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| **INDIGENOUS PLAN REPORT: 2023-2025** |
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| 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 of Sk̓ʷes | TŦE SKÁLs I, TŦE Ś,X̱ENAṈs | The Laws and Philosophies throughout the Indigenous Plan, members of səlxʷéyn sqʷél | SELW̱ÁN SḰÁL | 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 Xʷkʷənəŋistəl | W̱ȻENEṈISTEL | 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.)*  |
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| **This reporting template is specific to units within VPFO***Please send completed reports to* *IndigenousPlan@uvic.ca**by May 12, 2025* | **Lead reporting unit:** |  |
| **Contact name and email:** |  |
| **Collaborating units:** |  |
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| **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. |
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| **Héʔəkʷ ʔə cə čəléŋən ɫtə | HÁEQ ȽTE OL TŦE ĆELÁṈEN ȽTE| 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?*Priorities 1.1.2; 4.1.3**BC DRIPA Actions 3.3 & 3.8* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| 2. What **recruitment,** **hiring and retention practices** have been introduced that support diverse pathways, provide mentorship and/or integrate Indigenous cultural competencies\*?*Priorities 1.1.1; 2.1.1a-f; 3.1.2; 3.1.3; 4.1.4a-c; 4.3.1**BC DRIPA Actions 4.2 & 4.4*[*Equity Action Plan*](https://www.uvic.ca/equity-action-plan/learn-our-goals/recruitment-and-retention/index.php)*: Recruitment & Retention*  | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| *\*Indigenous cultural competencies include knowledge and/or acumen relevant to: Lək̓ʷəŋən and W̱SÁNEĆ 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.*  |
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| **Nəc̓əmaat kʷəns čeʔi | ĆȺNEUEL 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? *Priorities 2.1.1a-f; 2.3.1; 1.4.1a* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
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| **Nəw̓es šxʷ cən ʔay̓ šqʷeləqʷən | ÁMEḴT TŦEN ÍY, ŚḰÁLEȻEN | 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? *Priorities 3.1.1b; 3.1.2; 3.2.1a-c; 3.4.1a-c; & 1.1.4**BC DRIPA Actions 3.3 & 3.8*[*Equity Action Plan*](https://www.uvic.ca/equity-action-plan/learn-our-goals/relationality-and-belonging/index.php)*: Relationality and Belonging* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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*](https://www.uvic.ca/equity-action-plan/learn-our-goals/relationality-and-belonging/index.php)*: Relationality and Belonging* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
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| **Leʔt šxʷ helə ʔə cə mək̓ʷ sčeʔi səʔ |** **S,HOL EṮ MEQ EN ENÁ SE SĆȺ | 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/yyyyCompleted: Anticipated Completion: |
| **Position 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Position 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| 9. What **new bursaries, awards, research funds, fellowships or grants** were introduced or expanded to support Indigenous students, staff, faculty, researchers or community practitioners?*Priorities 4.1.1; 4.3.1; 4.3.2; 2.3.1; 3.3.1* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
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| **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 *staff* within your unit that have completed the Better Data Questionnaire | 0% - 100%  |
| Percentage of *faculty* within your unit that have completed the Better Data Questionnaire | 0% - 100% |
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| **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)** |
| 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/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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](https://www.uvic.ca/_assets/docs/csap2030-actions.pdf), Strategy 1.1(i) | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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](https://www.uvic.ca/equity-action-plan/learn-our-goals/institutional-accountability/index.php): Institutional Accountability  | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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*](https://www.uvic.ca/vpacademic/academic-plan/fostering-innovation/index.php)*: Indigenous Scholarship* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 3**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
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| 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.  |
| **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/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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.[*Equity Action Plan*](https://www.uvic.ca/equity-action-plan/learn-our-goals/relationality-and-belonging/index.php)*: Relationality and Belonging* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: 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[*Equity Action Plan*](https://www.uvic.ca/equity-action-plan/learn-our-goals/relationality-and-belonging/index.php)*: Relationality and Belonging* | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| 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.DRIPA Action 3.3[Equity Action Plan](https://www.uvic.ca/equity-action-plan/learn-our-goals/equity-centred-culture/index.php): Equity Centered Culture | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| 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](https://www.uvic.ca/equity-action-plan/learn-our-goals/equity-centred-culture/index.php): Equity Centered Culture[Equity Action Plan](https://www.uvic.ca/equity-action-plan/learn-our-goals/institutional-accountability/index.php): Institutional Accountability  | **Initiative 1**: Brief summary (50 words, max.) | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |
| **Initiative 2**:  | **Select Project Status** |
| **Timeline**Initiated: dd/mm/yyyyCompleted: Anticipated Completion: |