

INDIGENOUS PLAN REPORT: 2023-2025

As a university community, we acknowledge our distinct responsibility 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 who guided our use of *S̓k̓w̓es* | *T̓FE SKÁLs* | *T̓FE S̓XENANs* | The Laws and Philosophies throughout the Indigenous Plan, members of *səl̓x̓w̓éyn sq̓w̓él* | *SELWÁN SKÁL* | Elders Voices, the Indigenous Community Engagement Council, and Indigenous members of the UVic Community.

Using this reporting template, please summarize activities, projects and initiatives within your unit* relevant to the strategic priorities of *X̓w̓k̓w̓ənəjstəl* | *W̓ŁENENISTEL* | Helping to move each other forward (2023). This report should reflect initiatives that were completed or were in progress between September 25, 2023 and April 30, 2025. Please indicate if your report summarizes information that you have collected from other units within your faculty, school or division. For more information about the Indigenous Plan reporting process, please visit: uvic.ca/ovpi/reporting.

**Unit refers to all organizational units within the university smaller than a VP portfolio (e.g., faculty, department, division, office, etc.)*

This reporting template is provided for reference only. Please refer to portfolio-specific templates.

Lead reporting unit:	
Contact name and email:	
Collaborating units:	

High-level Annual Reporting

Responses within this section will inform annual accountability reports to the provincial government and be used to support strategic planning and regular communications on the implementation of the Indigenous Plan. Please report on initiatives that were completed or were in progress between September 25, 2023 and April 30, 2025.

Hé?ək̓w̓ ?ə cə čəlénən łtə | HÁEQ ŁTE OL T̓FE ČELÁÑEN ŁTE | Remember our ancestors and birthright

Please report on initiatives that advance the goal: all members of the university community understand and demonstrate how to live, learn and work in right relationships with local lands, waters and laws.

Reporting Priority	Description of activities, programs and initiatives	
1. What onboarding and training opportunities within your unit have been newly developed, revised or expanded to support Indigenous cultural competencies* for staff, faculty and students? <i>Priorities 1.1.2; 4.1.3</i> <i>BC DRIPA Actions 3.3 & 3.8</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed:

		Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
2. What recruitment, hiring and retention practices have been introduced that support diverse pathways, provide mentorship and/or integrate Indigenous cultural competencies*?	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
<p><i>*Indigenous cultural competencies include knowledge and/or acumen relevant to: Ləkʷəŋən and WSÁNEĆ territories, histories and protocols; Indigenous rights to self-determination; the impacts of colonization and anti-Indigenous racism, and; key provincial, national and international calls to action.</i></p>		
3a. What new courses, programs or specializations integrating Indigenous ways of knowing and being have been developed within your department, school or faculty?	<p>Note: This priority is specific to academic units. Please indicate if any of these new offerings incorporate land- or water-based learning</p> <ul style="list-style-type: none"> Course/Program/Specialization: brief summary (50 words, max.) 	
Priorities 1.2.1-5	<p><u>Curriculum in Development:</u> *</p> <ul style="list-style-type: none"> Course/Program/Specialization: brief summary (50 words, max.) <p><i>*not yet added to the Academic Calendar or offered within the reporting period.</i></p>	
3b. Which programs, streams or specializations been revised or newly designed to include mandatory Indigenous content as a graduating requirement ?	<p>Note: This priority is specific to academic units.</p> <ul style="list-style-type: none"> Program/Stream/Specialization: brief summary of graduating requirement (50 words, max.) 	
Priorities 1.2.1; 1.2.2; 1.2.3; 4.2.3; 4.2.4 BC DRIPA Action 3.4	<p><u>Curriculum in Development:</u></p> <ul style="list-style-type: none"> Course/Program/Specialization: brief summary (50 words, max.) 	

Nəcəmaat kʷəns čəʔi ČĀNEUEL OL Work together Please report on initiatives that advance the goal: all members of the university community respectfully contribute to a culture of collaboration and cooperation.		
Reporting Priority	Description of activities, programs and initiatives	
4. What new community partnerships to enhance research, governance or services has your unit formed with Indigenous Nations, Elders or organizations? <i>Priorities 2.1.1a-f; 2.3.1; 1.4.1a</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
5. What new courses, programs and experiential learning opportunities are offered or taught through partnerships with Indigenous Nations, communities, Elders or Knowledge Keepers? <i>Priorities 2.2.1; 2.2.2</i> <i>Academic Action Plan: Experiential Learning</i>	Note: This priority is specific to academic units. Please indicate if any of these new offerings incorporate land- or water-based learning <ul style="list-style-type: none"> Course/Program/Opportunity: brief summary (50 words, max.) 	
Nəwəs šxʷ cən ʔaʔ šqʷeləqʷən ÁMEKT TʔEN ÍY, ŠKÁLEŽEN Bring in your good heart and mind Please report on initiatives that advance the goal: the health, well-being and equitable treatment of all people are prioritized in the policies, practices, systems and structures of the university.		
Reporting Priority	Description of activities, programs and initiatives	
6. What resources, training opportunities, policies and/or tools to address anti-Indigenous racism have been developed to strengthen a welcoming, inclusive and accountable culture within your unit? <i>Priorities 3.1.1b; 3.1.2; 3.2.1a-c; 3.4.1a-c; & 1.1.4</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed:

BC DRIPA Actions 3.3 & 3.8 Equity Action Plan: Relationality and Belonging		Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
7. What policies and practices have been developed or revised to support the ways that Indigenous people hold cultural responsibilities within their communities and/or practice Indigenous protocols at the university? Priorities 3.2.1a-c ; 3.1.1a-b ; 3.3.1 ; 1.1.3 ; 1.2.4 BC DRIPA Action 3.3 Equity Action Plan: Relationality and Belonging	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:

Le?t šx^w helə ʔə cə mək^w sčə?i sə? | S,HOL ET MEQ EN ENÁ SE SČA | Be prepared for the work to come

Please report on initiatives that advance the goal: funding, resources and capacity are sufficient to deliver sustainable and responsive educational experiences, services, programs and supports to all members of the university community.

Reporting Priority	Description of activities, programs and initiatives	
8. What new staff and/or faculty positions have been created to introduce, resource and sustain Indigenous initiatives within your unit? Priorities 4.1.2 ; 4.2.2 ; 4.4.2 ; 2.1.3 ; 3.4.1c BC DRIPA Actions 4.5d & 4.5e	Position 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Position 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Position 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
9. What new bursaries, awards, research funds, fellowships or grants were introduced or expanded to support Indigenous students, staff,	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:

faculty, researchers or community practitioners? <i>Priorities 4.1.1; 4.3.1; 4.3.2; 2.3.1; 3.3.1</i>	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
10. What new courses and/or programs have been developed or expanded in direct response to community-identified or provincially-mandated priorities? <i>Priorities 4.2.1; 4.2.2; 4.2.3; 4.2.4</i> <i>BC DRIPA Actions 4.5a & 3.5</i>	Note: This priority is specific to academic units. <ul style="list-style-type: none"> Course or Program: brief summary (50 words, max.) <hr/> Curriculum in Development: * <ul style="list-style-type: none"> Course or program: brief summary (50 words, max.) <p><i>*not yet added to the Academic Calendar or offered within the reporting period.</i></p>	

Demographic Information

The ways that we collect demographic data is changing. For Indigenous Plan reporting purposes, annual demographic summaries will be developed through collaborations with Human Resources, Faculty Relations, The Office of the Registrar and Enrolment Management, and the Office of Equity and Human Rights. To support these initiatives, we encourage unit leaders to designate time for employees to complete the Better Data questionnaire. As a dashboard is developed, new questions will be added to this section.

Please complete this section using information from the Better Data Project by emailing eqhrdata@uvic.ca.

Description	Percentage
Percentage of <i>staff</i> within your unit that have completed the Better Data Questionnaire	0% - 100%
Percentage of <i>faculty</i> within your unit that have completed the Better Data Questionnaire	0% - 100%

Biennial Reporting

Every two years, we request that units share additional information about initiatives which involve careful, long-term planning and which may have resulted in complex outcomes that are challenging to observe and quantify. Responses in this section will be used to further assess and report on Indigenous Plan implementation on a biennial basis. Please report on initiatives that were complete or in progress from September 25, 2023, to April 30, 2025.

Please report on...	New activities, programs and initiatives (2023-25)
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11. Initiatives to build or designate physical spaces for Indigenous people. Priority 1.1.3: Expand spaces and supports for belonging, learning and sharing in Indigenous teachings, languages, foods, arts, cultural practices and ceremony.	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
12. Initiatives that respect the leadership and knowledge of local Nations as stewards of these territories for past, present and future generations. Priority 1.4.1b: Partner with local communities to align university policies and practices with Indigenous laws, ensuring that we follow local protocols and address colonial relationships with the local Peoples and land so that we are: developing land stewardship initiatives and plans to heal and restore the lands occupied by the university. BC DRIPA Action 2.6 Climate and Sustainability Action Plan , Strategy 1.1(i)	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
13. Activities that facilitate inter-departmental collaborations and/or strengthen communications with Indigenous communities and partners external to the university. Priority 2.4.1: Develop and implement communications strategies that facilitate cross-campus collaborations, information sharing, resource sharing, transparency and community partnerships, by providing support for faculties, divisions and units to identify and resource required staff positions.	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:

14. Reviews, assessments and audits undertaken to understand and address systemic inequities, resourcing needs and barriers within your unit. Priority 3.4.1b: Expand dispute resolution protocols to uphold a community of accountability, responsibility and care by: addressing systemic inequities and experiences of anti-Indigenous racism by ensuring that university units and other relevant bodies (e.g., bargaining units and student societies) are equipped with the appropriate tools to assess and improve the campus climate. BC DRIPA Action 3.3 Equity Action Plan : Institutional Accountability	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
15. Designated Indigenous senior leadership positions and/or Indigenous advisory bodies guiding decision-making within your unit. Priority 4.4.2: Increase Indigenous senior leadership in decision-making across the university, including designated seats for Indigenous representatives on governance bodies. BC DRIPA Action 4.4.2 Academic Action Plan : Indigenous Scholarship	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 3:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	The Indigenous Plan priorities were drafted to guide and focus our work as a university community. We welcome and celebrate the diverse ways that these priorities have been taken up by units. In this open-ended section, please report on the work within your unit that has not yet been captured in this reporting template.	
	Research Priorities Specific to units within VPRI & VPAC	New activities, programs and initiatives (2023-25)
	16. Priority 1.3.1: Expand and resource CIRCLE and other Indigenous-led research centres to guide university-wide ethical Indigenous research practices and protocols for community-engaged, reciprocal research. Aspiration 2030 : Commitment to Indigenous Scholarship	Initiative 1: Brief summary (50 words, max.)
Initiative 2:		Select Project Status Timeline Initiated: dd/mm/yyyy Completed:

		Anticipated Completion:
<p>17. Priority 2.1.1d: Create strengths-based and relationship-oriented approaches to Indigenous student outreach, admissions, registration, orientation and retention by: reducing structural and financial barriers by changing policies and regulations that restrict student access (e.g., residency and full-time status requirements).</p> <p>BC DRIPA Actions 4.2 & 4.4 Academic Action Plan: <i>Enrolment; Affordability, Access & Inclusion</i></p>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
<p>Priority 3.3.1: Recognize Indigenous research methodologies and community engagement in internal funding competitions.</p> <p>Academic Action Plan: <i>Indigenous Scholarship</i></p>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
<p>Priority 3.3.2: Provide supports, resources and recognition to faculty and staff mentoring Indigenous undergraduate and graduate student researchers.</p> <p>Academic Action Plan: <i>Mentorship & Training</i></p>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
<p>Priority 4.3.1: Provide research mentorship, apprenticeship opportunities and sustained funding for Indigenous undergraduate and graduate students.</p> <p>Aspiration 2030: Commitment to Indigenous Scholarship</p>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
<p>Priority 4.3.2: Create funding opportunities to support community-initiated projects and to expand capacity for pursuing research and knowledge priorities.</p>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:

DRIPA Action 4.5a Aspiration 2030 : Commitment to Indigenous Scholarship Equity Action Plan : Equity Centered Culture	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Learning & Teaching Priorities Specific to units within VPAC	New activities, programs and initiatives (2023-25)	
Priority 1.2.1: Revise core learning outcomes for all graduating students to include Indigenous cultural competencies and knowledge of colonial histories, current realities and inherent rights to self-determination. DRIPA Action 3.4 Academic Action Plan : Programming	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Priority 4.2.3: Review and revise core courses and learning outcomes to ensure all students are equipped to respond to relevant national and international Indigenous plans and calls to action by program completion. DRIPA Action 3.5	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Priority 4.2.4: Expand Indigenous core curriculum across all programs to ensure students are prepared to address anti-Indigenous racism in their future employment. DRIPA Action 3.5 Equity Action Plan : Equity Centered Culture	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Priority 1.4.1a: Partner with local communities to align university policies and practices with Indigenous laws, ensuring that we follow local protocols and address colonial relationships with the local Peoples and land so that we are: creating policies for student admissions and staff and faculty hiring that prioritize members of local Nations.	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed:

		Anticipated Completion:
Priority 2.1.1 Create strengths-based and relationship-oriented approaches to Indigenous student outreach, admissions, registration, orientation and retention by:	<i>Please indicate initiatives within actions a-f</i>	
a. advising and mentoring Indigenous students at every point of contact, providing navigation services, connection and support (DRIPA Actions 4.2 & 4.4)	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
b. expanding and integrating Indigenous student leadership and mentorship programs at every point of contact, including specific supports for access to STEM programs (DRIPA Action 4.4);	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
c. diversifying assessment practices and learning evaluation models (DRIPA Actions 4.2 & 4.4);	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
d. reducing structural and financial barriers by changing policies and regulations that restrict student access (e.g., residency and full-time status requirements) (DRIPA Actions 4.2 & 4.4);	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
e. increasing opportunities for part-time study and for online and hybrid delivery (DRIPA Action 4.4); and <i>Academic Action Plan: Teaching & Learning</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
f. expanding supports for off-campus learners (DRIPA Action 4.4).	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Priority 4.2.1: Identify areas of educational programming of interest and value through continued engagement with Indigenous students and communities. DRIPA Action 4.5a <i>Academic Action Plan: Programming</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 1: Brief summary (50 words, max.)	Select Project Status

Priority 4.2.2: Provide sufficient sustainable base funding for programs and courses that respond to community requests, needs, interests and priorities. DRIPA Action 4.5a		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
People & Operations Priorities Specific to units within VPFO	New activities, programs and initiatives (2023-25)	
Priority 1.4.1c: Partner with local communities to align university policies and practices with Indigenous laws, ensuring that we follow local protocols and address colonial relationships with the local Peoples and land so that we are: increasing the visibility and use of local languages, place names and art on campus and in communications materials. DRIPA Action 4.27	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Priority 2.1.2: Review and revise the responsibilities and compensation of Indigenous staff, faculty, administrators and executive to ensure sustainable workloads and to accurately reflect the relational work that supports Indigenous colleagues, students, initiatives and community engagement. <u>Equity Action Plan:</u> <i>Relationality and Belonging</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
Priority 3.1.1a Recognize and celebrate the ways Indigenous students offer their talent, leadership and knowledges, both in and beyond the classroom, by: creating procedures to facilitate respectful compensation and appropriate honoraria for time and energy spent by students in university service DRIPA Action 4.5d <u>Equity Action Plan:</u> <i>Relationality and Belonging</i>	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 1: Brief summary (50 words, max.)	Select Project Status

<p>Priority 3.1.2: Integrate Indigenous cultural competencies and anti-racist/oppressive practice as key components for evaluating staff, administrator and executive job performance and faculty service, research and teaching, expanding our ideas of excellence.</p> <p>DRIPA Action 3.3</p> <p>Equity Action Plan: Equity Centered Culture</p>		<p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	
	<p>Initiative 2:</p>	<p>Select Project Status</p> <p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	
<p>Priority 3.4.1a: Expand dispute resolution protocols to uphold a community of accountability, responsibility and care by: creating avenues for addressing anti-Indigenous racism, discrimination and lateral violence through dispute resolution protocols that flow from Indigenous teachings and processes.</p> <p>DRIPA Action 3.3</p> <p>Equity Action Plan: Equity Centered Culture</p> <p>Equity Action Plan: Institutional Accountability</p>	<p>Initiative 1: Brief summary (50 words, max.)</p>	<p>Select Project Status</p> <p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	
	<p>Initiative 2:</p>	<p>Select Project Status</p> <p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	
<p>People & Operations Priorities</p> <p>Specific to units within VPER</p>	<p>New activities, programs and initiatives (2023-25)</p>		
<p>Priority 1.4.1: Partner with local communities to align university policies and practices with Indigenous laws, ensuring that we follow local protocols and address colonial relationships with the local Peoples and land so that we are:</p>	<p><i>Please indicate initiatives within actions c & d</i></p>		
<p>c. increasing the visibility and use of local languages, place names and art on campus and in communications materials (DRIPA Action 4.27).</p>	<p>Initiative 1: Brief summary (50 words, max.)</p>	<p>Select Project Status</p> <p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	
	<p>Initiative 2:</p>	<p>Select Project Status</p> <p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	
<p>d. continuing engagement with local Nations to ensure that UVic’s territory acknowledgment accurately reflects their relationships with lands and waters.</p>	<p>Initiative 1: Brief summary (50 words, max.)</p>	<p>Select Project Status</p> <p>Timeline</p> <p>Initiated: dd/mm/yyyy</p> <p>Completed:</p> <p>Anticipated Completion:</p>	

4.1.1b: Ensure flexible, navigable pathways for Indigenous students, staff and faculty to pursue academic and career opportunities, supported by mentorship programs strengthening: healthy and active alum networks and partnerships. DRIPA Action 4.2	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
		Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	

People & Governance Priorities Specific to units within USEC, EQHR & OVPI	New activities, programs and initiatives (2023-25)	
Priority 1.1.4: Collaborate with partners on campus to develop and deliver training programs to address anti-2SLGBTQIA+ discrimination and Indigenous-specific racism. DRIPA Actions 3.3 & 3.8 Equity Action Plan: Equity Centered Culture	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
		Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	
Priority 3.4.1a: Expand dispute resolution protocols to uphold a community of accountability, responsibility and care by: creating avenues for addressing anti-Indigenous racism, discrimination and lateral violence through dispute resolution protocols that flow from Indigenous teachings and processes. DRIPA Action 3.3 Equity Action Plan: Equity Centered Culture Equity Action Plan: Institutional Accountability	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
		Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	
Priority 4.4.1: Develop a comprehensive reporting and implementation strategy, ensuring that metrics are transparent, accessible and aligned with the Disaggregated Demographic Data Collection in British Columbia: The Grandmother Perspective. DRIPA Action 3.14	Initiative 1: Brief summary (50 words, max.)	Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
		Select Project Status
		Timeline Initiated: dd/mm/yyyy Completed: Anticipated Completion:
	Initiative 2:	