

## Creating a Welcoming Site Visit for Indigenous Candidates: Some Suggestions

- 1) Create a statement about the department that describes its commitments to Indigenization and reconciliation in connection with the Strategic Framework, Indigenous Strategic Plan, or other policies and standards. This may refer to support for Indigenous faculty, research, students; support for Indigenous research methodologies; or the integration of Indigenous methodologies and work into the curriculum.
- 2) Ensure meaningful representation of Indigenous peoples on search committees.
- 3) Incorporate relevant criteria and information into the job description to show the welcome that the department offers to Indigenous candidates and the ways that Indigenous knowledge, skills and perspectives are relevant for success in the role.
- 4) Integrate a meaningful territory acknowledgement into key events.
- 5) Let candidates know about the territory welcome, welcoming ceremony and orientation for new Indigenous faculty that UVic provides. Consult with Laurene Shields to provide details on this.
- 6) Invite Indigenous faculty members to lunches and dinners during the visit.
- 7) Arrange a tour of First Peoples House.
- 8) Develop a resource package specific to Indigenous faculty highlighting key contacts and supports at UVic.
- 9) The department – usually the chair - should indicate to the Indigenous candidate how the candidate’s research and teaching fits within the disciplinary approaches in the department in general. Sometimes, new Indigenous faculty members are the only Indigenous faculty member in a unit, and are expected to all of the anti-colonial work in the unit. All faculty should do this work – albeit from different locations and perspectives. That way the teaching areas of the Indigenous faculty member is supported by the unit’s curriculum.
- 10) The department – usually the chair – should indicate to the Indigenous candidate how the department takes Indigenous research and often Indigenous land- and community-based work into account in its tenure and promotion documents, etc. This includes discussing how different approaches to research, including Indigenous methodologies, and varying outputs (beyond the usual monograph, edited collection, journal article, book chapter, etc.) are recognized.