



Introducing the Implementation Framework

Equity Action Plan Implementation Toolkit

Using this slide deck

This deck can be used to introduce working groups to the Equity Action Plan Implementation Framework.

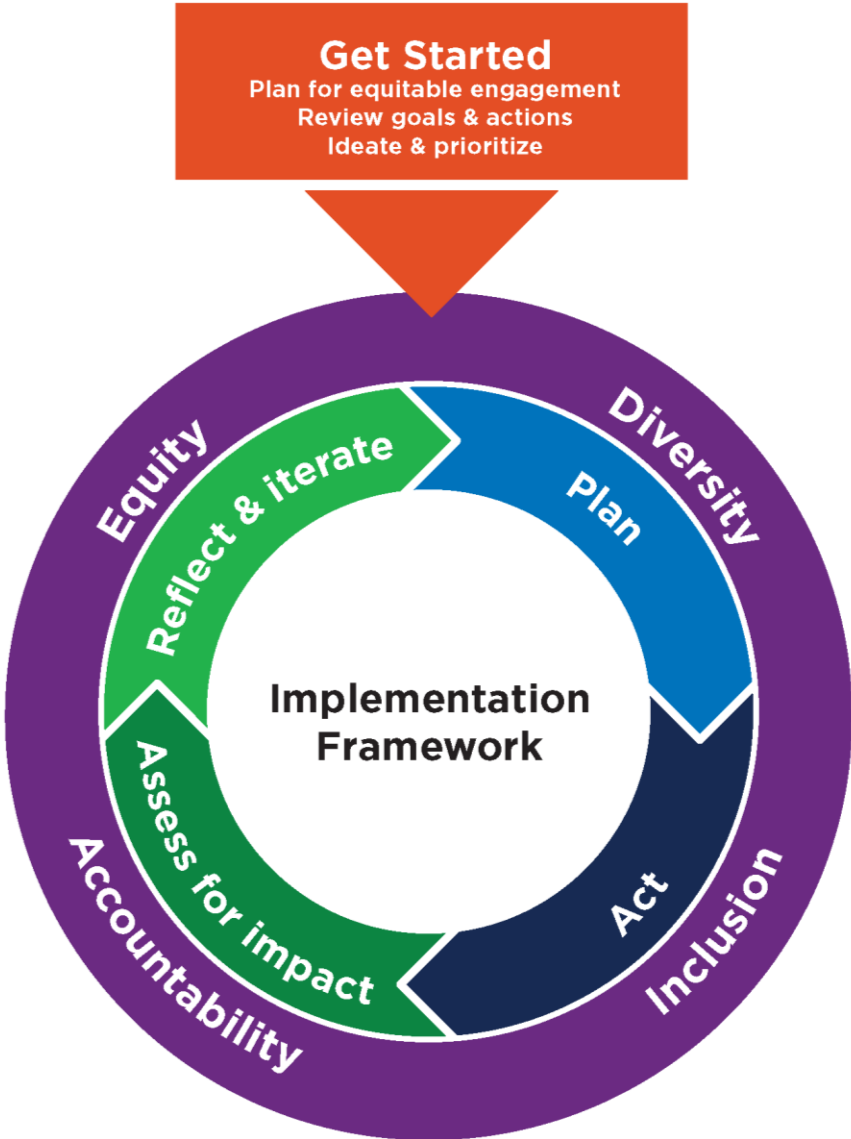
We encourage leaders to use this as a starting place for discussion about implementation principles and phases.

Reviewing the materials ahead of time will help you prepare to answer your team's questions.



Framework

This framework includes the principles and phases necessary to move from identifying which actions your unit can contribute to, to activity implementation and meaningful evaluation.





Principles

Equity

Diversity

Accountability

Inclusion

Equity

At UVic, advancing equity starts with recognizing the injustices that are created in and maintained by the systems and structures on our campus and their impacts on community members. Equity requires institutional action, including the direct allocation of resources and the creation of fair, accessible opportunities and supports that address the diverse needs of the campus community. The EAP will use creative solutions to redistribute power and eliminate intentional and unintentional barriers experienced by members of systemically and historically marginalized groups.



Diversity

Diversity is typically understood as the measurable representation or presence of differences in lived experience and intersections of identities (e.g., race, sexuality, age, gender, ability) within a group. At UVic, measuring diversity will help us better understand who makes up our campus community and who is missing or excluded. While we work to increase diversity, we understand that diversity without equity and inclusion is meaningless.



Inclusion

At UVic, inclusion is the intentional and ongoing act of creating conditions where every community member can fulfill their potential and bring their authentic selves forward. Inclusion involves and benefits everyone. A measure of inclusion is whether systemically and historically marginalized individuals and groups share power in processes, activities and decisions.



Accountability

At UVic, we will strive to be accountable by practicing transparency and working to build relationships and trust. We understand that accountability must include a commitment to communication, to learning, to reflexivity, to receiving feedback and to action. As we go about advancing the goals of the Equity Action Plan, we must ensure our processes not only our outcomes are considerate of equity.



We seek to be accountable to:

- **Broad impact/strategy** - university activities work to advance the guiding statements set out by the UVic [Strategic Plan](#) (including the pledge to [?etal nəwəl | ÁTOL,NEUEL](#)) and the goals of the Equity Action Plan
- **UVic community** – we work to dismantle barriers and build relationships with those most impacted by the actions set by the Equity Action Plan
- **Lateral/team** - as we work to advance the Equity Action Plan, we are responsible to each other as a team of employees for applying our principles and values as consistently internally within our work with each other as they are externally, with the broader university community





Phases

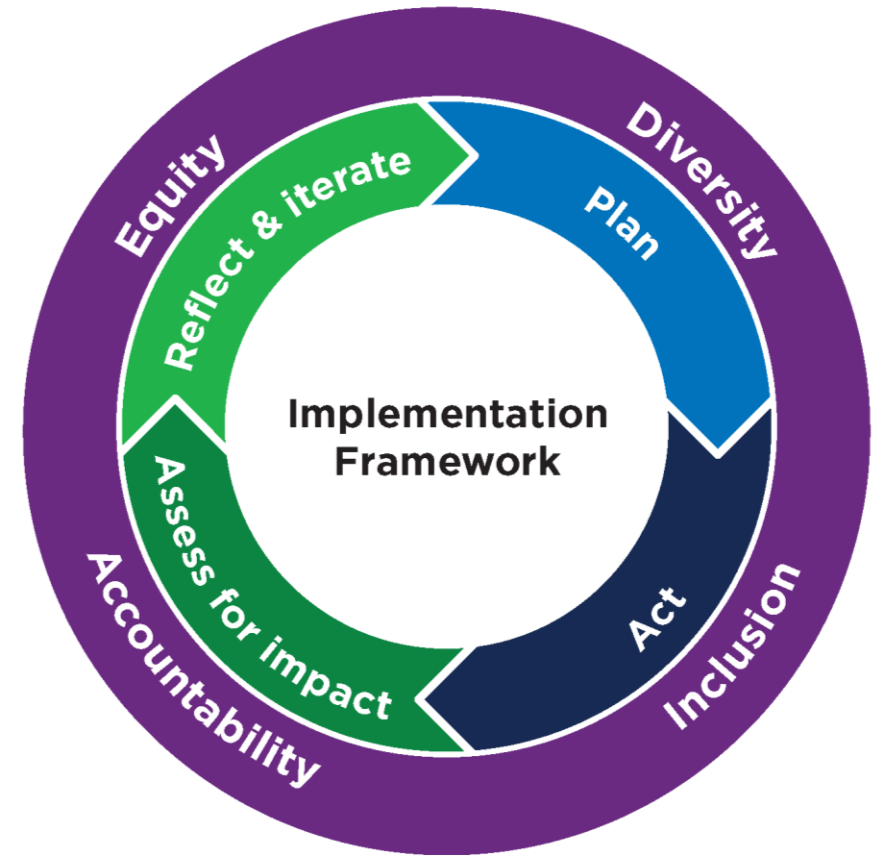
Get started

Ensure you have a firm understanding of the goals and actions in the Equity Action Plan. Identify what actions are relevant to your unit and where your portfolio is named as a lead. Use the support resources provided on the EAP website to carry out a prioritization process to identify where your team can have the largest impact.



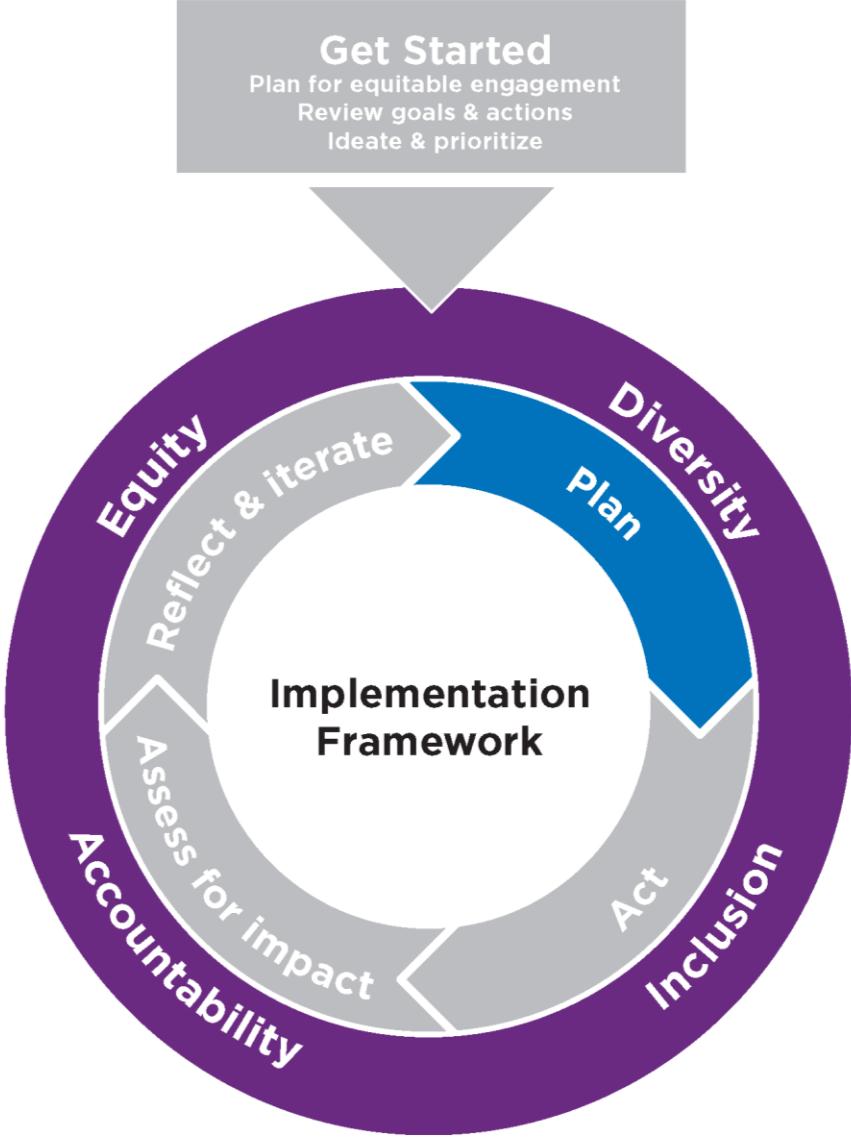
Cycle

The other phases make up a cycle through which each individual activity will be planned, put in motion, assessed and reflected upon. This cycle is meant to be iterative, meaning that based on learnings you may need to continue to plan and adjust.



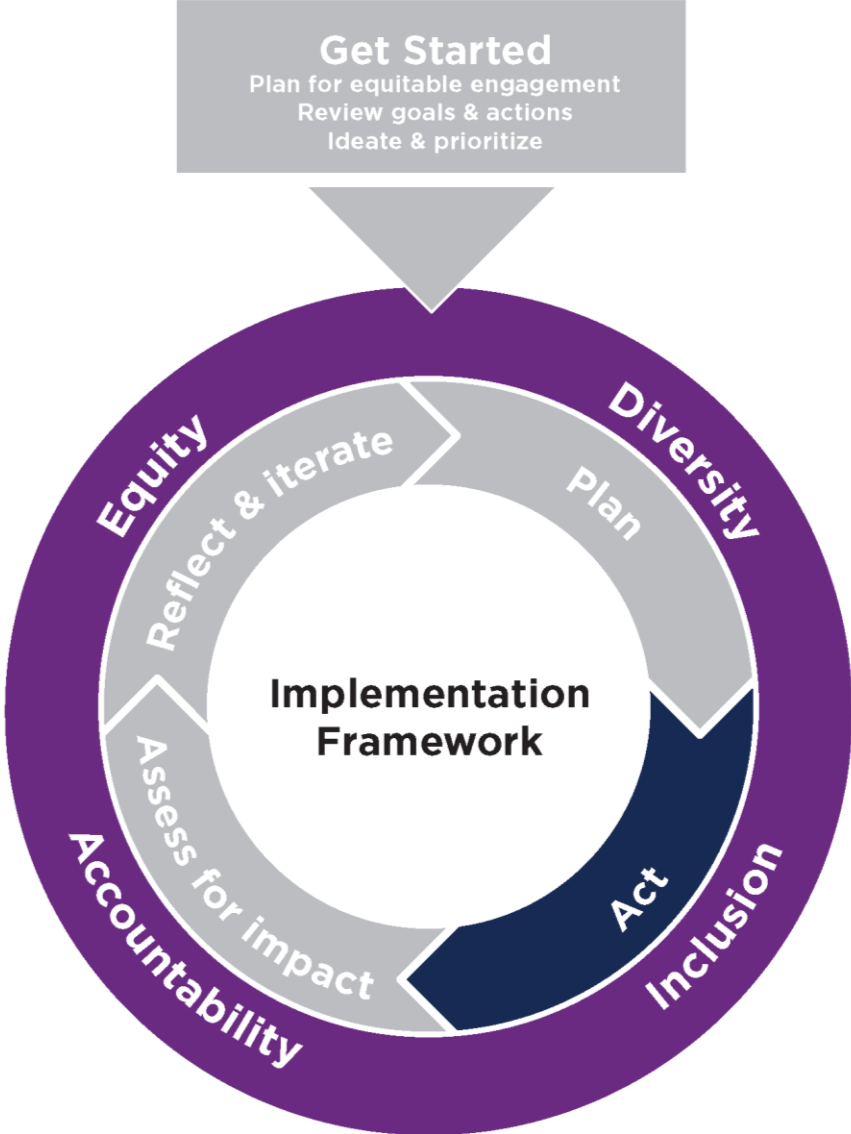
Plan

Now that you've identified an activity to implement, assemble the right team to build your project plan. Planning requires identifying the scope of the project (timeline, logistics, etc.), developing impact goals and taking bold creative actions to reduce barriers and increase equity.



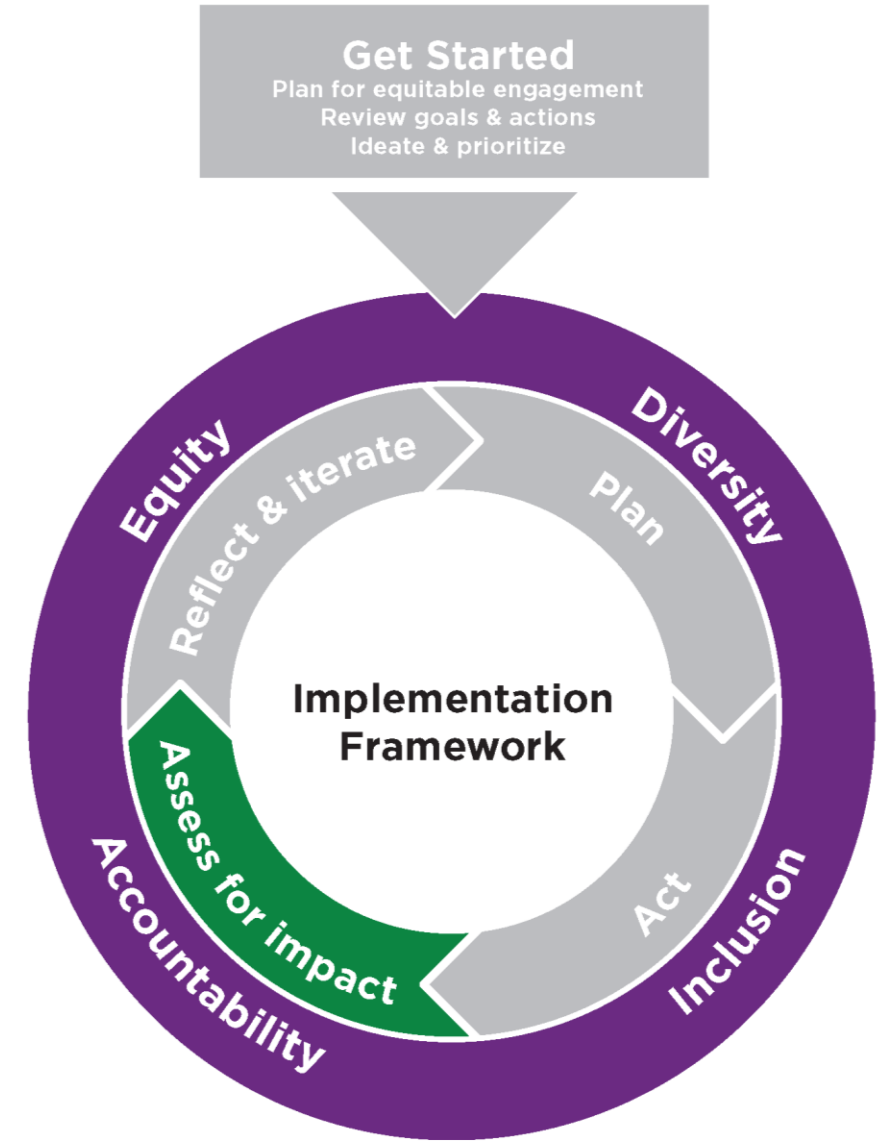
Act

Put your project plan in motion. Update, alter and change policies, practices or programs or run a pilot of something new. Monitor project progress and adjust as needed.



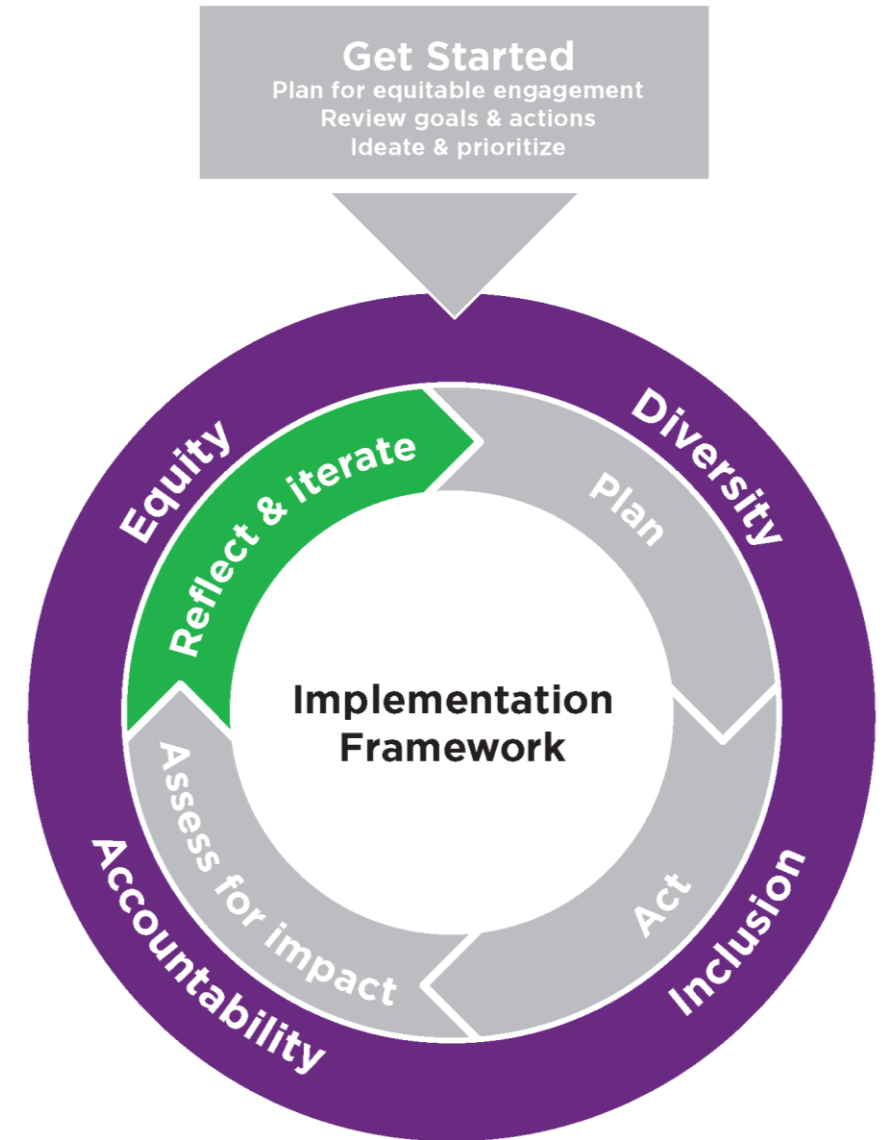
Assess for impact

Assess both intended and unintended impacts. For example, consult and evaluate to determine if your impact goals have been met and if there were any learnings or outcomes that were not intended.



Reflect and iterate

Reflect on what you've learned from your activity. Determine what worked and what didn't. Make changes, expand pilots and/or return to the planning phase.



Toolkit

The EAP Implementation toolkit is an evolving library of tools, guides and resources that support unit-level planning and implementation as well as equitable and inclusive processes.

The tools are meant to be reviewed and used by unit and implementation leaders.

Access the toolkit at uvic.ca/eaptoolkit

Group discussion questions

- What might it look like/feel like/sound like to integrate the principles into the ways we work to advance the Equity Action Plan?
- What do we need from each other to be able to integrate the principles into our ways of working together?
- What do we as a team or as individuals need to get ready to start the Get Started phase of the framework?

***Feel free to add to or tailor these discussion questions to be relevant to your context or team