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.

WHY IS THIS IMPORTANT?

The Truth and Reconciliation Commission’s (TRC) mandate was to inform all Canadians about the Indian Residential School System and to make recommendations on a process of reconciliation. Many of those recommendations relate directly to our work at UVic, where commitments have been made to promote awareness of the enduring negative impacts of our shared history, to support Indigenous student success, to increase indigenization of curriculum, and to offer more academic programming with an Indigenous focus. UVic employees have a role to play in supporting these commitments so we can all benefit from Indigenous ways of doing things, knowing things and working together.

HOW COULD THIS BE DEMONSTRATED?

- Taking initiative to increase knowledge, awareness and understanding of the impact of Canadian policies and practices related to Indigenous people and communities
- Learning the language to appropriately describe the traditional territories on which the university stands
- Honouring Indigenous protocols and customs in your work on campus and in the community
- Remaining open to learning from new or different experiences, information and value systems
- Challenging bias, ignorance or intolerance as it arises
- Identifying ways to support Indigenous students at UVic

SAMPLE COACHING, REFLECTION OR INTERVIEW QUESTIONS

- How do you know what you know about the experience of Indigenous people in Canada?
- What gaps do you notice in your own knowledge and understanding of our shared history?
- What are some of the ways you can increase your knowledge?
- What is your unit/department/division currently doing to support the UVic Indigenous Plan? Is there more you could do?
- What is your unit/department/division currently doing to create a welcoming and inclusive environment for Indigenous students/faculty/staff/community members?
- How could you encourage others to increase their Indigenous acumen?
INCREASE INDIGENOUS ACUMEN

SUGGESTED SKILLS TO DEVELOP

- Self-awareness
- Curiosity
- Openness
- Inquiry
- Interpersonal communication
- Active listening
- Cultural acumen

LEARNING OPPORTUNITIES

- Attend a course or workshop open to employees (e.g. those listed on HR’s learning opportunities web page) or engage in self-directed learning
- Participate in UVic’s Indigenous Cultural Acumen Training sessions
- Review and discuss strategic documents such as UVic’s Indigenous Plan, the TRC summary report, or President Cassels’ 2015 update on the TRC Report
- Visit First People’s House or participate in activities, events and celebrations that are open to employees at First People’s House
- Practice using a territorial acknowledgement that feels comfortable for you

Refer to the Competency Resource Guide Index for links to these and other UVic documents, activities, and opportunities