

2018-19 Indigenous Plan Report

Executive Summary

The University of Victoria's *Indigenous Plan (2017-2022)* was launched in September 2017. Since then, several Faculties, departments and divisions at UVic have taken the initiative to embrace culturally safe, Indigenous-focused approaches; hire more Indigenous faculty and staff; and implement new Indigenous programming. Significant progress has been made in all areas within the five strands of the *Indigenous Plan*: Students, Faculty and Staff, Education, Research and Governance.

The *Indigenous Plan Auditor's Report* captures a broad overview of the work that is being done towards decolonization and Indigenization at UVic. Questionnaires were sent to deans, administrative leads and those in various departmental roles with the goal of documenting how the *Indigenous Plan* was taken up in their areas between September 2017 and December 2018. Six Faculties, three departments and two divisions provided comprehensive responses, and a considerable amount of time was required to evaluate where the various initiatives corresponded to the goals and actions outlined in the *Indigenous Plan*. Some of the initiatives listed reflect work that started prior to the *Indigenous Plan* launch and is ongoing, and were therefore included. Other responses detailed work planned for the upcoming year(s). These are included in appendix A.

Highlights of the many achievements that align with the *Indigenous Plan* include:

- the launch of the world's first Indigenous Law Program, the JD/JID;
- the launch of an Indigenous Studies Major;
- the hiring of five Indigenous faculty in newly created positions, and the hiring of 20 new Indigenous staff (bringing the total self-identified Indigenous faculty and staff to 80 or three percent of UVic's total faculty/staff complement); and
- the expansion of Canada's first Indigenous co-op program.

In 2018, UVic released a new *Strategic Framework*, that includes "respect and reconciliation" as one of six strategic priorities, and embarked on a ten-year *Strategic Enrolment Management Plan* with the goal of increasing Indigenous enrolment to at least ten percent of the student body by 2029.

Together, the *Indigenous Plan*, the *Strategic Framework* and the *Strategic Enrolment Management Plan* support the unified vision of bringing awareness to the issues and concerns of Indigenous students and communities; to propel new Indigenous initiatives and programs; and to inform the ground breaking work that UVic will undertake in the future towards the vision of true and meaningful reconciliation.