. We also saw an increase in the number of complaints that revolved around gender, with 38 (21%) this year compared to 20 (13%) last year.

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The office also saw an increase in the number of people requesting an Informal Resolution Process that results in a Letter of Agreement (LOA). Such agreements provide the parties with a clear set of expectations around communication and behaviour to support the creation and maintenance of clear boundaries and feelings of psychological safety.

The office continues to receive a significant number of confidential consultations that were from individuals who were not directly involved in the incident, but rather identified as a third-party seeking advice on how to navigate difficult interactions. The information being sought usually falls into two categories: how to support the parties or responsibilities in terms of University policies and process. In these instances, the office provides advice and feedback and, if appropriate and/or requested, will follow up with the individual.

The following table lists the general grounds for complaint from September 1, 2021 to August 31, 2022. In many cases, people come forward with concerns on more than one grounds. For examples, both race and gender.

Ground for Complaint	Total
Sexual Harassment	10
Gender	38
Race	57
Disability	12
Sexuality	3
Religion	8
Age	1
Family Status	3
Personal Harassment, Bullying or Interpersonal Conflict	113
Third-Party Requesting Support	20
Other	35
Total	**300**

* *"Other" includes consultations on topics that do not clearly fall within any of the other categories.*

The following table lists the breakdown by population of complainant.

	UG Student	Grad Student	CUPE 951	CUPE 917	CUPE 4163	PEA	Faculty	Management Exempt	Other
Complainant	46	24	8	7	7	23	43	7	20

* *some individuals hold more than one role at the University and incidents may be relevant to both roles*

Education and awareness

In an effort to increase the University Community's awareness of both the Informal and Formal Resolution Processes, EQHR continues to develop and make available information sheets. These handouts aim to increase accessibility and transparency, while supporting individuals in making important decisions about what process will best serve them. These information sheets give parties the tools to enter an EQHR process feeling informed and prepared.

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Caring, transparent implementation of the Sexualized Violence Prevention and Response Policy (GV0245)

UVic is committed to providing the University community with transparent information around the number of disclosures and reports made each year, as well as trends about the type of sexualized violence being reported. For example, these numbers reflect not only the disclosures and reports made to Equity and Human Rights, but also, the Office of Student Life, Residence Services, and Campus Security.

In this report, we share as much information as possible without breaching privacy legislation. While in some cases it would be useful to provide a more detailed and intersectional analysis of the social location of the survivors/complainants and person who has caused harm/respondents involved in processes through our office, we do not currently collect this type of information. One aspect of engaging in survivor-centred and trauma-informed practice is only collecting the necessary information to help individuals access support and options. Further, sometimes the number of individuals who would fall into specific identity categories would be so small as to potentially be identifiable; this in turn would breach individual's anonymity and confidentiality.

Disclosures were up significantly from last year, increasing from 25 during the last calendar year, to 61 in 2021-22. As per previous years, most disclosures were made by UVic students whereas the profile of those alleged to have caused harm is more varied.

Disclosures						
	Student	Staff	Faculty	Community Members	Other	Total
Survivors	55	3	1	0	1	61
Alleged Respondents	38	4	1	13	5	61

"Community Member" is a category that includes individuals who are not UVic community members but known to the survivor as someone from the broader community, this may include UVic alumni (both student and faculty). The category "other" includes those individuals who are either unknown to the survivor or know but the survivor is unwilling to share this information with university staff (which is their right).

Policy jurisdiction

The policy and its procedures apply to all members of the university community. The university has jurisdiction when the incident occurred in one or more of the following circumstances:

1. On property controlled by the university;
2. When the respondent is/was in a position of power or influence over the survivor's academic or employment status at UVic;
3. At an event or activity sponsored or under the auspices of UVic.

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All survivors, regardless of whether there is policy jurisdiction for the purposes of an investigation, are offered information, advice, and support. As survivors have the choice to not share information about the identity or position of an alleged respondent, some also choose not to disclose where an incident has occurred which results in an "unknown" category.

Jurisdiction				
	Yes	No	Unknown	**Total**
Totals	27	31	3	61
***Historical**	5		0	5

* A historical disclosure is one that happened more than two years ago. In those cases where we did not know the date of the incident they are listed as unknown as to whether they are historical.

Gender breakdown

Given the relatively low numbers in each category, we are unable to provide a gender breakdown by UVic position. In some cases, the gender of the alleged respondent is unknown because the information was not provided during the disclosure. There is less gender diversity in terms of the survivors who came forward this past year, with 95% of survivors identifying as cis-gender women. There was, however, a slight increase in the gender diversity of respondents with a few more females (8%) alleged to have caused harm.

Gender		
	Survivor	**Respondent**
Male identified	2	53
Female identified	58	5
Trans/Gender Non-Binary	1	1
Unknown	0	2
Totals	61	61

Voluntary resolution process and formal reports

In 2021 the Sexualized Violence Prevention and Response Policy was revised based on student, staff, and faculty feedback. One of the major changes was to formalize a Voluntary Resolution Process (VRP) option within the policy's procedures. A VRP includes any process, agreed upon by all the parties, that will bring about accountability and/or closure for the parties. This may include anything from awareness and education for the person alleged to have caused harm, to mediation, healing circles, or more formal behavioural or communication agreements. This year, 16 (26%) of survivors requested a Voluntary Resolution Process, with most resulting in either awareness and education for the person alleged to have caused harm and/or behavioural agreements. In some cases, a VRP was initiated but not completed as one or more of the parties did not agree to proceed.

We received five formal reports this year and proceeded with an investigation of all five. However, of these, two were the result of disclosures made and recorded in the previous calendar year and therefore does not represent a significant increase in the number of distinct individuals wanting to

report as compared to other years. We can say that of these five investigations, three resulted in a finding that the policy was breached.

Types of incidents

Like previous years, most disclosures described unwanted sexualized attention in the form of sexualized looks, comments, and persistent reach outs, messages, and come-ons. There were also some notable incidents of voyeurism. While these types of incidents did not involve physical contact, many survivors found these interactions emotionally and psychologically harmful. A smaller but significant percentage of survivors described physically harmful and/or extremely violent sexual assault. Most of these individuals also reported their experience to police (with an unknown number leading to charges).

Types of supports offered and requested

Each person who disclosed to the Sexualized Violence Resource Office were given information on the options available to them both in terms of support and resolution options. Rarely were survivors looking solely for health and counselling referrals; many were seeking some form of accountability from the person alleged to have caused harm or else options to avoid future contact or interaction with the person alleged to have caused harm. As such, we found a quarter of those who disclosed request a Voluntary Resolution Process. In some instances, these processes were successful and led to some form of education and awareness for the person who caused harm, or an agreement that would support the survivor in feeling psychologically safe. In other instances, the request was for some form of academic concession or accommodation.

II) Strengthening partnerships and engagement

Build and foster partnerships across the university

Building an environment on a foundation of equity, diversity, inclusion, and freedom from sexualized violence, discrimination, and harassment takes the entire university community. EQHR provides a leadership and coordinating function, building and fostering partnerships across the university community, with campus groups and constituencies, with senior leaders, and liaising with experts and groups on and off campus. We harness the expertise of our team to embed these principles into every corner of the campus. The Executive Director, EQHR meets regularly with UVic's senior executives, President and Vice-Presidents, and sets short and long-term priorities for projects and programs. In all the initiatives, projects and programs highlighted in this report, a senior leader, President, Vice-President, or Associate Vice-President, is a key university partner and stakeholder working to advance and embed the outcomes.

Highlights

1. *Partnership with the Faculty of Fine Arts*

The Faculty of Fine Arts approached EQHR to partner on an Equity Review in support of their Strategic Planning process. Working closely with the Dean and the Fine Arts Indigenous Resurgence Coordinator, EQHR built on the Equity Review framework developed with the Department of Chemistry to design a structure for the equity review that is reproducible for other large units or faculties. The Faculty of Fine Arts will launch an equity survey in early Fall 2022 and results will inform the upcoming Strategic Planning Process. More information can be found below under priority IV) Developing effective strategies to educate on harm prevention and intersectional inclusion.

2. *Partnership with Research Services to strengthen EDI initiatives*

EQHR and the Vice-President Research and Innovation continue to partner to strengthen equity, diversity, and inclusion (EDI) initiatives as they relate to research. Central to this partnership is the EDI Research Officer. The EDI Research Officer develops and implements EDI initiatives to attract, support and create an inclusive community of talented researchers. In 2021, the EDI Research Officer invited all the Canadian Research Chairs (CRCs) to share their experiences in a survey. A series of recommendations were developed through focus group discussions. These recommendations prioritize the need for networking, orientation and mentorship for CRCs. While the majority agreed that EDI practices are embedded in the process, there is a need for a fair and transparent distribution of workload (teaching and service), actions to build safe and inclusive workplaces, and additional support is required for marginalized members.

In addition, the EDI Research Officer offers consultation for researchers and research teams preparing for major funding applications. During this reporting period, the officer was engaged in funding applications which include but are not limited to the New Frontiers in Research Fund, the Canada Foundation for Innovation's 2023 Innovation Fund, and the Canada First Research Excellence Fund. The officer also oversaw internal selection processes for the Robbins-Ollivier Award for Excellence in Equity and for the Canada Excellence Research Chairs to ensure the EDI principles were embedded at every stage.

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Design programming that builds community partnerships

EQHR launched a community engagement, EDI and anti-racism project in support of UVic's goal to strengthen community engagement, partnerships and mutual learning and growth with our regional partners. Since the project's inception, we have engaged in developing appropriate community engagement strategies around partner consultations, relationship development and consultation.

Highlights

1. *Community engagement, EDI and anti-racism*

Over the past year we have consulted with 25 UVic internal community members who represent different academic and administrative units on campus who candidly shared their thoughts, experiences, ideas and suggestions on how to develop together a community engagement, EDI & anti-racism strategy for UVic. We then set out to meet with external community partners. Our goal is to engage partners in providing their thoughts, ideas, insights on how UVic and our regional partners can best support each other in EDI and anti-racism work. This year we met with 24 groups, with the understanding that we will also work with our campus partners to ensure that we do not duplicate their efforts in the community, but strengthen these by contributing an EDI and anti-racism lens to these collaborations. The project is on hold while we hire a new Manager, Partnerships and Engagement but we look forward to continuing the work in 2022-2023.

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III) Institutional equity planning and implementation

Identify barriers and work across silos to achieve equity-centred actions

Work at EQHR is done through a person-centred and equity-centred lens. Barriers are identified by working with members of diverse social identities and consulting people in ways that they express are preferable. Additional space and time is saved to build relationships across campus and support dialogue in all stages (before, during, and after) decision-making processes.

Highlights

1. *Development of an Institutional Equity Action Plan*

Using equity-centred design principles and process we continued the work of co-creating an equity-centred institutional action plan to engage true and meaningful action on equity, diversity, and inclusion throughout the campus community.

Between January and May 2022, EQHR in partnership with the Reflection and Challenge Committee led four phases of campus-wide engagement to create the Equity Action Plan (EAP). During this time, we invited the UVic community to share stories, experiences, advice and recommendations for building a more equitable university. We wanted to better understand what barriers to equity, diversity and inclusion exist at UVic to refine our goals and design targeted strategies to address them. After 16 months of work, UVic's first Equity Action Plan will launch in October 2022. The plan lays out 5 universal goals that UVic will work to achieve through numerous priority actions that have been identified to address the barriers to achieving equity.

In late 2022 an equity-centred implementation and accountability framework will be developed and used to ensure the work under the EAP is transparent, accessible and accountable.

2. *Reflection and Challenge Committee*

The Reflection and Challenge Committee (RCC) was formed in April 2021 to shape the consultation and design process of the Equity Action Plan (above). Working with the broader UVic community, they led the co-creation of the Equity Action Plan by:

- framing the challenges and illuminating opportunities for equity, diversity, inclusion and anti-racism initiatives for UVic,
- identifying a desired future for UVic to work towards; and,
- contributing to the design, testing, refinement and implementation of solutions.

With 25 diverse members, the committee worked with leadership support from EQHR to develop the plan through an equity-centred design process. This innovative process acknowledges that systems of inequity are products of design—meaning those systems can be redesigned.

Following the EAP consultation phases, the RCC had met their objectives. In July 2022, a smaller writing group composed of RCC members came together to draft the EAP. The writing group was responsible for ensuring the goals and actions from the plan reflected the feedback from the consultations.

3. *An Institutional Anti-Racism Framework*

Under the coordination of EQHR, and with the active involvement of faculty and staff from diverse areas of campus, the work of the Anti-Racism Working Group has continued. Coming out of a university-level commitment to hold an anti-racism forum for the campus in 2021, the group recognized the need for

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more foundational work. To meet this need, this group has continued its deep dive into exploring the current experience of racism at UVic and its assessment of what actions are needed by leadership and the campus as a whole in order to take meaningful actions to reduce racism at UVic and to build racial justice.

Work this year has involved meaningful engagement with the understanding of what it means to acknowledge the territory on which the university works, and how to engage in meaningful consultation with Indigenous colleagues. The group's proposal for developing an anti-racism framework for UVic was submitted to the university's executive in summer 2022 and we look forward to seeing this work evolve over the next year and beyond.

Building capacity to embed systemic and sustainable change

A collective effort from leaders, units, and groups is required to make systemic and sustainable changes. This focuses on removing barriers to equity and inclusion and on supporting changes so equity-deserving groups are also thriving at UVic. EQHR works to develop new resources, strategies, and tools to build capacity for the collective to take on the work and empower individuals to lead actions which prioritize embedding systemic change.

Highlights

1. *Expand. Engage. Encourage: Embedding Equity at UVic*

As in previous years, we continue to evolve our understanding of what actions are crucial in increasing equity in employment processes. From the previous year's work, we have maintained the Embedding Equity materials: a set of nine shared practices that are foundational to building a diverse, equitable and inclusive climate at the university. This work may be revised as the new Equity Action Plan comes into effect in fall 2023.

2. *Development of an EQHR Communications Plan*

The first EQHR communications plan is currently being drafted to align with UVic's new Integrated Marketing and Communications framework. Its objective is to share how we align the work with other internal stakeholders and further communicate existing initiatives around equity, diversity, inclusion, and addressing discrimination, harassment and sexualized violence outward to the UVic community.

3. *Launch the Better Data*

In partnership with Research Services, Faculty Relations, and Human Resources, EQHR continues to collect self-identification demographic data to inform equity hiring goals and track representation of various populations across the institution. Limitations with the current approach through the Employment Equity Survey – including data limited to the four designated groups and an inability to analyze intersectional identities – have prompted EQHR to rethink, reassess, and redesign our approach to self-identification demographic data collection, management, and analysis. The resulting project – the Better Data Project – will aim to *establish ethical data governance practices that include consistent collection of disaggregated data as a means of addressing barriers to equity for populations across the UVic community.* This objective will be accomplished through the development of a community-informed data governance structure which will then be applied to (1) redesign and relaunch the Employment Equity Survey to capture the breadth of diversity across campus and to (2) develop an equity census which allow our student populations a more robust opportunity to self-identify across a range of demographic factors. Importantly, the work will be guided by key equity data collection

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principles set forward by topic experts and guiding policy documents (e.g., the Grandmother Perspective). The Better Data Project will start in September 2022 and both phases will be operational by January 2024.

While work on the Better Data Project begins, EQHR will continue to track and report on the currently available representation data within the structure of our renewed Employment Equity Plan (including the right to preferential and limited hires). Reports are typically run every three months as we begin to build a dataset capable of tracking employment trends across the university for women, Indigenous peoples, persons with disabilities, and members of visible minorities. Up-to-date numbers are shown in the tables below.

Diversity among continuing staff at the University of Victoria

Designated Group	N=2002	Weighted Representation at Uvic	Availability[1]
Women	1296	64.7%	53.5%
Indigenous Peoples	65	3.2%	2.8%
Persons with Disabilities	82	4.1%	9.1%
Member of Visible Minorities	225	11.2%	13.6%

Diversity among continuing faculty and librarians at the University of Victoria

Designated Group	N=808	Weighted Representation at Uvic	Availability[1]
Women	384	47.5%	44.9%
Indigenous Peoples	38	4.7%	1.4%
Persons with Disabilities	30	3.7%	8.9%
Member of Visible Minorities	116	14.8%	20.8%

Date: July 15, 2022
Data source: Rates calculated through the Federal Workplace Employment Equity Information Management System (WEIMS) using UVic confidential self-identification data and Statistics Canada data.

For comparison, please see Statistics Canada's 2016 Employment Equity Data Report

4. LGBTQ2SIA+ inclusion on campus

A Calls to Action Against Transphobia letter from UVic's Pride Collective alongside a recognized spike in transphobia on campus led to the creation of an informal working group with students from the UVic Pride Collective, leaders from Student Affairs, EQHR, and the Chair of Transgender Studies. The group acted on strategies to make the campus safer including a review of current case management approaches, adding trans-inclusive resources in orientation materials, having additional gender diversity training for employees, and improved visibility of emergency phones. There is recognition that gender and sexuality inclusive work should continue beyond the informal working group.

In spring of 2022, the Rainbow Crosswalk Steering Committee was formed to consider new initiatives to provide solutions to current barriers for the larger encompassing LGBTQ2SIA+ people on campus. The

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[1] Availability for staff is Census Metropolitan Area (CMA) data based on the selected geographic region. Availability for persons with disabilities is the overall national weighted availability across occupational groups

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group is led in partnership by the Office of Student Life and EQHR with representation from staff, faculty, undergraduate, and graduate students who either have lived experience as an LGBTQ2SIA+ person or are very involved in its advocacy work. The group is currently working to identify steps forward in repainting the rainbow crosswalk on campus (with the possibility of advocating for the re-painting of all crosswalks on campus in different pride colours) in partnership with PeerNetBC, a regional non-profit organization that provides training, resources and support to peer-led initiatives and peer support groups across the unceded and stolen lands known as British Columbia. Consultations are expected to take place later this fall of 2022 with aims of the final report being produced mid-2023.

5.   *Universal Washrooms*

EQHR has continued in our advisory role as the university works to implement the findings of the Inclusive Washrooms Advisory Group from 2019. We continue to reiterate the core principles and design guidelines that were developed through the campus-wide consultation process and provide updated feedback as Facilities Management works to apply these principles and design guidelines to new builds, renovations and retrofits, and to develop communications for the campus about universal washrooms.

IV) Developing effective strategies to educate on harm prevention and intersectional inclusion

To educate and inspire the campus community, EQHR offers proactive education on wide-ranging issues such as equity, diversity, anti-racism, conflict resolution, inclusion and human rights.

This year, we have been working to increase our strategic coordination and planning by initiating a consultative process with all those in our team who are involved in education. Together, the team has reviewed in-depth multiple aspects of our educational approach, including our philosophical considerations, aspects of education covered, and methods of education. We are moving towards a coherent yet diversely inclusive educational strategy that will help us streamline our work, coordinate our offerings better internally and with other educational partners on and off campus, and ensure that we are offering the highest quality education to our varied audiences.

Our educational work has continued alongside our strategic development. In the last year, over 109 staff facilitated workshops have been delivered on various topics (e.g., anti-racism; anti-oppression; human rights discrimination and harassment; creating an inclusive, respectful, and welcoming classroom; intercultural communication and conflict resolution; developing cultural competency; rooting out bullying, harassment, and discrimination in the workplace; and other EDI related topics). EQHR has also facilitated numerous workshops on unconscious bias in hiring. This marks a 19.8% increase in workshops offered compared to last year.

In addition, we are nearing one full year of offering the online course "Increasing Equity in Decision Processes" which is required for all who serve on Faculty ARPT committees. Over 600 people have taken the training course this year. Together with our Vice-President Academic & Provost (VPAC) colleagues, we reviewed feedback gathered over the past year of the course and implemented a number of updates to enhance the effectiveness of this course. We have also developed a draft of Stage 3: Work in Committees, a workbook to guide committees and committee members in applying equity step by step during committee work.

Highlights

1. *Systematizing equity reviews*

We have continued to build on our new Equity Review program. This initiative, developed in collaboration with the Department of Chemistry in spring 2020, offers a proactive equity review process for departments, units and/or faculties on campus to gain an objective view on their successes and challenges with regard to equity. The feedback from the review—including documents, a self-study, and a survey—can be used to assess current equity work in the department and to build equity actions into departmental plans.

Given the strong interest from many units across campus, we have been working to refine the process and the survey to ensure it is streamlined and focused and that the survey reflects the emerging clarity from the EAP process about how to ask effective questions about equity, diversity, inclusion and oppression. With a streamlined survey and process, we hope that the review process can be administered with minimal external resources, thus allowing its more widespread use. At the same time, we have spent time clarifying the foundational requirements for units to engage in before they initiate an Equity Review. Aspects such as clear commitment from leadership across the unit, wide consultation,

active preliminary engagement by leadership and administrators, and a clear planning structure to absorb the findings of the review are all vital to ensuring that this process will result in actions to increase equity in concrete ways within the unit. We look forward to launching the revised Equity Review process in fall 2022 (see earlier section on the partnership with the Faculty of Fine Arts).

2. on the Verge Writing Contest

This year saw another successful round of the *on the Verge* Student Writing Contest in collaboration with UVic Libraries with the theme of "Solidarity." Together with local celebrity judge Robin Stevenson, we offered a workshop for students during 5 Days of Action titled "Reflecting on Responsibility and Relationship: Exploring the Meanings of Solidarity in Our Writing." First and second-place student winners were selected in spring 2022 for the categories of fiction, non-fiction, poetry and spoken word and published in our annual digital e-book.

3. Preferential and Limited Hiring

As the university expands its work to increase diversity among employees, EQHR continues to have a role in ensuring that the information we provide about preferential and limited hiring is up to date and aligned with policy. Following approval for a new special program for Black academics in 2021, we spent time in 2022 ensuring that our website about preferential and limited hiring was up to date. We have also begun working with colleagues in Human Resources to review the entire UVic website for references to the policy and will be updating all such references to ensure that hiring managers have access to the most accurate information about how to conduct such hires.

4. Anti-racism education

Designed in collaboration with various university partners, the EQHR anti-racism education initiative aims to combat racism and create educational events and programs that directly address the societal and systemic attitudes and behaviors that perpetuate racial discrimination and other intersecting social inequities. This initiative was designed around three modules: Awareness, Intervener, and Change-Maker. The key objectives are to support UVic staff, faculty and students: to understand anti-racism as a UVic value where as university members, we should embed practices of equity, diversity, dialogue and inclusion in ways that make other members of the community feel welcomed, valued, and supported to achieve their highest potential.

From September 2021 to April 2022, we have offered 32 workshops (all three levels combined) to an average of 28 people per workshop for a total of 924 UVic staff, faculty, and students. This workshop has demonstrated a growing interest in intersectional anti-racism education training on campus. Many UVic departments and units have attended these workshops (e.g., Dean's council, VPAC office, Associate Vice-President Student Affairs, and various departments and campus units).

While hosting the anti-racism workshop modules, there is recognition to educate and act against other forms of discrimination as well. EQHR started a transition in January 2022 to replace anti-racism education series with an anti-oppression workshop to integrate considerations around how different forms of oppression and discrimination impact intersecting identities.

5. Anti-oppression education

From January 2022 to August 2022, 14 anti-oppression workshops have been offered. This includes 12 Kil KaahlGalangdal – "Hear Someone's Voice Before You See Them": Anti-Oppression Key Principles,

Knowledges, and Equity-Focused Action-Based Frameworks workshops and 2 Leading Towards an Anti-Oppressive Future workshops.

Kil KaahlGalangal is lead by our Indigenous Rights and Anti-Racism officer. It is open for all students and employees and have accommodated tailored content to meet identified needs of the registrants. This session guides participants through critical equity-seeking topics in-depth. Topics covered will include: accountability/accountable spaces, colonization, white supremacy, white privilege, white fragility, settler moves to innocence, (systemic) racism, (implicit) bias, implicit attitude tests, racialization, microaggressions, appreciation vs. appropriation, decolonization, land acknowledgements, intersectionality, equity, diversity, inclusion, Indigenization, oppressive systemic structures, lateral violence, and reconciliation.

In addition, three members of our team collaborated this year to design and offer Leading Towards an Anti-Oppressive Future, a reflection and discussion-based workshop designed to promote creative, anti-colonial insights into leading UVic in transformative ways. The *Leading Towards an Anti-Oppressive Future* workshops were hosted for academic leaders, Human Resources, and Leading for Engagement members.

6. *Sexualized violence education and prevention strategies*
The Sexualized Violence Resource Office in EQHR continues to offer a suite of tailored education and prevention offerings to students, staff, and faculty at UVic, including: 1) **Tools for Change**, a 3-hour in-person workshop aimed at new undergraduate students, as well as a on-line version of the program delivered through pre-arrival programming; 2) a new **The Three Key Boundaries: Creating, Recognizing, Celebrating** workshops aimed at supporting both undergraduate/graduate students in identifying, communicating, and maintaining their personal boundaries; 3) **Social and Professional Competency Training**, which is designed to increase Graduate Student and Teaching Assistant's understanding and sense of responsibility in regards to UVic's Sexualized Violence Prevention and Response Policy and Discrimination and Harassment Policy; 4) a brand new **Power, Privilege and Accountability** workshop designed for senior leaders on campus. We are also in the process of designing a new workshop entitled the **Engaging Men Program**. This program is being created in partnership with UVic Vikes and is aimed at sustained cultural change among male students.

7. *Sexualized violence awareness and impact*
This year we launched a new handbook for undergraduate students, especially those living in Residence, making them aware of the Sexualized Violence Resource Office, including the support and resolution options available. The handbook also covers important topics such as how to support a survivor, the difference between a disclosure and a report, and tips designed to support students in discussing consent in the context of alcohol use.

EQHR continues to collaborate with the Office of Student Life, the University of Victoria Students' Society and the Anti-Violence Project to hold UVic's annual Sexualized Violence Awareness Week as well as other, smaller, year-round activities designed to promote awareness while engaging students in practical skill-building opportunities.

8. *5 Days of Action: 365 Days of Commitment*
UVic's fourth annual 5 Days of Action: 365 Days of Commitment took place on November 15-19, 2021. This week-long event is organized around 5 calls to action designed to have the UVic community come

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together in our shared commitment to end discrimination, harassment, sexualized violence, and intersecting forms of oppression on campus. In consideration of COVID-19 concerns and to maximize accessibility, the year's events were primarily based online with some in-person engagements. Many on-campus and off-campus groups held events during the week including UVic Pride, Faculty of Fine Arts, School of Social Work, Sexualized Violence Prevention coalition, the Transgender Archives, Multifaith Services, Office of Student Life, Victoria Brain Injury Society, Greater Victoria Art Gallery and more. There was support from the President's office as well. All together there were 37 scheduled events for engagement, an outdoor Art for Action table every day of the week, and a calls to action list to provide resources for members who could not join the scheduled events.

Other key events organized and supported by EQHR include:
- A Walk to End Gender-Based Violence on December 6th, the National Day of Remembrance and Action on Violence against Women (NDRAVAW) in partnership with the Faculty of Computer Science and Engineering. The event also affirms our commitment to end all gender-based violence.
- Everyday Black Excellence: Being Black on Campus and Beyond event in February recognized Black History Month by providing brief anti-racism education, a Black speaker's panel on how to collectively support Black excellence, highlighted UVic's commitments to the Scarborough Charter.
- Orange Shirt Day in September in partnership with the Office of Indigenous Academic and Community Engagement, and University Communications and Marketing, along with other campus units and departments.

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V) Increasing capacity to deliver the EQHR mandate

New EQHR team members

Three new staff members were hired to increase capacity to support EQHR's mandates and meet UVic's commitments to make the campus a more inclusive space that values equity, and its community to be well-informed and feel capable of taking action against discrimination, harassment, and sexualized violence on campus.

Indigenous Rights and Anti-Racism Officer

Authentically advancing equity, diversity, inclusion and anti-racism requires a decolonial lens. In November 2021, we hired an Indigenous rights and anti-racism officer to support EQHR and the UVic community forefront considerations of Indigenous Rights and ant-racism in projects, processes and initiatives. The Indigenous rights and anti-racism officer works with the EQHR team and our partners, the campus community and in connection with local communities, to advance anti-racist and decolonial practices within our environment. This is accomplished through relationship building, education, event and program delivery, the provision of advice and information, and work on institutional policies and practices.

Communications and Research Analyst

A communications and research analyst joined EQHR in February 2022 to provide important project management, communications and writing, research and analytical support on a variety of issues, initiatives and projects of strategic importance, including leading a variety of communications and administrative assignments. With members of the EQHR team, the analyst will work to accelerate transformation of the university's systems and cultures towards practices of inclusion, respect, anti-racism and decolonization through targeted and strategic communications.

Equity Data and Research Analyst

The creation of the Equity Data and Research Analyst is the first step to advancing the institutional work on equity data collection and analysis. The position was filled in late 2021 and is taking the lead on identifying data and systems that are needed to make it possible to set diversity goals for each stage of the recruitment, hiring, retention and advancement process, and enable reports on progress towards representation goals

Policy Review

Early in 2020, the President launched an EQHR Policy Review Committee to review both the Sexualized Violence Prevention and Response Policy, the Human Rights, Equity and Fairness Policy and the Discrimination and Harassment Policy with a priority on the former due to government deadlines.

Sexualized Violence Prevention and Response Policy (GV0245)

The Sexualized Violence Prevention and Response Policy was revised in January 2021 following significant consultation with university student, staff, and faculty. In January 2022 the BC Government undertook a provincial survey on students' perceptions of sexualized violence on their campuses. UVic received the outcomes of that survey in early summer and is working with campus partners to identify key learnings.

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Discrimination and Harassment Policy (GV0205)

Work on the Discrimination and Harassment Policy Review took place over the past year by two committees, a technical policy committee and an advisory committee. The work was paused for the spring and summer and will be re-established in fall 2022. Appropriate consultation will be done with the university community to ensure the policy is up-to-date and reflective of the needs of the community.

Looking ahead

We will continue to build on the successes and learn from the challenges of 2021-2022. For 2022-2023 we have identified the following high-level priorities:

- Work with executive leadership to launch the UVic Equity Action Plan and develop equity-centred implementation and accountability framework for the EAP
- Work with partners and stakeholders to develop an institutional anti-racism framework
- Build upon and broaden the reach of education and training programs
- Continue to strengthen strategic partnerships
- Restructure equity data collection and analysis through the Better Data project
- Advance the policy review process
- Strengthen the use of all forms of alternative dispute resolution
- Develop new and creative communications strategies for embedding equity, diversity, and inclusion

We look forward to working with you to achieve them in 2022-2023.