

# UVIC COMPETENCY RESOURCE GUIDE



## 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.

### WHY IS THIS IMPORTANT?

Collegiality and consultation are longstanding strengths of UVic. Local, national and global connections are made possible by applying this approach to various relationships and welcoming multiple views and opinions. From our day-to-day interactions to world-changing research, including a variety of perspectives honours the rich diversity of our internal and external communities and helps us create new and better outcomes.

### HOW COULD THIS BE DEMONSTRATED?

- Seeking input from others by inviting different people/groups to contribute ideas
- Listening attentively for diverse viewpoints and respectfully asking questions to understand different perspectives
- Inviting constructive feedback and differences of opinion as a means to fully explore all sides of an issue
- Respectfully sharing opinions, insights and perspectives when asked by others
- Inviting those with less power or authority to speak first
- Acknowledging those who contribute ideas and input in proposals and decisions
- Providing clarity on how input will be used to make decisions
- Reviewing the inclusive language section of the UVic Style guide

### SAMPLE COACHING, REFLECTION OR INTERVIEW QUESTIONS

- What areas of your work might benefit from input by others?
- Who could offer new perspectives that you may not have explored?
- Who are the stakeholders of your team/unit and how do you ensure their perspective is included?
- How comfortable are you in offering your perspective? How could you increase your confidence and ability to respectfully express your opinion?
- How comfortable are you in receiving differing perspectives from your own? How do you stay open and minimize defensiveness?
- How can you increase your skill/confidence in giving and receiving feedback?

WORK TOGETHER / ĆĂNEUEL OL

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## INVITE DIVERSE PERSPECTIVES (*Continued*)

### SUGGESTED SKILLS TO DEVELOP

- Self-awareness
- Addressing conflict
- Group facilitation
- Inquiry
- Active listening
- Critical thinking

### LEARNING OPPORTUNITIES

- Attend a course or workshop open to employees (e.g. those listed on HR's learning and development web page), access an online learning library, or engage in self-directed learning
- Attend focus groups and feedback forums to learn different ways to invite feedback and provide input
- 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.
- Volunteer or ask to be assigned to committees or working groups.
- Volunteer to chair a meeting and practice inclusivity
- Find an opportunity to invite feedback from an individual or group that you know will have different perspectives and commit to being open and curious

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