

2020-21 Indigenous Plan Report

STRAND 1 Students

GOAL AND ACTIONS:

1. **Increase recruitment, retention and success of Indigenous students across academic programs of study and programming that supports transition and pathways to university.**
 - a. Enhance the role of Elders in Residence to build greater capacity for culturally appropriate teaching and learning
 - The Tri-Faculty Indigenous Resurgence Coordinator is producing a resource guide to help instructors invite knowledge keepers into the classroom.
 - Elders in Residence spoke to instructors about culturally appropriate teaching and learning approaches as part of a session symposium organized by a psychology professor.
 - The Faculty of Law actively involved Elders in its Indigenous Law Program. The Faculty of Human and Social Development, the School of Indigenous Governance, and the School of Public Health and Social Policy reported that Elders contributed to events and advisory groups.
 - b. Formalize Indigenous Knowledge Keeper programming to build greater capacity for culturally appropriate teaching and learning
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- The Department of English planned to offer an Indigenous section of WWP 135 Academic Reading and Writing, which is one of the Academic Writing Requirement courses
- The School of Indigenous Governance notes that Indigenous students hold 80% of seats in the IGOV program.
- The School of Nursing has increased the number of reserved seats for Indigenous students in the BSN program from 8 to 16.
- In 2020, the School of Social Work notes that it implemented the first ever Decolonial Equity admissions process. Indigenous intake in the BSW went from 13% of accepted applicants in 2019 to 22% of accepted applicants in 2020. Further, the full cohort from 2020's intake for the MSW Indigenous specialization stream is Indigenous.

2. Create a warm, welcoming and respectful learning environment and sense of place.

a. Support development of a community that is accepting of diversity, and inclusive of Indigenous ways of knowing and being

- In the Faculty of Science, the Science EDI Council was formed with representatives from all six units, including the TR Faculty Indigenous Resurgence Coordinator who is guiding Indigenous EDI decisions, and all units were asked to add territory acknowledgements to their websites
- University Libraries directly supports Indigenous students through the Indigenous Education/Indigenous studies librarian, and training to enhance culturally relevant service.
- The Math Department provided specialized training for Teaching Assistants in the First Peoples House and held an EDI colloquia inclusive of Indigenous mathematics.
- The School of Earth and Ocean Sciences formed an EDI committee to ensure Indigenous inclusion.

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- b. Provide opportunities for students to learn about the history of Indigenous peoples and the enduring impacts of colonization on individuals, families, and communities
- In the Faculty of Science, the EDI Council is working to revise course content, and the TFIRC is developing instructor resources.
 - The School of Child and Youth Care notes that it has improved support for its Indigenous students by adding two courses restricted to Indigenous students: *z ï ñ _ > e : ^ d y E OyEx d g t _1 z U d E T K Sage and z ï ñ _ > : ^ d OyE Ed g t _1 z U d E T K Cedar*. These full-credit courses provide a safe circle context for students to share their *Æ %_ OE] v • v À o } %_ } v v š] } v • X d Z • Z } } o o t Z v } š • š Z š* Claxton, CYC faculty member, led the development and delivery of *H S p e e d* Topics course: *6 U 5 [Ed g e t , Land, Language, and Practices of Wellness*. CYC also has an Indigenous stream for its Undergraduate program. They note that while the stream is open to non-Indigenous students, it does provide Indigenous students with an opportunity to specialize, and fosters respect for and deeper understanding of strengths of their heritage. The recent formalization of CYC 355, *All My Relations* course that can substitute for a similar but less culturally-specific course is one example of this in practice.
 - Indigenous students can access the *L E N O P* Preparation Seminar, which is an equivalent course to the Introduction to Professional Practice, a mandatory course for eligibility.
 - In the Faculty of Education, the Teacher Education Program launch featured the keynote speech “Schools as Places of Healing: Truth, Reconciliation, and Education” Faculty hosted a session offered by Indspire “Climbing the Mountain for Reconciliation.”
 - Acting Associate Dean Academic of Social Sciences served on the Orange Shirt Day Committee.
 - The Department of Anthropology notes extensive course offerings.
 - Three Economics courses received revisions and additions to their curriculum
 - The School of Environmental Studies offered three new upper-level and graduate courses explicitly focused on decolonization, two of which were taught by Indigenous faculty.
 - The Department of Psychology notes that part-time Indigenousization Advisor for the Department provides consultation on research, counselling, and relationships. She provides

- The School of Child and Youth Care CYC250: Law, Indigenous People, and the TRC Calls to Action as an attempt to provide foundational

- The Faculty of Law under B0.5 (L)-9.9 (-L)-9.9 (-L)-9.9 w uni

community-based knowledge keeper who teaches with GEOG 453 The Community-Based Participatory Research course received a CEL grant to support the Elders Advisory as well as honoraria gifts for Elders to participate.

- The Faculty of Law notes that it has actively increased the roles of Elders and Knowledge Keepers within its educational and support offerings.
- The Faculty of Humanities notes that Elders and Knowledge Keepers continue to be involved in particular courses across its departments
- University Libraries notes that they consulted on, and are in the process of establishing, an Elders and Knowledge Keepers Advisory Circle.
- The School of Indigenous Governance notes that they developed and revitalized MA programming and curriculum, establishing its Advisory Council to seek advice from Knowledge Keepers and Elders on the direction for curriculum and program initiatives.
- The School of Social Work invites Elders to its initial intensive orientation courses for both the undergraduate and graduate programs.

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- The School of

and Community-Led Engagement (CIRCLE) to support dedicated staff positions. In addition, the Vice President Research and Innovation follows EDI in the proportionate allotment of research chair opportunities.

- Acting Deans of Social Sciences took lead the hiring of the new Tri-Faculty Indigenous Research Coordinator
- In 2020, the Department of Anthropology welcomed three Indigenous faculty members
- In 2020, the Department of Environmental Studies hired for Canada Research Chair in Indigenous Political Ecology.
- The Department of Geography notes that it hired its first Indigenous faculty member in 2021.
- The Faculty of Humanities notes that its Indigenous Implementation Strategy identifies strategies for recruitment and hiring of Indigenous staff.
- University Libraries added a new hire to its senior leadership, the Associate University Librarian Reconciliation (2020), and are continuing

- The Faculty of Law notes that it undertakes preferential hiring
- The Faculty of Humanities has implemented equity processes for all new hires
- University Libraries has preferred hiring practices for all hires within the RA office, with Indigenous knowledge acumen being defined as a baseline knowledge requirement
- The School of Indigenous Governance uses preferential and limited hiring for all staff and faculty positions for all recruitment within the program.
- The School of Nursing follows all equity processes. Indigenous representation is followed on all major hiring decisions
- The School of Public Administration has used limited hire to recruit an Indigenous Scholar from within BC.
- The School of Public Health and Social Policy successfully applied for funding from the Indigenous Recruitment Support Fund for two Indigenous faculty members
- In April 2021, the School of Social Work recruited for a limited-hire Indigenous, BIPOC scholar at the Assistant Teaching Professor level. Hiring processes for staff, faculty, and sessional instructors are all advertised as preferential hires

c. Recognize Indigenous staff in their reviews and performance evaluations for their significant contributions to university activities and programming for Indigenous students

- The Vice President Research and Innovation notes that they undertake efforts to recognize diverse forms of research excellence.
- The School of Environmental Studies included Indigenous faculty in the Merit Committee
- Each Department within the Faculty of Social Sciences notes that they have taken some steps toward respectful acknowledgment of the contributions of their Indigenous faculty
- The Faculty of Humanities has one Indigenous staff person in the Indigenous Studies program and Humanities supports and recognizes her contributions to Indigenous student success.
- University Libraries recognizes the unique skills and contributions of Indigenous staff, while also making staff aware of options to pursue cultural and spiritual leave
- The School of Nursing includes recognition of Indigenous contributions into its Unit Standards.

2. Provide professional development opportunities and recognition to Indigenous staff to foster understanding of Indigenous history and culture.

- a. Extend access to Indigenous Cultural Acumen Training (ICAT) as a resource for staff so they become more aware of the history of Indigenous peoples in Canada, including colonial policies and practices
- In the Faculty of Science, the Department of Physics and Astronomy took a department-wide ICAT session (faculty, staff, grad students) in spring 2021. Attendance by faculty and staff was ~ 50%. The Department of Chemistry and Microbiology notes that ICAT participation is ongoing, and reports that 80% of faculty and ~80% of staff have completed the training.
 - The Faculty of Education

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Educational Psychology researchers studies not "counseling" faculty undertook such training (i.e., San

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certain community focused initiatives, and active consideration is being given as to how best incorporates such knowledge requirements across all sectors of the Library portfolio.

- The School of Indigenous Governance's Unit Standards are developed using Indigenous ethics and policy, and so all faculty evaluation is done from the context of Indigenous teaching, curriculum development, and leadership.
- The Director of the School of Social Work notes that her

- a. Work with the Division of Learning and Teaching Support and Innovation to develop mechanisms that support the indigenization and decolonization of our university curricula and pedagogy and new faculty orientation programming

- School of Nursing faculty are strongly encouraged to take the San'yas training offered by the Provincial Health Services Authority
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- In the Department of Biochemistry and Microbiology, two courses include sections on the impact of colonization and infectious disease on Indigenous populations in North America including the unintentional and intentional spread of disease and forced experimentation.
- Continuing Studies contracted Indigenous scholar and subject matter expert in business to redesign the core course in the Certificate in Business Administration (BMB 100 Business Administration), integrating Indigenous perspectives into content.
- In the Faculty of Education, two new graduate courses in Leadership Studies developed (Anti-Oppressive Practices and Indigenous Leadership) EPED brings in Indigenous guest speakers and Artists-in-residence EPHE included Indigenous history and culture in curriculum revision; EDCI's department retreat was spent exploring ways to Indigenize courses EED 568 - Inclusive Education in the 21st Century in the graduate Special Education program was re-developed to include Indigenous perspectives.
- The School of Environmental Studies has included an explicit focus on decolonization in most of its core courses, and has expanded its course offerings with this regard.
- The Department of Psychology has developed curriculum for two new courses at the graduate (i.e., PSYC 591) and undergraduate level (i.e., PSYC 491) (and its advanced graduate level counterpart PSYC 590) Promoting Reconciliation Between the Field of Psychology and Indigenous Peoples. These culturally grounded courses were created to provide space for dialoguing about colonization, Indigenous presence, and methods of reconciliation/promotion. These courses were created with Indigenous community members to incorporate relevant teachings from local Indigenous Nations.
- The Faculty of Law has this as a specific strand within its curriculum both within the JD and the JD. Many courses include teaching about the history of colonization.
- The Indigenous Studies Program notes Indigenous Studies 100 has been developed for this purpose and will be offered for Fall 2022.
- University Libraries is placing signus

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- The Math Department partnered with the Indigenous Education Department in the delivery of MATH 161 to 25 Bachelor of Education (Indigenous Language Revitalization) students
- In the Gustavson School of Business, evaluations are completed at the end of each education module

- Through the Strategic Initiatives Indigenous grant program Learning and Teaching Supports and Initiatives supported the Department of Indigenous Education to develop a new 100 level course on local Indigenous knowledge and culture for UVic and community members
 - In fall 2021 the Department of Anthropology voted to create clear pathways for anthropology MA and PhD students to take the Indigenous Nationhood Graduate Certificate as an add on credential to their graduate degree.
 - The Dean of Humanities notes that that unit hired two Indigenous teaching stream faculty. Two future hires are anticipated for research and teaching streams.
 - The School of Indigenous Governance is undertaking work to develop a formal PhD program.
 - The School of Nursing is in the planning stages for an Indigenous stream Masters of Nursing program in collaboration with three other BC universities.
 - The School of Public Administration has been working to create and sustain programs in Indigenous Community Development and Governance.
- e. Develop an Indigenous Studies Major to complement the existing Indigenous Studies Minor
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- The Department of Geography offers GEOG 453 as well as a Community-Based Participatory Research course.
- The Department of Political Science requires all Political Science Majors to take at least one course in Indigenous Politics as of Fall 2021.
- Department of Psychology Professor organized a wool washing event on 23 March 2021, featuring renowned master knitter Elder May Sam of the Tsartlip First Nation. The department also notes the Indigenous psychology talk attended by the Clinical Psychology graduate program:

- The School of Social Work notes that it has held curriculum and teaching retreats specific to

- An associate professor in the

take on significant service, administration or community roles; 2) provide dedicated support for Indigenous research and creative endeavours; 3) create Relational Knowledge Grants to facilitate relationship building with Indigenous Nations, communities and organizations; and 4) increase the profile of Indigenous research through new awards and recognitions

- The Faculty of Social Sciences continued support for the SOSC Indigenous Resurgence Fund to provide financial support for Indigenous related initiatives proposed by SOSC faculty.
- The Department of Geography secured funds from McConnell to support the development of a cultural safety program at the Victoria Native Friendship Centre (VNFC) and participation in assessing the impact of COVID-19 on Elders at the VNFC's request.
- The Faculty of Law notes that they employ a full-time staff member to find funding opportunities including the ones fitting this definition.
- The Associate Dean Research of Humanities is providing research mentorship to Indigenous researchers both individually and collectively, and

4. **Identify, promote and support opportunities for undergraduate students, graduate students and postdoctoral fellows to be involved in Indigenous research initiatives.**
- The new Research and Creative Works Strategy Aspiration includes “A commitment to Indigenous scholarship” as one of the five Aspirations outlining its vision. One of the actions identified under that aspiration is to create and support mentorship opportunities for Indigenous graduate students and early career researchers”
 - The Department of Anthropology

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GOAL AND ACTIONS:

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- The new Research and Creative Works Strategy Aspiration 2030