



HONOUR PEOPLE AND PLACE

We are a thoughtful, respectful and engaged local community, working and learning in an extraordinary environment that is welcoming, inclusive and grounded in Indigenous, intercultural and sustainable perspectives.

▪ Build Personal Insight

I develop my self-awareness so I can connect in a meaningful way with others in our community. I understand my personal, cultural and social biases and preferences and am aware of how they affect my behaviours and reactions to those around me.

▪ Increase Indigenous Acumen

I actively increase my knowledge and awareness of the history and culture of the people on whose traditional land the university sits, and the impact of Canadian policy and practice on Indigenous people and communities. I am open and curious as to how my own worldview and values may align with or differ from Indigenous perspectives so I can participate in Canada's reconciliation.

▪ Be Socially and Culturally Responsive

I am proactive in seeking information about the social and cultural issues that contribute to UVic's diversity so I can be thoughtful and responsive in helping remove obstacles, increase awareness and facilitate connections. I contribute to the inclusive excellence that defines our university community.

WORK TOGETHER ČĀNEUEL OL

Our path forward requires working together, being together and learning together in relationship. We share our strengths in new and different ways to achieve our common objectives. The SENĆOŦEN teaching ČĀNEUEL OL(CHAIN-EWE-AH'OH) asks us to recognize and honour the gifts each of us brings to the work we do, and to walk together trusting the mutual value of human connection.

▪ Invite Diverse Perspectives

I consider diverse viewpoints to ensure rich and thoughtful discussion of issues leading to stronger decision-making. I share, and invite others to offer, different perspectives and ideas to create new insights and respect the value of diverse approaches in the creation of new and better outcomes.

▪ Develop Partnerships

I identify ways to work with others, pool resources and share knowledge as a way to get things done. I openly share my resources and trust others to do the same, so we can create aligned, connected and integrated solutions to common issues and opportunities.

MAKE IT BETTER

Succeeding in our competitive post-secondary environment requires us to encourage and support innovation, make accountable and transparent decisions that support positive change, and create and contribute to dynamic learning experiences. A continuous focus on quality and service drives us to do things better every day.

▪ Focus on Quality

I continuously monitor the quality of my work and identify opportunities to do things better. I give and receive high quality feedback to better understand how my work impacts others and increase my knowledge so I can improve how things are done.

▪ Provide Excellent Service

The work I do impacts others who are internal and/or external to the university. I seek to understand the needs of those I serve so I can provide reliable and responsive service that builds positive ongoing relationships.

▪ Make Informed Decisions

I think critically and creatively about issues and opportunities and present options and considerations, both verbally and in writing. I use inquiry and analysis to make and support accountable and transparent decisions.

▪ Remain Agile

I recognize that our complex and changing environment creates new and diverse demands on my work, my team and me. I am responsive and adaptable to change, and exercise self-care to maintain personal resilience.

MAKE A DIFFERENCE

Making a difference for our students, our community and our world is what inspires us and connects what we each do to a bigger purpose. We make an impact on people, places and the planet through our research and sharing of knowledge, and in the everyday ways we touch the lives of students, community and our colleagues.

▪ See the Big Picture

I see the part I play in our research-intensive, student-focused learning organization. I make connections through my daily work to the mission, values and strategic objectives of the university in order to make a difference for students, employees, alumni, the community and the world around us.

▪ Tell our Story

I am proud of our work, and maintain interest in the accomplishments and contributions of colleagues and students in order to share stories with current and potential students, employees and community members, including potential donors, about our dynamic learning opportunities, the vital impact we make and our extraordinary environment.

▪ Support the Student Experience

I contribute to the student experience directly or indirectly through my participation in the university community. I stay informed and aware of the diversity of student needs and perspectives so I can find ways within my role to create a healthy, safe and supportive learning environment.