



Indigenous Citizenship Declaration Policy

Frequently Asked Questions: Faculty Members & Librarians



Last Updated: February 2, 2026

What is the Indigenous Citizenship Declaration (ICD) Policy?

The ICD Policy revises the eligibility criteria for Indigenous-specific opportunities that result in material gain. To be eligible for employment opportunities, awards, grants, and bursaries marked for Indigenous Peoples, applicants must provide (1) a declaration and (2) supporting information. Applications will be reviewed in alignment with the ICD Policy and its Procedures (GV0810).

The ICD Policy affirms UVic's commitment to uphold Indigenous laws and protocols, ensuring that the eligibility requirements for opportunities designated for Indigenous Peoples are consistent with the ways that Indigenous Nations, Peoples and Communities determine their citizenship. The Policy also recognizes the ways that colonialism has disrupted Indigenous legal orders and personal relations with families and communities, and the Policy provides an avenue for folks to demonstrate eligibility through an extended review process. You can find more information about the ICD Policy and resources related to implementation on our webpage:

uvic.ca/ovpi/icd.

How and why was the ICD Policy developed?

The Indigenous Citizenship Declaration (ICD) Policy was developed to provide reasonable assurance that opportunities of material gain intended for Indigenous Peoples are accessed by Indigenous Peoples. Members of Səlxwéyn sqwél | SELWÁN SKÁL | Elders' Voices shared that UVic has a responsibility to ensure that opportunities for Indigenous peoples go to Indigenous peoples, and that this policy is to be seen as a way of upholding healthy boundaries as a people. In response, the Office of the VP Indigenous formed the ICD Committee to design and lead a one-year engagement process with Elders and Indigenous students, faculty, staff and alumni through in person engagement sessions, online surveys and one-on-one conversations. You can find information about this committee and read the full, 41-page report detailing the engagement process and findings on our webpage: <https://www.uvic.ca/ovpi/assets/docs/icd-engagementreport-2025.pdf>.

Is the ICD Policy retroactive?

No, the Policy does not change the terms of eligibility for opportunities that have already been awarded/granted, nor does it change the terms of eligibility for opportunities that were posted/advertised prior to November 1, 2025 and have not yet been awarded/granted.

How do I engage with the ICD Policy and establish my eligibility for opportunities?

You can engage with the ICD Policy at anytime by using your NetlinkID to log into the ICD Application Portal (icdportal.uvic.ca) and start an ICD Application. If you encounter any issues with the application portal or have questions about what supporting information may be required, please reach out to a member of our team at: vpiicd@uvic.ca.

Please note: due to the highly-sensitive and confidential nature of data held by the ICD Application Portal, the portal is currently protected by a VPN. If you're accessing the ICD Portal from off-campus, you will need to install and connect to UVic's free VPN on your device. Instructions and support to do so is available:

<https://www.uvic.ca/systems/services/pages/vpn.php>.

More info & FAQs
uvic.ca/ovpi/icd





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When will faculty members be asked to engage with the ICD Policy?

Faculty members will be asked to engage with the ICD Policy if they apply for a new opportunity designated for Indigenous Peoples that results in material gain. Importantly, the policy only affects eligibility requirements for applications or nominations that were opened after the effective date of November 1, 2025.

If faculty were hired in an Indigenous-specific faculty position that was posted before November 1, 2025, and did not complete the ICD eligibility requirements during their hiring process, they will be required to do so during the application process for any new opportunities designated for Indigenous Peoples that result in material gain.

If faculty were hired in an Indigenous-specific position that was posted after the ICD Policy's effective date of November 1, 2025, they will have already completed the ICD eligibility requirements during the hiring process. Shortlisted candidates for these faculty positions will receive detailed instructions from the search committee chair to complete the ICD eligibility requirements. This process takes place after the committee's shortlisting and before campus visits. Having satisfied eligibility requirements during the hiring process, these faculty members will remain eligible for Indigenous-specific opportunities throughout their time at UVic.

What happens if I don't participate in the ICD Process?

Current faculty members will not be penalized for their decisions to not engage with the ICD Policy. The Policy *does* apply to the eligibility criteria for opportunities designated for Indigenous Peoples that result in material gain. Anyone applying for those opportunities must meet the criteria for those opportunities.

Where does this leave self-identification for faculty members?

Where "The University understands that Indigenous Citizenship, belonging and identity reflects dynamic and distinct social, political, and legal formations and expressions that exceed the focus and scope of this Policy. In no way does this Policy intend to attenuate, restrict or reduce these meanings and expressions" (Section 6.0 GV0810), we continue to respect self-identification and honour the ways that people bring their identities, relations and experiences to the work we do as a campus and academic community. We understand that the choice to not engage with the ICD Process and to not access future/new Indigenous-specific opportunities is not in any way a reflection of the veracity of one's self-identification. The Discrimination and Harassment Prevention and Response Policy (GV0205) specifically identifies Indigenous identity and ancestry as protected characteristics.

What does the ICD Policy say about fraudulent representations of Indigenous identity?

The university has existing policies and mechanisms to address fraud, academic integrity, and misconduct. Matters concerning Indigenous identity fraud will be taken up within those existing processes. The ICD Policy governs eligibility criteria for Indigenous-specific opportunities administered by the university, and its scope does not extend to disciplinary measures. The implementation of the Policy is limited to ensuring that new opportunities are advertised with the new eligibility requirements and that those opportunities are adjudicated and awarded based on successful applicants demonstrating eligibility.





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How long will it take to review my ICD application?

Typically, ICD Applications will be reviewed and designated with eligibility within 1-3 business days. However, ICD Applications that fall within the scope of Policy Section 15.00 a-e will go through an Extended Review Process that could take up to 4 weeks depending on the nature of the application. If you have questions about the ICD Policy or if you anticipate requiring an Extended Review, please reach out to our ICD Team at vpiciid@uvic.ca.

Please note: Where the timelines of Extended Review process would negatively or unfairly impact an applicant's ability to proceed with an opportunity, there are mechanisms available to temporarily suspend the eligibility requirement with the understanding that no positions or funds will be offered, awarded or distributed until the review has been completed and applicant has demonstrated eligibility.

What is an extended review process?

The extended review process was designed to offer a wholistic assessment of an applicant's extended declaration in relation to available supporting information in circumstances where (1) an Indigenous community does not issue enrolment cards or documents, and/or where (2) oppressive, colonial policies have disrupted Indigenous legal orders, impacted practices of state recognition, and/or otherwise challenged kinship relationships. Within the first two months of implementation, 15% of ICD applications have undergone an extended review process and have helped to build knowledge and precedence for the assessment of future applications.

What is the difference between Affirmation and Conditional Affirmation?

Both Affirmed and Conditionally Affirmed applicants are equally eligible for Indigenous-specific opportunities. Affirmed means that an application satisfies the requirements for Supporting Information as established by an Agreement between UVic and the Indigenous Nation, People or Community named by the applicant. Currently, UVic does not hold any agreements, and so all applications will be reviewed in accordance with the Associated Procedures. If the application satisfies the requirements for Supporting Information as outlined in the Associated Procedures, then it will be Conditionally Affirmed.

If your application is Conditionally Affirmed and your Nation later establishes an Agreement with the University, to be Affirmed as eligible for future opportunities, you may be asked to provide the information required by your Nation as per that Agreement. These Agreements do not affect previously awarded or currently held opportunities prior to the policy effective date. All Applicants who may be affected by an Agreement will be contacted and provided time to edit and resubmit their applications.





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How does the ICD Policy impact the hiring process for faculty and librarian searches?

Department Chairs will receive an updated, step-by-step hiring guide from Faculty Relations, which is also available as a resource on our webpage: <https://www.uvic.ca/iace/assets/docs/icd-faculty-librarian-offer-letter-guide-oct-2025.pdf>. To ensure that applicants who wish to be eligible for limited or preferential consideration are aware of the ICD eligibility requirements, the hiring guide offers specific language for job descriptions and advertisements, for short-listing, and for offer letters.

How does the ICD Policy affect Reappointment, Promotion, and Tenure?

Faculty members will be asked to demonstrate their eligibility for Indigenous-specific opportunities during the re-appointment, promotion and tenure process to continue to hold a preferential or limited faculty line sustained by funding designated for Indigenous Peoples. Faculty Relations and the OVPI are committed to working with Faculties and Departments to determine and facilitate a process to support those who do not wish to engage with the ICD Policy or who cannot demonstrate eligibility for Indigenous-specific funding.

This process, to be facilitated through consultations with OVPI, VPAC and Deans, is intended to ensure that these faculty members—who were hired on the basis of self-identification and who were not notified of the development of the ICD Policy during the search process—can continue their work. Our offices approach these conversations with the intention of ensuring that funding designated for Indigenous Peoples is accessed by Indigenous Peoples.

Contact

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More info & FAQs
uvic.ca/ovpi/icd

