

BUILD AN INCLUSIVE VISION: Inclusive Statements

WHAT ARE INCLUSIVE STATEMENTS?

Inclusive statements make clear your unit's commitments to practicing equity, diversity and inclusion (EDI). In its strategic and vision documents, including the [Strategic Framework](#), UVic has clearly stated its commitments to equity, diversity and inclusion. As leaders, you have the opportunity to build on and adapt these statements to your own contexts by creating personalized messages about your unit's expected behaviours, philosophies and approaches to work. Inclusive statements take many forms: vision or mission statements, welcome messages, principles for facilitating activities, and more.

WHY ARE INCLUSIVE STATEMENTS IMPORTANT?

These messages, when meaningful and authentic, connect with those who care about EDI or feel that they need additional support to be well integrated into your unit. For those who may want to join your unit—researchers, employees, students, faculty, volunteers—they provide insight into your culture and what they can expect if they seek to join. These messages also support positive working and learning relationships among people currently within the unit by establishing expectations and providing a way to talk about these expectations.

The process of developing these statements creates an important opportunity for your team to hear each others views on the opportunities and challenges of EDI, their perceptions of the current culture, and their vision of what the unit could be like.

Once developed, these key messages can be shared by faculties, major units, offices, research labs or individuals (e.g., faculty welcoming students to their classrooms or labs). They can be posted in shared locations that are accessible to your units' campus community. High visibility of these commitments will raise awareness of their importance to the ongoing work in the unit. They also serve as helpful reminders to encourage unit members to demonstrate these principles with one another.

ELEMENTS TO CONSIDER IN AN INCLUSIVE VISION STATEMENT

- Acknowledgement of the territory on which the university is situated and the ongoing presence and relationship of the Indigenous Peoples of this land. Relatedly, commitments of your unit towards reparations and reconciliation.
- Welcome statement that addresses inclusion of people from diverse social positions in current and respectful terminology.
- The distinct perspective and sphere of work of your unit and how this perspective requires or supports equity, diversity and inclusion.

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- The current culture, composition and EDI activities of the unit.
- Vision for the unit's future and actions to support long-term integration of diversity in the unit.

NEXT STEPS FOR INCLUSIVE STATEMENTS

Find opportunities to create open dialogue. Hold informal conversations with members of your unit to hear what perspectives need to be considered. Informed by this, you can open a wider conversation about what an inclusive vision statement would look like. Consider asking questions such as:

- How do we relate to the EDI commitments in the Strategic Framework and UVic strategic plans?
- What aspects of equity, diversity and inclusion are most relevant to our work?
- What is our unit's current EDI status and commitment, both internally and externally?
- What EDI challenges have we grappled with, or are still facing?
- Where do we want to be with respect to EDI in various aspects of our membership and work?

What you learn is a basis for drafting an EDI statement that is personal, relevant and timely for your unit. University language, such as in the Strategic Framework, is a springboard but not the limits of what you can say.

Once you have developed overarching statements, you can use them as a foundation to create responses—for internal and external audiences—to highlight your values and commitments in response to emerging social and media situations for which a response would be welcomed.

EXAMPLES OF INCLUSIVE STATEMENTS AT UVIC

[Faculty of Humanities](#): The Humanities are concerned with the complex, ever-evolving questions of what it means to be human. They speak to issues of human dignity, creativity, thought, and value amidst myriad peoples and places. Hence, the Humanities build the foundations of freedom, well-being, and justice; they cultivate an ethic of social engagement, intellectual openness, incisive critique, and moral courage.

[The School of Child and Youth Care](#) at the University of Victoria is a vibrant and diverse academic program that is dedicated to supporting child, youth, family and community wellbeing through relevant, cutting edge research and interdisciplinary scholarship; effective advocacy and leadership; high quality and innovative teaching; a strong and dedicated focus on practice; and a commitment to social justice in local, national and international contexts.

Links to other UVic statements:

[Farquar Auditorium](#)

[Student Affairs](#)

[UVic gender studies mission statement](#)