Designing Engagement: What we heard from our community
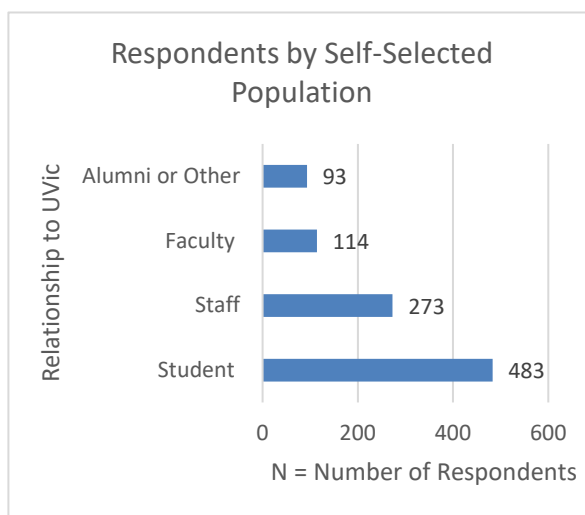
Overview Statement

The following reflects information shared with EQHR and the RCC through our Equity Action Plan Phase 1 Engagement Survey. In total, 849 community members participated in the survey over a two-week period.

Part 1 – Engagement Preferences

According to survey respondents:

→ Surveys are the preferred method of digital engagement across all populations

→ Students prefer peer-led discussions for face-to-face engagement (~37.9%), while Staff (~65.8%), Faculty (~67.9%), and Alumni/Other (~63.1%) prefer meetings with their group, unit, or constituency

→ Public discussion boards are the least popular online engagement method we suggested across all populations. This appears to be related to concerns surrounding confidentiality/privacy

→ 'Sharing circles' was one of the most popular 'Other (please specify)' answers for face-to-face engagement across all populations

→ Of those respondents that indicated preference for focus groups, they suggested that focus groups be organized by topic (e.g. hiring processes, accessibility, decolonization), by unit/ department/group or by identification with equity seeking groups

Respondents by Self-Selected Population

- Alumni or Other: 93
- Faculty: 114
- Staff: 273
- Student: 483

Relationship to UVic

N = Number of Respondents

Part 2 – Engagement Priorities (identified themes)

Building Safety:

Mutual Respect: Leading with respect, including respecting privacy, confidentiality, diversity, lived experience, and difference can help build trust, maintain transparency, and ensure safety

Representation: Representation of equity deserving populations within positions of authority can help to make engagement environments feel safe for those populations

Trust: Trust operates as a vital aspect of relationship building and, therefore, meaningful/productive engagement

Creating Opportunities for Dialogue:

Creating Space: Safe, welcoming, and inclusive for equity deserving groups

Accessible Engagement: Providing opportunities for engagement across multiple platforms, venues and events to ensure the process is as accessible as possible across populations

Open Communication: Accountability and community-wide momentum

Accessibility Considerations:

Disability Accessibility: Community members may face barriers to engagement if living with visible and/or invisible disabilities

Language Accessibility: Community members may face barriers to engagement due to language accessibility

Financial Accessibility: Community members may face financial barriers to engagement

Accountable Engagement:

Transparency: Open, honest, and consistent communication leads to greater trust and accountability

Representation: Representation from across diverse populations throughout each phase of planning and engagement

Evaluation: Consistent and transparent evaluation leads to greater trust and accountability

University of Victoria