

Subject: ICD Policy & Procedures (GV0810): Updates & Invitations

Good afternoon,

I am writing to share on behalf of [Etelewtxw | ÁTOL,ÁUTW \(The Office of the Vice-President Indigenous\)](#) that the UVic Board of Governors (BOG) has approved the Indigenous Citizenship Declaration (ICD) Policy and Associated Procedures (GV0810), effective November 1st, 2025.

Further to the [news release](#), attached to this email, please find the package that was provided to BOG, which includes a cover letter, an approved copy of the ICD Policy and Associated Procedures, and an extended report on the engagement process.

Over the next few weeks, our team will be continually updating the [ICD Project webpage](#) with additional information and resources for those interacting with the new eligibility process and for those with responsibilities for implementation (e.g. hiring managers). We are working closely with our campus partners to ensure that those administering Indigenous-specific opportunities are equipped with the knowledge and skills to support the implementation of their new eligibility requirements.

POLICY NEXT STEPS

The full copy of the [Policy](#) and [Procedures](#) have been appended to this email. In advance of a presentation and discussions of these changes at PLC in January 2026, we'd like to highlight a few key points most relevant for our next steps for implementation.

Summary: This policy revises the eligibility criteria for Indigenous-specific opportunities that result in material gain. These new requirements for eligibility reflect the university's commitment to a distinctions-based approach to upholding the authority of Indigenous Peoples to determine their Citizenship and belonging. The implementation of this policy seeks to recognize the complex impacts of colonization, and the OVPI remains committed to a wholistic and respectful review process for extenuating circumstances.

ICD Application Portal: Please keep an eye out for future communications announcing the launch of the ICD Application Portal (anticipated to go live on Oct. 29th). We encourage current Indigenous staff, faculty and students who anticipate applying for Indigenous-specific opportunities in the future to apply for eligibility sooner rather than later. For information about the privacy and security of personal information shared through the portal, please consult the attached policy and procedures.

Timelines: The policy revises the eligibility criteria for Indigenous-specific opportunities. The policy is activated during application and nomination processes. Where an application or nomination period has been opened prior to Nov 1st, 2025, candidates will not be required to confirm their eligibility to continue in that application process or receive that opportunity. We expect a staggered implementation of the policy. Please reach out to your unit lead for more information about how this policy is being implemented in your unit and when your unit will need to engage with the policy.

For example:

- An 'Indigenous-specific Award' is currently open and accepting applicants from September 1st to December 5th. Successful candidates will be notified in January. In this case, the Policy *does not* interact with the eligibility criteria for the award because the Policy does not retroactively change active application processes.
- An employment opportunity limited to Indigenous Peoples is posted on November 15th after the policy is in effect with a closing date of December 5th. The successful candidate will start in January. In this case, the Policy *does* interact with the eligibility criteria for this limited employment opportunity.

CONTACTS & STAFF ANNOUNCEMENTS

If you have questions, concerns or feedback on the ICD Policy, please feel welcome to connect with a member of our team via email: vpicd@uvic.ca.

To support the work of implementing the policy, our office has welcomed two new staff members:

- Keyara Brody (Policy Implementation Manager, keyarab@uvic.ca) is available to connect with staff and faculty administering Indigenous-specific opportunities and will be the main point of contact for those seeking to harmonize existing systems with the new policy.
- Carmin Bear-Blomberg (Policy Navigation Officer, carminb@uvic.ca) is available to support Indigenous students, staff and faculty in their interactions with the ICD Application Portal and will be coordinating on-campus supports and services for folks navigating the policy and external governance processes.

To all those that attended any of our engagement sessions, provided feedback through surveys, or sat with us one-on-one, thank you for sharing your perspectives and experiences with us. Your consistent feedback has shaped the policy as it's written today, and our team will continue to reflect on our learning throughout the engagement process in how we approach implementation with respect and care at the forefront.

We look forward to upholding the work of protecting community resources, strengthening belonging and honouring citizenship practices through uplifting this policy. We welcome you to join us in this meaningful work.

[Sign off]

Interim VPI