

UVIC COMPETENCY RESOURCE GUIDE Petalnəŵəl | átol, neuel



Respecting the rights of one another and being in right relationship with all things, we are equipped to uphold a community of belonging and accountability where Indigenous Peoples and their ways of knowing and being enrich education, research and service at the university.

Competency: INDIGENOUS ACUMEN	l actively grow my understanding of the university's location in Ləkwəŋən territories and in a place important to WSÁNEĆ Peoples. I demonstrate my knowledge of colonialism and Indigenous rights to self-determination in my role to align the work of the university with Indigenous laws and honour the priorities identified by Indigenous communities. I initiate and participate in learning opportunities that deepen my respect for Indigenous People and their teachings, protocols, languages, lands, waters and Knowledges.
How this competency could be demonstrated in your work	 Accurately describing and appropriately acknowledging traditional territories where you live, work and visit Recognizing and challenging colonial assumptions and bias in policy, practice, systems and procedures in your work Familiarizing yourself with the resources and supports available to Indigenous students, staff and faculty at UVic. Respecting colleagues' and students' participation in Indigenous ceremonies and protocols on campus and in communities, demonstrating cultural understanding Making changes in the way you do your work based Indigenous worldview, teachings, protocols and value systems Learning to correctly pronounce the Lakwaŋan and SENĆOŦEN language and teachings used in UVic's plans, department names and building names Connecting the impact of historical and continuing Canadian policies and practices to current bias, obstacles and discrimination experienced by Indigenous people and communities
Sample coaching, reflection or interview questions	 Can you locate yourself on the traditional territories and speak about your connections with local lands and communities? How has your knowledge and awareness of Indigenous histories, cultures and rights grown over the past five years? What educational resources are available to you? What are some of the ways you can increase your knowledge? What is your unit/department/division currently doing to create a welcoming and inclusive environment for Indigenous students, faculty, staff, and community members? How could you encourage others to increase their Indigenous acumen? What have you learned through your partnerships and work with Indigenous People? What gaps do you notice in your own knowledge and understanding of our shared history?
Sample learning opportunities	 Read UVic's 2023 Indigenous plan X^wk^wənəŋistəl W^QENENISTEL Helping to move each other forward and discuss the teachings and goals with colleagues. Practice your pronunciation of the Lək^wəŋən and SENCOTEN words and teachings that appear in the Indigenous Plan. Use Learning Central to search for courses related to Indigenous Acumen by filtering on the topic Equity, Diversity and Inclusion. Access the self-paced Pulling Together Guides through BC Campus and select the one appropriate to your work and role at UVic. Do your own research and exploration of learning resources, beginning with local learning and education resources.

Competency: CULTURAL HUMILITY	I practice self reflection to acknowledge my identities, biases, privilege and power. This helps me build awareness of how my social context, distinct experiences and self-image shapes my beliefs, feelings, thoughts and behaviour. I expand my perspective by actively considering different ways of knowing and being. I am willing to feel uncomfortable and vulnerable to do this work.
How this competency could be demonstrated in your work	 Listening attentively and respectfully to others, especially when they share their lived experiences Identifying how your own perspectives differ from others and how that impacts the way you do your work Reflecting on how your work is structured and impacted by implicit values and beliefs Recognizing how your own biases, beliefs, and cultural identities influence your interactions with others Acknowledging and addressing how various forms of power imbalance impacts your interactions with others Recognizing gaps in knowledge and working to manage them Stepping into uncomfortable conversations with good intentions, trust and a sense of accountability
Sample coaching, reflection or interview questions	 What aspects of your own culture, upbringing and lived experience shape your values and perspectives? What local Indigenous values or teachings resonate with your own? How can you make space for honouring your values and respecting these teachings in your work? What strategies do you use to manage any personal discomfort that arises when you explore your own sources of power and privilege? Can you share an experience where your perspective was influenced or changed about an equity deserving group? How did that impact you? Can you recall a situation where you recognized your own bias? How did you address it? What strategies could you use to create an inclusive and accessible environment through your work?
Sample learning opportunities	 Use Learning Central to search for courses related to Indigenous Acumen by filtering on the topic Equity, Diversity and Inclusion. Seek out books, podcasts or films with Equity, Diversity, Inclusion, and Belonging topics or themes. Discuss with others and share recommendations. Develop a reflective practice such as journaling. Attend campus or community events and celebrations hosted by various groups on campus.
Competency: TAKE RESPONSIBILITY	l accept the responsibility I have to other people, to future generations, to the lands and waters, and to upholding the rights of Indigenous Peoples to self- determination. I actively prioritize cultivating a community of care, bringing a good heart and a good mind into my interactions with others. I demonstrate accountability for my words and actions, acknowledging mistakes and working together as learners and teachers.
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TAKE RESPONSIBILITY How this competency could be demonstrated	 determination. I actively prioritize cultivating a community of care, bringing a good heart and a good mind into my interactions with others. I demonstrate accountability for my words and actions, acknowledging mistakes and working together as learners and teachers. Learning about the impact of colonialism on Indigenous People so to deepen your understanding of provincial and national commitments to reconciliation Finding ways to incorporate anti-racist practices and demonstrate respect for Indigenous ways of knowing and learning in your work Listening and learning from Elders, Knowledge Keepers and Indigenous partners and being accountable for change that is based on respect for teachings. Acknowledging and being accountable for actions that are disrespectful or inconsistent with Indigenous cultural practices and protocols.