



Department of Geography

Equity, Diversity, and Inclusion Statement

April 2024

Territorial Acknowledgment: We acknowledge and respect the Ləkʷəŋən (Songhees and Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day. The Geography Department is dedicated to supporting these historical relationships.

UVic promotes a safe, respectful, and supportive learning and working environment for all members of the university community. In addition, the University fosters an environment characterized by fairness, openness, equity, and respect for the dignity and diversity of its members. The University strives to be a place that is free of discrimination and harassment, injustice, and violence. Its strength and vibrancy are found in the diverse life experiences, backgrounds, and worldviews of all its members.

The Geography Department is committed to enacting and promoting the University of Victoria's values in relation to equity, diversity, and inclusion (EDI). We expect that all faculty, staff, and students will be committed and accountable to these values in their learning and work environments. Thus, the Department is committed to safeguarding UVic's policy statement on equity, diversity, and inclusion. In turn, the EDI Committee is dedicated to centering marginalized voices, operating with transparency, acting in the spirit of reciprocity and relationality, and continuous improvement as a self-governing body. We support, promote, and encourage all faculty, staff, and students to endorse UVic's most recent Equity Action Plan (2022) policy that concerns equity and diversity and can be viewed at <https://www.uvic.ca/equity-action-plan/index.php>:

The Equity Action Plan's goals provide UVic with strategic direction to advance equity, diversity and inclusion, and to create the conditions in which everyone feels a sense of belonging: as connected and respected parts of the university community.

The 2022 Equity Action Plan (EAP) is organized around 5 goals:

1. [Equity-centred culture](#)
2. [Relationality and belonging](#)
3. [Recruitment and retention](#)
4. [Access and support](#)
5. [Institutional accountability](#)

Below are important links to UVic policy documents that the Department of Geography follows in relation to equity, diversity, and inclusion:

1. [Equity Action Plan](#)
2. [Indigenous Plan](#)
3. [Policy HR6100](#): Employment Equity Policy for Employees
4. [Policy GV0200](#): Policy on Human Rights, Equity and Fairness
5. [Policy HR6115](#): Employment Accommodation
6. [Policy SS9125](#): Response to At-Risk Behaviour
7. [Policy GV0205](#): Discrimination and Harassment Policy
8. [Policy AC1205](#): Academic Accommodation and Access for Students with Disabilities
9. [Policy HR6110](#): Guidelines on Preferential or Limited Hiring
10. [Policy SS9120](#): Policy on Prevention of Violence in the Workplace
11. [Policy GV0245](#): Sexualized Violence Prevention and Response Policy
12. [Policy AC1300](#): Resolution of Non-Academic Misconduct Allegations policy

Additionally, the following are key UVic Community Resources/Offices which can provide support to faculty, staff and students having concerns about equity, diversity and inclusion:

1. [Equity and Human Rights Office](#)
2. [Office of the Vice-President Academic and Provost](#)
3. [First People's House](#)
4. [Office of Indigenous Academic and Community Engagement \(IACE\)](#)
5. [Centre for Accessible Learning](#)
6. [Native Students' Union](#)
7. [Centre for Asia-Pacific Initiatives](#)
8. [International Office](#)
9. [Counselling Services](#)
10. [Student Mental Health](#)
11. [UVic Graduate Students' Society](#)
12. [University of Victoria Students' Society](#)
13. [Human Resources](#)
14. [Faculty Association](#)