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| <p>Competency: CULTURAL HUMILITY</p> <p>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.</p> | |
| <p>How this competency could be demonstrated in your work</p> | <ul style="list-style-type: none"> • 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 |
| <p>Sample coaching, reflection or interview questions</p> | <ul style="list-style-type: none"> • 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? |
| <p>Sample learning opportunities</p> | <ul style="list-style-type: none"> • 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. |
| <p>Competency: TAKE RESPONSIBILITY</p> <p>I 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.</p> | |
| <p>How this competency could be demonstrated in your work</p> | <ul style="list-style-type: none"> • 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. • Providing space for Indigenous colleagues to offer honest feedback, prioritizing a collaborative and reciprocal working relationship |
| <p>Sample coaching, reflection or interview questions</p> | <ul style="list-style-type: none"> • What is your unit/department/division currently doing to support the UVic Indigenous Plan? Which priorities are meaningful to you and your work? • In addition to the BC DRIPA Action Plan, the TRC and the MMIWG Report, which other provincial, national and international calls to action are relevant to your work? • How do you show up with a good heart and good mind in your work? What everyday actions can you take to encourage and support other people to do the same? • What actions can you take to uphold the rights of Indigenous People in your work? • Think of a time when you made a mistake, used words or acted in a way that you now understand to be disrespectful of Indigenous teachings, protocols or people. How did you take accountability? What would you do differently now? • How might UVic's Purpose, Pledge and Principles guide you in your work? |
| <p>Sample learning opportunities</p> | <ul style="list-style-type: none"> • Familiarize yourself with the BC DRIPA Action Plan (2022) and the MMIWG Report's Calls for Justice (2019), especially as these instantiates relate to post-secondary contexts. • Read UVic's 2023 Indigenous plan X*kw*anəjstəl WƳENENISTEL Helping to move each other forward and reflect on which priorities resonate with the work you do. • Reflect on how the Purpose, Pledge and Principles of the Distinctly UVic Strategic Plan can guide your work and learning. • Use Learning Central to register for the Indigenous Cultural Acumen Training (ICAT) course. • Attend Indigenous events, celebrations and days of observance at UVic or in the community |