

2018-19 Indigenous Plan Report

Executive Summary

The year-long initiative *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 @ UVic's Office of Indigenous Justice/JID;