

UVIC FA CALLS FOR ANTI-RACIST INITIATIVES BY THE UNIVERSITY ADMINISTRATION

Developed with the FA Equity Committee and leaders of the FA Indigenous Faculty Committee and unanimously supported by the FA Executive Committee, June 2020

1. Given the seriousness of the issue of racism on campuses across Canada, the FA urges the university to develop and conduct extensive climate surveys related to experiences of racism and other forms of inequality and exclusion on the UVic campus. The FA requests that separate surveys be created and conducted for faculty, staff and students. Faculty Association representatives must be involved in the development of the faculty survey, and we encourage the university to involve staff union representatives in the development of the staff climate survey, and student union representatives in the development of the student climate survey.
2. These surveys will only lead to meaningful change in combatting racism, colonialism and other forms of inequality and injustice if the university commits to taking significant and concrete action in response to results of the surveys.
3. As part of the action emerging from the surveys, the FA urges that major commitments be made to improve the climate for Black, Indigenous and People of Colour (BIPOC) faculty across campus, so that UVic becomes a more welcoming place for BIPOC faculty. Once there has been a documented improvement in this climate, the FA urges the university to provide funding for cluster hires (which would be limited hires) to significantly increase the number of Black faculty members on campus.
4. The FA requests the elimination of the presence of police on campus and the end to their routine patrolling around campus. We request that police street checks and carding not happen on campus, and we ask that the administration speak out against these practices beyond campus. We ask that the police only be called to campus in emergency situations. Limiting the presence of police on campus to emergency situations would create more safety for Indigenous, Black and Persons of Colour faculty, staff and students.
5. We request that the university develop a list of anti-racist resources (this work to be done by EQHR and LTSI, with FA representation in the development of these resources). These resources should be made available and accessible to all faculty, staff and students.
6. We request that the University develop and implement equity and anti-bias training for Campus Security.

7. We strongly urge the university to follow the lead of many other Canadian and American universities and hire both a VP Equity and a VP Indigenous, to ensure that these issues have strong advocates and leaders within the UVic administration. We also strongly urge the administration and the Board of Governors to prioritize the hiring of more diverse senior administrators.
8. We ask the university to immediately set up a university-wide Equity Committee, with robust representation from all staff unions, student societies and the FA, as well as from representatives from BIPOC faculty, staff and students on campus. To ensure the relevance and impact of this committee, it must be chaired either by the President or the VP Academic. The recommendations of this committee should be circulated to the university community, responded to by the administration in a timely manner, and if not implemented, a clear justification for not implementing them provided by the senior administration to the committee and the larger university community.