

UVIC COMPETENCY RESOURCE GUIDE

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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:</p>	