

# UVIC COMPETENCY RESOURCE GUIDE



## **BE SOCIALLY AND CULTURALLY RESPONSIVE**

I am proactive in seeking information about the social and cultural issues that contribute to UVic's diversity. I am thoughtful and responsive in removing obstacles, increasing awareness and facilitating connections so I can further the university's commitment that all members of our community feel welcomed, valued and supported to achieve their highest potential.

### **WHY IS THIS IMPORTANT?**

UVic employees are regularly called upon to work effectively in socially and culturally diverse situations and to respond to a wide range of needs from our diverse community. The way we adapt and respond to emerging social and cultural issues is what makes UVic a welcoming and inclusive community with a strong reputation for respecting and embracing diversity. These priorities are currently identified in planning documents such as The Equity Plan, International Plan, Indigenous Plan, Sexualized Violence Policy and Procedures, and Student Mental Health Strategy.

### **HOW COULD THIS BE DEMONSTRATED?**

- Seeking out opportunities to learn more about social/cultural issues such as, but not limited to:
  - Intercultural diversity
  - Age/demographic diversity
  - Diversity of ability
  - Socio economic diversity
  - Gender diversity
- Exploring ways to communicate appropriately and accommodate a diversity of needs and preferences and being open to changing your approach
- Being flexible and adaptable in creating a more welcoming, inclusive and diverse community
- Volunteering time towards initiatives that support the advancement of diverse social causes
- Building awareness of the impact of global issues on UVic community members

### **SAMPLE COACHING, REFLECTION OR INTERVIEW QUESTIONS**

- What actions have you taken that have helped to build a more inclusive community?
- What is your social-location (e.g. personal, socio-economic, geographic context and history)?
- How does your social-location affect how you connect with others?
- What do you know and/or how might you find out more about the history of UVic?
- What is one thing you can do in your role to help create a welcoming inclusive environment?
- Can you see yourself in the UVic Equity Plan? How does your role fit and support departmental and institutional priorities in this area?

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## BE SOCIALLY AND CULTURALLY RESPONSIVE (*Continued*)

### SUGGESTED SKILLS TO DEVELOP

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

### LEARNING OPPORTUNITIES

- Attend a course or workshop open to employees (e.g. those listed on HR's and development web page), access an online learning library or engage in self-directed learning
- Attend or volunteer with a UVic event or program (e.g. Connect U, IdeaFest, International Education Week, Vikes game, musical or theatre performance, campus tour, etc.)
- Learn about other units on campus (e.g. attend lunch and learns or open houses, seek face-to-face interactions, attend lecture series, etc.)
- Job shadow someone who does different kinds of work from yours
- Attend events or workshops organized by International Student Services, the Equity and Human Rights Office (EQHR), the Chair in Transgender Studies office, or the Interfaith Chapel.
- Read and discuss various strategic documents pertaining to diversity such as the Equity Plan, International Plan, Indigenous Plan, Sexualized Violence Policy and Procedures, Student Mental Health Strategy, etc.

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