



UVIC COMPETENCY RESOURCE GUIDE

PEOPLE, PLACE AND THE PLANET



From the campus to the global community, we support people’s wellness and ability to thrive, and are addressing sustainability, climate action and the systemic barriers affecting equity, diversity and inclusion.

<p>Competency: ADDRESS BARRIERS</p> <p>I understand and value the diversity of UVic’s students, employees and the broader community. I work proactively to increase my awareness of systemic bias and barriers so I can be accountable for my own actions and provide appropriate support to those negatively impacted. I am thoughtful and proactive in identifying and removing obstacles to equity and accessibility so that UVic is a welcoming environment that is diverse, inclusive, equitable and accessible.</p>	
<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Initiating or participating in regular reviews of policies and practices related to your work to identify and address bias and barriers to services • Exploring ways to communicate appropriately and accommodate a diversity of needs and preferences and being open to changing your approach • Volunteering for student-related events such as Weeks of Welcome and Convocation or for initiatives that support the advancement of diverse social causes • Familiarizing yourself with student well being initiatives (eg. Student Mental Health Strategy, Sexualized Violence Policy and Procedures, etc.) and your responsibilities as an employee • Asking questions to remain aware of current and emerging student and employee centred initiatives and programs
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • What is one thing you can do in your role to help create a welcoming inclusive environment for students, employees or community members? • Think of a time when you experienced barriers to accessing a service in a way that met your needs. How does your reflection on that experience impact the way you approach your work? • What potential barriers to service for equity deserving groups do you see at UVic? In your department? In your work? • What do you see is the impact of not ensuring UVic is a welcoming, inclusive and accessible environment? • How might you go about ensuring the work you do and services you provide support UVic’s goals around equity, diversity and inclusion?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Use Learning Central to search for courses by filtering on the topic Equity, Diversity and Inclusion • Use the Equity Action Plan Reflection and Action Guide that is most relevant to your role • Read MyUVic Life student blog to learn more about the student experience • Read the University Plans related to addressing barriers such as the Strategic Plan, Indigenous Plan, Equity Action Plan and Accessibility Plan • Participate in 5 Days of Action 365 days of commitment www.uvic.ca/equity/education/5-days-action
<p>Competency: COMMIT TO SUSTAINABILITY</p> <p>I contribute to UVic’s climate and sustainability goals by integrating sustainability practices and leadership into my work and professional development. I support embedding Indigenous perspectives in my work by listening, learning and being accountable for change that is based on trust, respect, reciprocity, consent and responsiveness.</p>	
<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Allocating time to support sustainability initiatives • Creating or contributing to tracking and accountability of sustainability initiatives in your work <p>(cont’d next page)</p>

<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Developing an awareness of personal environmental impact in terms of waste, energy, and transportation • Embedding sustainability practices in program offerings (e.g. design, supplies, catering, printing) • Participating in one of several annual campus sustainability campaigns or events • Requesting sustainable options when making individual or departmental purchasing decisions • Connecting sustainability initiatives to Indigenous teachings that relate to caring for the land, air and water
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • How have your attitudes and practices regarding sustainability been formed? • Who is a good role model for sustainability in your life? • How do you practice sustainability in the workplace? What ideas might you have to further your practice or impact? • What is one thing you can shift that would contribute positively to UVic achieving its sustainability goals? • What does the Indigenous teaching ʔetal nəwəʔ ÁTOL,NEUEL Respecting the rights of one another and being in right relationship with all things mean to you? How does this connect to UVic's sustainability goals?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Review the Climate and Sustainability Action Plan for connections to your work • Join the UVic Staff Sustainability Network • Access the campus sustainability fund to implement a project • Participate in campus-wide sustainability campaigns and events such as Bike to Work Week • Take a course or workshop (on or off campus) to learn a new sustainability behaviour such as bike maintenance or composting.
<p>Competency: FOCUS ON WELLNESS</p>	<p>I remain responsive and empathetic by prioritizing wellness, sense of belonging, and lifelong learning for myself, my colleagues, my team, our student population and the broader UVic community. I take care of myself and recognize my role in a community that sustains one another as we take on the important work ahead.</p>
<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Anticipating change, exploring alternative outcomes and developing contingency plans for yourself and to support others • Clarifying expectations and checking in regularly to confirm approaches, decisions and actions continue to be realistic and feasible • Monitoring your own reactions to change and considering how others' reactions may be different • Taking proactive steps to maintain your personal well-being and build resilience • Being aware of health and wellness related resources for students and employees and referring as appropriate
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • What is your attitude towards change and how that has been shaped? • When did a work-related change not go well for you? What happened? How did it feel? What could have made it better? • How do you adapt to change? What do you need to do to let go of the old ways/patterns/beliefs and accept new ways of doing things? • How would others know when you are experiencing stress? What do you need from others when things get tough? • How do you look after yourself when experiencing stress and how do you know when you need to set boundaries or seek help?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Use Learning Central to search for courses by filtering on the topic Health and Wellness • Access the many services and learning resources available through UVic's employee and family assistance program • Access UVic's Mental Health Resources page for employees for help for yourself or to assist another employees