

# UVIC COMPETENCY RESOURCE GUIDE



## INCREASE INDIGENOUS ACUMEN

I participate in Indigenous-engaged learning to promote mutual understanding and respect of the history and culture of the people on whose traditional territory the university stands, and to better understand 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 the TRC calls to action relate directly to post-secondary institutions and UVic has committed to implementing those calls to action applicable to our work. UVic's goal is to be a global leader in creating better opportunities for Indigenous students, entering respectful research partnerships with Indigenous communities, and advancing respect, reconciliation and mutual understanding. 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. We must start where we are and be willing to learn as we go.

### 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?

## HONOUR PEOPLE AND PLACE

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## INCREASE INDIGENOUS ACUMEN (*Continued*)

### SUGGESTED SKILLS TO DEVELOP

- Self-awareness
- Curiosity
- Inquiry
- Active listening
- Empathy
- Perseverance

### LEARNING OPPORTUNITIES

- Attend a course or workshop open to employees (e.g. those listed on HR's learning and development web page) or engage in self-directed learning
- Participate in UVic's Indigenous Cultural Acumen Training sessions and/or self-enrol in the online CourseSpaces site for access to further resources
- Visit the First People's House Website and subscribe to their newsletter or social media feeds
- 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 territory acknowledgement that feels comfortable for you

Refer to the [Competency Resource Guide Index](#) for links to these and other UVic documents, activities, and opportunities