



X<sup>w</sup>k<sup>w</sup>ənənɪstəl  
WÇENENISTEL

Helping to move each other forward

2023/24 Reflections

## Reflections

We celebrate and acknowledge how members of our campus community have come together to breathe life into the Indigenous Plan since its release in September 2023. To highlight some of these achievements and aspirations, representatives from each executive portfolio have prepared brief reflections on the work undertaken and underway within their respective areas. Going into our first, biennial reporting cycle (2023-5), we are encouraged and inspired by the initial reflections shared in this report!

**Skʷes**

**TʔE SKÁLs I, TʔE Š,ḲENANs**

The Laws and Philosophies

**Héʔəkʷ ʔə cə čəlénən łtə**

**HÁEQ ŁTE OL TʔE ČELÁNEN ŁTE**

Remember our ancestors and birthright

**Nə́cəmaat kʷəns čəʔi**

**ČANEUEL OL**

Work together

**Nə́wes šxʷ cən ʔaý šqʷeləqʷən**

**ÁMEKT TʔEN ÍY, ŠKÁLEČEN**

Bring in your good heart and mind

**Leʔt šxʷ helə ʔə cə makʷ sčəʔi səʔ**

**S,HOL ET MEQ EN ENÁ SE SČA**

Be prepared for the work to come



Message from

**Qwul'sih'yah'maht, Dr. Robina Thomas**

We thank the UVic community for commitments to Xʷkʷənənistəl | WČENENISTEL | Helping to move each other forward. In the spirit of collaboration and life long learning, we are heartened by the good work that's been done to honour the Skʷes | TʔE SKÁLs I, TʔE Š,ḲENANs | The Laws and Philosophies. As members of the UVic community, we hold a responsibility to demonstrate respect and care for the language and teachings guided by the Language Champions and shared by members of Elders' Voices.

Thank you to the Language Champions, Elders and those who shaped and guided the renewal process. We expressed continued gratitude to the IP Steering Circle and Writing Group for their work to develop a plan that resonates with folks, and we thank members of the Indigenous Plan Advisory Group for developing a collaboration implementation and assessment strategy. We can use this new reporting cycle to highlight all the work that's been done. We celebrate the ways that units across campus have taken up the teachings shared in the Indigenous Plan earnestly, respectfully and creatively.

- Qwul'sih'yah'maht, Dr. Robina Thomas,  
Vice-President Indigenous



## Office of the Vice-President Indigenous (OVPI)

### 2023-4 Highlight

Since the launch of the Indigenous Plan, the OVPI has celebrated the growth of Indigenous senior leadership within our portfolio and across campus. New associate dean and director-level positions have strengthened our capacity to engage with Local Nations, facilitate cultural protocol on campus and work more collaboratively with faculties and units to sustain a wide range of Indigenous initiatives.

### Upcoming projects

In 2024/5 we look forward to exploring opportunities to strengthen the ways that our university engages local Indigenous Nations on matters of governance, research and education. By expanding and renewing our collaboration agreements, we commit to working with local Nations to identify and hold ourselves accountable to their aspirations and priorities. We look forward to developing policies which respect and affirm the self-determination of Indigenous Nations. Then, honouring what we've heard, we are excited to prioritize land-based learning and collaborative stewardship initiatives towards restoring relationships with and on these lands.

## University Secretary (USEC)

### 2023-4 Highlight

Over the past year a working group of Indigenous staff and faculty members at the University of Victoria have led the development of the Indigenous Standards of Practice (ISP). This project has focused on developing guidelines or standards to better support Indigenous staff, student, faculty members and other Indigenous university community members who engage with the Discrimination and Harassment Prevention and Response Policy.

### Upcoming projects

In alignment with UVic's commitment to the Distinctly UVic Equity Action Plan and Xʷkʷənəŋistəl | W̱ENENISTEL, OVPI and USEC have established a new role, Director, Capacity Building. The role is pivotal in fostering significant cultural change across our institution and advancing our individual and collective capacity to challenge existing structures, foster new perspectives, and cultivate a more inclusive and equitable environment. Through this role, EQHR and the OVPI hope to set a new standard baseline knowledge for our university community.

## Vice-President Academic & Provost (VPAC)

### 2023-4 Highlight

In fall 2023, we completed a major housing and dining expansion and ushered in a new approach to building naming: Čeqʷəŋín ʔéʔləŋ (Cheko'nien House) and Snéqə ʔéʔləŋ (Snequ House). Snéqə ʔéʔləŋ features the Indigenous Living Learning Community, which includes academic and cultural supports from Indigenous mentors and student staff on site. With the VPI, we established and continue to recruit for the Associate Dean Indigenous (ADI) positions, expanding Indigenous senior academic leadership and representation across faculties. ADIs are responsible for guiding the implementation of the Indigenous Plan and supporting Indigenous faculty members through appointment, reappointment, tenure and promotion processes.

### Upcoming projects

Guided by the Indigenous Wellness Working Group, we continue to develop recommendations to help root UVic health initiatives in the wisdom of First Nations, Inuit and Métis Elders and Knowledge holders that prioritize the importance of a culturally safe and caring educational environment. The National Centre for Indigenous Laws (NCIL) at UVic is getting closer to becoming a publicly accessible national and international forum for dialogue, gathering, teaching and furthering the resurgence of Indigenous laws.

## Vice-President Finance & Operations (VPFO)

### 2023-4 Highlight

Human Resources' Organization Development and Learning Services launched a new Indigenous employee welcoming and honouring ceremony in 2024. Participants are honoured and protected in their new role by being blanketed, and new Indigenous employees from elsewhere in Canada formally request permission to live and work on these lands in accordance with traditional Coast Salish protocols. All employees are invited to participate as witnesses and to learn our collective commitments outlined in UVic's renewed Indigenous Plan.

### Upcoming projects

The University of Victoria and Ts'uubaa-asatx Nation signed a five-year collaboration agreement in 2024 outlining a framework for joint engagement initiatives on a 25-acre property located in Lake Cowichan, which was donated to the university in 1967. This agreement marks the beginning of a relationship with the Ts'uubaa-asatx Nation built on mutual respect and shared growth that will bring educational programs, research projects and community engagement activities to this culturally and historically significant land.

## Office of the Vice-President Research & Innovation (OVPRI)

### 2023-4 Highlight

OVPRI has increased the profile of Indigenous research through new awards and recognitions, including a first-of-its-kind Canada Excellence Research Chair in Decolonial and Transformational Indigenous Art Practices; a new Indigenous Scholar REACH Award for Excellence in Research ʔə́y nəwəl ʔist | ÍY,NEUELIST | Moving forward together for the good of all; and three prestigious Royal Society of Canada recognitions of excellence.

### Upcoming projects

OVPRI will increase dedicated support for Indigenous-led research and creative endeavors in 2024/25, including allocating more internal funding to Indigenous scholars and the Centre for Indigenous Research & Community-Led Engagement (CIRCLE). We are also piloting a collaborative initiative to enhance respectful research partnership agreements with Indigenous communities. Resources focused on ethical research practices, Indigenous self-determination and data sovereignty will be refined in 2024 and shared more broadly in 2025.

## Vice-President External Relations (VPER)

### 2023-4 Highlight

Guided by a Programming Circle of Indigenous artists, administrators, academics and leaders, Voices in Circle is a presenting and engagement series featuring established and emerging Indigenous artists.

Since the launch of the Indigenous Plan, UCAM, with campus collaborators, has launched two ʔetalnəwəl | ÁTOL,NEUEL promotional campaigns. Donors have contributed over \$12M in 2023/24 to research, awards and programs.

### Upcoming projects

During the 2024/5 academic year, UCAM is excited to strengthen our earned media strategy by building knowledge of Indigenous approaches to storytelling, updating our list of available experts of UVic's Indigenous staff, faculty and students, and building knowledge of specific needs of Indigenous publications, news outlets and podcasts. Alumni & Development created a Senior Development Officer, Indigenous Initiatives. Starting in fall of 2024, the SDO will collaborate with our team, the OVPI and the Faculty of Education to build relationships, raise awareness and generate funds for Indigenous initiatives.

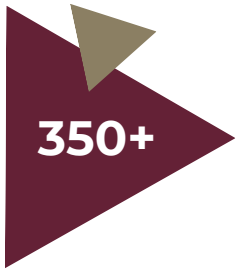
# Indigenous Plan Reporting

High-level implementation summary reports will celebrate and communicate significant endeavours, support university-wide strategic planning, and inform resourcing strategies to sustain initiatives with demonstrated impact. In addition to fulfilling provincial reporting requirements, your unit's participation in the reporting process will strengthen the ways that we hold ourselves accountable our university community's commitment to ʔetalnəwəl | ÁTOL,NEUEL | Respecting the rights of one another and being in right relationship with all things.

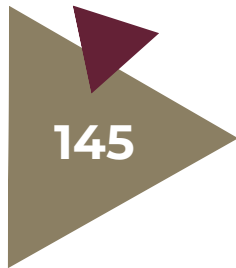
The new reporting cycle acknowledges our distinct responsibility as a university community to respect and uphold the language and teachings that were shared with us. In that spirit, the information you share will be summarized in a series of reports to:

- The Language Champions and Elders who guided our use of Skʷes | TʔE SKÁLs I, TʔE Š,XENANs | The Laws and Philosophies throughout the Indigenous Plan, namely, J,SINTEN, Dr. John Elliott and Čeyłəm, Dr. Elmer George.
- Members of səlxʷéyn sqʷél | SELWÁN SKÁL | Elders Voices
- The Indigenous Community Engagement Council (ICEC)
- Indigenous members of the UVic Community

**Please find all of the reporting instructions and templates online:** [uvic.ca/ovpi/reporting](https://uvic.ca/ovpi/reporting)



Staff, faculty, community members and administrative leaders reached through workshops and training.



Key achievement indicators identified to measure and assess implementation



Indigenous Plan downloads. Over 500 printed copies distributed.

## Reporting Timelines

Reporting Cycle	One	Two	Three
Reporting Period	September 25, 2023 - April 30, 2025	May 1, 2025 April 30, 2027	May 1, 2027 April 30, 2029
Interim Report Due	x	May 11, 2026	May 12, 2028
Biannual Report Due	May 12, 2025	May 11, 2027	May 11, 2028



## Message from **Dr. Kevin Hall**

As we reflect on the past year since the release of Xʷkʷənənɪstəl | W̱ZENENISTEL | Helping to move each other forward UVic's renewed Indigenous Plan 2023, I am encouraged by the meaningful progress we have made as a community. Together, we are transforming our university—not only in what we do, but in how we approach this work with care and respect.

This year has shown the strength of our shared commitment to building stronger connections with local Nations, honouring Indigenous laws and grounding our actions in the local teaching ʔetalnəwəl | ÁTOL,NEUEL | Respecting the rights of one another and being in right relationship with all things.

The journey ahead will take dedication, but I am confident that by continuing to work together, we can create lasting, impactful change.

- Dr. Kevin Hall, President and Vice-Chancellor



[uvic.ca/ovpi](https://uvic.ca/ovpi) | [Indigenousplan@uvic.ca](mailto:Indigenousplan@uvic.ca)

