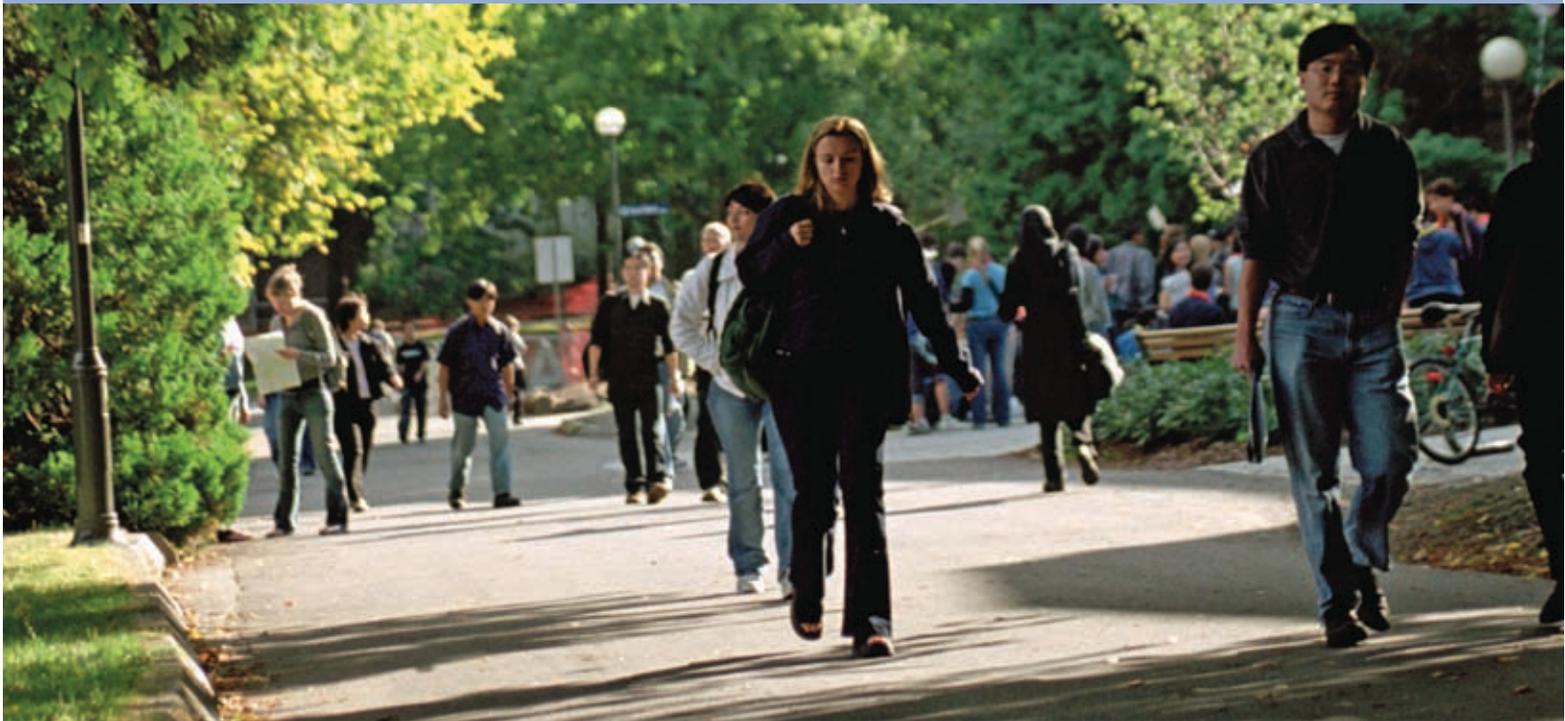


THE UNIVERSITY OF BRITISH COLUMBIA

EQUITY



Annual Report 2006



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EQUITY



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*For ease of reference, both figures and tables are referred to as “figures”.
These figures are numbered consecutively throughout the text.*

MESSAGE FROM THE PRESIDENT

In May and November each year, it is my privilege to preside over Congregation ceremonies that recognize and celebrate the achievements of our graduating students. When I look at the audience of graduates, their families and friends, I see a striking diversity, one that reflects the diversity of Canadian society at large. But I wonder whether, as they look at those of us seated on the stage, they are struck by the realization that, in terms of ethnicity, linguistic heritage, or cultural tradition, UBC's faculty and senior administrators do not mirror their diversity. Part of our mission is to produce graduates who "will value diversity, work with and for their communities, and be agents for positive change." When our graduates look at UBC's leadership do they see us modelling those values? And did their experience as students reinforce those values?

UBC is committed to equity and diversity. Across the campus our faculty, staff, and students demonstrate that commitment through their work, inside and out of the classroom, to create an inclusive and welcoming community. The representation of women and visible minorities among our faculty and staff has increased steadily, and in some sectors dramatically, over the last decade. But the representation of other groups, notably Aboriginal people and people with disabilities, has not increased. And there are still segments of the UBC workforce that remain predominantly white and male, including the University's senior administration.

UBC has been recognized by the government of Canada for its success in advancing equity. While we can and should take pride in that achievement, we must also recognize that there are still some inequities within our institution and that the makeup of our diverse society is not yet reflected throughout our campuses. Ensuring that UBC creates an "environment dedicated to excellence, equity, and mutual respect" is a mission that we all share. However, it is particularly important that those of us in leadership positions demonstrate an ongoing commitment to the goals of equity and diversity, and that we continually express our strong support for changes or improvements that will help the University to achieve those goals.

Graduating students should not only understand the importance of diversity, they should recognize that the University regards its achievement as a priority. If our students are to believe that we value diversity, they must be able to see it in the way we conduct our business and make decisions, experience it in their classrooms and other campus activities, and encounter its workings at all levels of faculty and staff. As a major employer in British Columbia, UBC must show leadership in its dedication to the values of equity and diversity; I am confident that we shall succeed in incorporating those values into the fabric of our institution, and make it stronger than ever.



Stephen J. Toope
President and Vice-Chancellor,
The University of British Columbia

MESSAGE FROM THE ASSOCIATE VICE PRESIDENT, EQUITY

It is more than 20 years since Judge Rosalie Abella (now Justice of the Supreme Court of Canada) coined the term “employment equity”. Judge Abella observed that women, visible minorities, Aboriginal people and people with disabilities had been historically disadvantaged in Canada, particularly in employment. As a result of barriers embedded in the policies, practices and procedures of organizations, that disadvantage continued even in organizations that did not intend to discriminate. The term “employment equity” was used to describe both a goal for organizations and a model to achieve that goal by identifying and removing discriminatory barriers. Since then, the concept has been expanded to include other types of equity, including educational equity, and other disadvantaged groups, including LGBTQTTI communities.

The idea of declaring equity as an organizational goal resonated for many who sought a more equitable society, one in which access to opportunities was not denied because of irrelevant personal characteristics. Many organizations – including UBC – adopted employment equity policies and implemented employment equity plans to advance that goal. Today, some people wonder whether the concept of equity is a vestige of the late 20th century that has outlived its usefulness, either because, as a goal, it has been largely achieved or because, as a model for change, it creates inefficiencies that cannot be sustained in the competitive economy of the 21st century. I believe that equity, as an organizational goal, is as important now as ever.

Things have changed. Look around UBC and the diversity is evident. On both campuses, more than 50% of faculty and staff, including a majority of managers and professionals, are women. And the proportion of faculty and staff who identify as “visible minorities” has increased from 21% to 29% in the last ten years. However, there is still work to be done. Not all faculties have been successful in recruiting women and visible minorities, and both groups continue to be under-represented at senior levels in the University. Moreover, Aboriginal people and people with disabilities have not shown a marked increase in representation on campus, indeed the data in this report indicates that their numbers have declined in the last few years. We need to continue to promote UBC’s commitment to achieving a workforce that reflects the diversity of Canadian society.

Moreover, the concept of equity has changed since its introduction. Initially, the goal of equity was to ameliorate conditions for certain disadvantaged groups. And that remains an important objective. However, organizations that embraced equity have discovered that the benefits do not flow only one way. The increased diversity that results from a focus on equity can enrich an organization. The new voices that are brought to the organization do not merely increase the range of perspectives to draw on; working together, they generate innovation. But to be effective, equity and diversity must be about more than representation. The diverse voices need to be integrated into the organization. Equity requires participation and inclusion. We recognize that this means looking at more than the representation of women

and minorities among our workforce; we must also consider their experience within the workplace. The Faculty of Science, for example, is taking a lead by assessing the working climate for its faculty, including the distribution of resources and opportunities among faculty members.¹

Equity has a particularly important role to play in our academic mission. As an institution we thrive on the open expression and exploration of differing perspectives. We advance our academic mission by bringing new voices to that discourse in a meaningful way. I am committed to advancing that mission.

As this is the first Annual Report since my appointment as Associate Vice President, Equity, I would like to take the opportunity recognize the accomplishments of my predecessor, Dr. Sharon Kahn. During her tenure, UBC won numerous awards in recognition of its leadership in employment equity. I would also like to thank Dr. Dorothy Shaw, who ably took on the role of Acting Associate Vice President, Equity, in addition to her already heavy burden as Associate Dean in the Faculty of Medicine, during the transition period prior to my appointment. I particularly want to thank the staff of the Equity Office and Human Rights and Equity Services for the openness with which they welcomed me to the office and their ongoing advice and support, and for their dedication and commitment to making UBC an equitable, diverse and inclusive environment for all students, faculty and staff.

A handwritten signature in black ink, appearing to read 'Tom Patch', with a stylized, flowing script.

Tom Patch
Associate Vice President, Equity
The University of British Columbia

¹ The Working Climate Assessment Report is now available at <http://www.science.ubc.ca/content/view/42>.

UBC WORKFORCE DATA FOR 2006

UBC is committed to employment equity through its Employment Equity Policy.

EMPLOYMENT EQUITY POLICY (POLICY #2)

Statement of Principle

The fundamental consideration for recruitment and retention of faculty and staff at the University of British Columbia is individual achievement and merit. Consistent with this principle, the University will advance the interests of women, aboriginal people, persons with disabilities and visible minorities; ensure that equal opportunity is afforded to all who seek employment at the University; and treat equitably all faculty and staff.

The University of British Columbia has established a program of employment equity to provide a fair and equitable workplace and to offer all individuals full opportunity to develop their potential. Accordingly, the University will identify and eliminate any discriminatory barriers that interfere with employment opportunities in all jobs and at all levels throughout the University. Both current and prospective faculty and staff will receive equitable treatment in hiring, training, and promotion procedures.

To give effect to that policy, the University has adopted an Employment Equity Plan: <http://www.equity.ubc.ca/PUB/PLANUP/Index.htm>. This plan requires, among other things, that the University ask all new employees to complete an employment equity census and that the Equity Office report on internal workforce data in comparison with external availability pool data.

In addition, the University participates in the Federal Contractors Program (FCP). Under the FCP, organizations with more than 100 employees and receiving more than \$200,000 in federal funding must be committed to employment equity and must develop, implement and maintain an employment equity plan for designated equity groups. The designated equity groups are women, Aboriginal people, visible minorities and persons with disabilities.

All new UBC employees are asked to complete an Employment Equity Census Questionnaire, which asks them to identify if they are a member of any of the four designated equity groups. UBC-Vancouver (UBC-V) and UBC-Okanagan (UBC-O) operate in distinct employment contexts and draw on different applicant pools. We therefore are reporting the data for the two campuses separately. Beginning in the fall of 2005, all employees at UBC-O were sent a census form. The first year for which we have UBC-O data is 2006.

To further the University's employment equity objectives and to maintain the University's compliance with the FCP, UBC's Planning and Institutional Research Office (PAIR) and the Equity Office monitor the representation of designated equity groups in the UBC workforce. The University's employment positions are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by the Federal Contractors Program. Figure 1 lists the fifteen EEOGs and examples of UBC positions in each category. Some of the EEOGs do not apply at UBC-O.

Figure 2 provides the response rate to UBC's employment equity census for the years 2001 through 2006. Over the past two years, the Equity Office has increased its efforts to encourage employees to participate in the census. As a result, the overall response rate has gradually risen from 72.4% in 2001 to 76.2% in 2006. At UBC-O the response rate in 2006 was 74.4%.

There continues to be a considerable variation among EEOGs. At UBC-V, high response rates are found in the EEOGs *Senior Managers, Middle and Other Managers, Administrative & Senior Clerical Personnel, and University Teachers*; a low response rate is found in the EEOG *Intermediate Sales & Service Personnel*, which represents a large number of seasonal workers. At UBC-O, there are high response rates for *Senior Managers, Middle and Other Managers, and Semi-Professionals & Technicians*; there are low response rates for *Other Sales and Service Personnel*.

Figure 1
Employment Equity Occupational Groups (EEOG)

EEOG	Examples of UBC Positions
1. Senior Managers	Associate Vice President, Dean, President, Registrar, University Librarian, Vice President.
2. Middle and Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.
3.1 University Teachers	Assistant Professor, Associate Professor, Clinical Instructor, Instructor I and II, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessional Lecturer.
3.2 Professionals (excluding University Teachers)	Accountant, Coordinator Student Services, Counsellor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.
4. Semi-Professionals and Technicians	Biosafety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.
5. Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.
6. Supervisors: Crafts and Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.
7. Administration & Senior Clerical Personnel	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Executive Assistant, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1 to 5, Senior Admissions Officer.
8. Skilled Sales & Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook, Second Cook.
9. Skilled Crafts & Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.
10. Clerical Personnel	Administrative Clerk, Buyer 1 to 3, Clerk 1 to 3, Clinical Office Assistant 1 to 3, Computer Operator, Data Entry Clerk, General Clerk, Mail Clerk, Program Assistant, Store Person.
11. Intermediate Sales & Service	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.
12. Semi-Skilled Manual Workers	Clerk Driver, Farm Worker 1 to 5, Milker, Nursery & Greenhouse Gardener, Printing Operator 2 and 3, Spray Painter, Truck Driver.
13. Other Sales & Service Personnel	Food Services Assistant, Gate Keeper, General Worker, Grocery Clerk, Janitor, Caretaker, Building Supplies Service Worker, Kiosk Attendant, Residence Attendant, Service Worker: Ice Maker.
14. Other Manual Workers	Labourer 2, Labourer 2 (Construction & Heavy), Labourer 3 (Special).

Figure 2
Response Rate to UBC's Employment Equity Census (May 31, 2006)

Employment Equity Occupational Group	Response Rate				UBCO	
	UBCV	2003	2004	2005		2006
Senior Managers		100.0%	100.0%	94.3%	97.1%	100.0%
Middle and Other Managers		87.7%	87.3%	86.3%	87.0%	95.0%
University Teachers*		80.7%	81.0%	80.8%	82.0%	70.7%
Professionals (excluding University Teachers)		79.8%	79.8%	77.7%	80.7%	77.1%
Semi-Professionals & Technicians		70.3%	70.9%	67.5%	69.3%	89.5%
Supervisors		81.0%	76.3%	76.4%	78.6%	N/A
Supervisors: Crafts and Trades		56.9%	56.6%	48.9%	54.4%	N/A
Administrative & Senior Clerical Personnel		87.0%	87.2%	86.0%	86.4%	79.5%
Skilled Sales & Service Personnel		63.0%	59.5%	61.5%	60.9%	N/A
Skilled Crafts & Trades Workers		61.7%	62.5%	64.2%	65.1%	75.0%
Clerical Personnel		80.2%	80.1%	77.7%	80.0%	65.9%
Intermediate Sales & Service Personnel		42.3%	40.2%	39.8%	39.1%	N/A
Semi-skilled Manual Workers		52.9%	54.5%	63.2%	62.5%	N/A
Other Sales & Service Personnel		60.9%	62.2%	59.6%	64.1%	46.2%
Other Manual Workers		50.7%	47.2%	47.1%	46.0%	N/A
TOTAL		75.6%	75.8%	74.4%	76.2%	74.4%

* University Teachers includes sessional and extra-sessional appointments.

Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.

Figures 3 through 6 provide an overview of the number of designated-group employees in each of the fifteen EEOGs at UBC-V. These figures provide snapshots of UBC-V’s workforce on 31 May 1996, 2004, 2005, and 2006. The overall percentage of women increased from 51.7 to 54.6% over those ten years. The overall percentage of Aboriginal people increased slightly from 1.4% to 1.5% over the ten-year period. Between 1996 and 2004, there was growth in the proportion of employees who self-identify as Aboriginal people, from 1.4% to 1.6%. Yet since 2004, the percentage of Aboriginal employees has declined to 1.5%. The number of Aboriginal faculty and staff increased from 84 to 114 during the 10-year period. The overall percentage of employees who self-identify as visible minorities continues to increase steadily, from 21.0% to 29.0% over the ten-year period, with an increase from 26.6% in 2004 to 29.0% in 2006. Persons with disabilities decreased from 2.5% to 1.9% over the ten-year period. Despite an overall increase in the number of UBC-V employees, the numbers of employees who self-identify as having a disability decreased, from 151 in 1996 to 145 in 2006.

The percentage of designated-group employees in each of the relevant EEOGs at UBC-O is provided in Figure 7. The overall percentages of women (57.8%), Aboriginal people (3.2%) and persons with Disabilities (3.5%) exceed those on the Vancouver campus. However, the percentage of visible minority faculty and staff at UBC-O (7.3%) is substantially less than at UBC-V (29.0% Figure 5).

The data for men and women in Figures 3 and 7 come from UBC’s Human Resource Management System (HRMS) and thus accurately reflect the gender distribution of UBC’s workforce. Data on the other three designated groups – visible minorities, Aboriginal people, and persons with disabilities – come from UBC’s employment equity census, which relies on voluntary self-identification. Approximately one quarter of UBC employees have not participated in the census; thus, the data on these three groups may misrepresent their actual numbers in the UBC workforce. It should also be noted that the census question related to disability was changed in 2005 so the data on persons with disabilities for 2005 and 2006 may not be directly comparable to data from previous years.

Figure 3
UBCV Workforce: Gender by EEOG

Employment Equity Occupational Group	Female					Male				
	1996	2004	2005	2006		1996	2004	2005	2006	
	%	%	%	N	%	%	%	%	N	%
Senior Managers	27.59	30.77	34.29	9	25.71	72.41	69.23	65.71	26	74.29
Middle and other Managers	32.20	42.76	50.87	282	53.82	67.80	57.24	49.13	242	46.18
University Teachers *	25.93	33.29	33.22	947	34.59	74.07	66.71	66.78	1,791	65.41
Professionals (exc Univ Teachers)	52.36	56.69	56.59	1,043	58.83	47.64	43.31	43.41	730	41.17
Semi Professionals & Technicians	56.05	58.54	60.02	1,060	60.78	43.95	41.46	39.98	684	39.22
Supervisors	62.75	52.50	52.81	46	54.76	37.25	47.5	47.19	38	45.24
Supervisors: Crafts and Trades	9.38	3.77	4.44	1	2.17	90.63	96.23	95.56	45	97.83
Administrative & Senior Clerical	96.22	92.06	90.66	888	90.70	3.78	7.94	9.34	91	9.30
Skilled Sales & Service	28.21	22.78	21.79	12	18.75	71.79	77.22	78.21	52	81.25
Skilled Crafts & Trades Workers	1.14	1.99	2.31	5	2.10	98.86	98.01	97.69	233	97.90
Clerical Personnel	82.11	82.96	81.25	750	80.21	17.89	17.04	18.75	185	19.79
Intermediate Sales & Service	62.88	63.60	61.45	257	62.84	37.12	36.4	38.55	152	37.16
Semi skilled Manual Workers	10.47	15.15	19.30	10	17.86	89.53	84.85	80.70	46	82.14
Other Sales & Service Personnel	58.12	56.84	53.77	346	51.80	41.88	43.16	46.23	322	48.20
Other Manual Workers	19.44	5.56	5.71	6	6.90	80.56	94.44	94.29	81	92.10
TOTAL	51.67	53.96	53.96	5,662	54.55	48.33	46.04	46.04	4,718	45.45

*University Teachers includes sessional and extra-sessional appointments.
Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.
Note: Data from the University’s Human Resources Management System (HRMS) on the extract date of May 31, 2006.

Women

Figure 3 indicates the representation of male and female employees in all of the EEOGs on the Vancouver campus. The proportion of women employees decreased from 1996 to 2006 in nine of the EEOGs. However, in four of those groups – *Supervisors*, *Administrative & Senior Clerical*, *Clerical*, and *Other Sales & Service Personnel* – women comprise more than half the UBC workforce. In the Supervisors group, the proportion of women declined from 62.8% to 52.5% from 1996 to 2004. Since then the proportion has risen to 54.8%. The Senior Managers group rose from 27.6% in 1996 to 34.3% in 2005, but dropped to 25.7% in 2006. This is a small group and therefore the appointment or departure of a few of its members can have a dramatic effect on the percentages. The trend toward increasing representation of women among *University Teachers* is continuing, steadily rising from 25.9% in 1996 to 34.6% in 2006.

At the Vancouver campus women comprise more than half of the workforce in eight of the fifteen EEOGs. As indicated in Figure 7, in 2006 47% of UBC-O University Teachers were women.

Aboriginal People

Figure 4 shows the representation of employees who self-identify as Aboriginal people. The University made small gains in the number and proportion of Aboriginal employees in most of the EEOGs over the period 1996 to 2006. There was a decrease in the proportion of Aboriginal employees in five EEOGs: *Middle and other Managers*, *Professionals*, *Semi Professionals & Technicians*, *Supervisors* and *Skilled Sales & Service*.

At UBC-O the representation of Aboriginal People is highest in the categories of *Professionals*, *Senior Managers*, *Semi-Professionals & Technicians* and *Middle and Other Managers*.

Visible Minorities

Figure 5 shows the representation of employees who self-identify as visible minorities. From 1996 to 2006, UBC has made steady progress in the representation of visible minorities in its workforce in all EEOG groups except *Senior Managers*.

Figure 4
UBCV Workforce: Aboriginal People by EEOG as a Percent of All Respondents

Employment Equity Occupational Group	Aboriginal People				
	1996	2004	2005	2006	
	%	%	%	N	%
Senior Managers	0	0	0	0	0
Middle and other Managers	1.34	1.23	0.77	4	0.89
University Teachers *	1.12	1.12	1.29	27	1.23
Professionals (exc Univ Teachers)	1.03	1.10	0.81	13	0.93
Semi Professionals & Technicians	1.10	0.98	0.74	11	0.94
Supervisors	4.49	0	0	0	0
Supervisors: Crafts and Trades	0	0	0	0	0
Administrative & Senior Clerical	1.54	2.16	2.73	18	2.17
Skilled Sales & Service	9.09	2.13	4.17	1	2.56
Skilled Crafts & Trades Workers	0.99	2.60	2.45	3	1.99
Clerical Personnel	1.36	2.14	1.90	16	2.18
Intermediate Sales & Service	1.49	3.39	3.07	5	3.16
Semi skilled Manual Workers	2.17	2.94	2.94	1	3.03
Other Sales & Service Personnel	2.58	3.42	3.07	12	2.84
Other Manual Workers	0	6.45	6.45	3	8.57
TOTAL	1.36	1.55	1.50	114	1.47

* University Teachers includes sessional and extra-session appointments. Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.
Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups who were active on the extract date of May 31, 2006.

Figure 5
UBCV Workforce: Visible Minorities by EEOG as a Percent of All Respondents

Employment Equity Occupational Group	Visible Minorities				
	1996	2004	2005	2006	
	%	%	%	N	%
Senior Managers	6.90	5.56	6.45	1	3.13
Middle and other Managers	6.71	12.50	15.31	76	17.00
University Teachers *	10.88	14.61	14.12	337	15.34
Professionals (exc Univ Teachers)	21.30	29.48	29.74	455	32.62
Semi Professionals & Technicians	30.83	34.49	35.49	435	37.05
Supervisors	26.97	35.00	38.81	27	41.54
Supervisors: Crafts and Trades	0	7.14	14.29	2	8.70
Administrative & Senior Clerical	23.23	26.75	29.25	237	28.55
Skilled Sales & Service	31.82	55.32	58.33	25	64.10
Skilled Crafts & Trades Workers	11.88	15.58	16.56	32	21.19
Clerical Personnel	26.78	38.77	39.71	295	40.19
Intermediate Sales & Service	36.14	41.90	45.45	73	45.63
Semi skilled Manual Workers	13.04	23.53	29.41	10	30.30
Other Sales & Service Personnel	33.25	42.86	46.39	221	52.62
Other Manual Workers	20.00	40.63	43.75	15	41.67
TOTAL	21.01	26.58	27.52	2,241	28.97

* University Teachers includes sessional and extra-session appointments. Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.
Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups who were active on the extract date of May 31, 2006.

The representation of employees who self-identified as Visible Minorities at UBC-O in 2006 is substantially less than at UBC-V in all EEOGs. In more than half of the UBC-O EEOGs no employees have self-identified as Visible Minority. This likely reflects, at least in part, the demographics of the region from which UBC-O draws its employees.

Persons with Disabilities

Figure 6 provides the representation of faculty and staff who self-identify as persons with disabilities. From 1996 to 2004, the overall percentage of persons with disabilities remained relatively constant, with only small changes in most of the EEOGs. From 2004 to 2006, there was a decline in the proportion of people with disabilities in the majority of EEOGs. The only substantial increase was in *Semi skilled Manual Workers*. As noted above, the UBC census disability question was changed in 2005, so the data after that date may not be directly comparable to previous data. Nevertheless, the data shows that the number of employees self-identifying as persons with disabilities declined from 188 in 2003 to 145 in 2006;

Figure 6
UBCV Workforce: Persons with Disabilities by EEOG

Employment Equity Occupational Group	Persons with Disabilities				
	1996	2004	2005	2006	
	%	%	%	N	%
Senior Managers	6.90	2.78	0	1	3.13
Middle and other Managers	4.04	2.65	3.05	10	2.22
University Teachers *	2.38	2.23	2.03	41	1.87
Professionals (exc Univ Teachers)	1.72	2.20	1.83	20	1.43
Semi Professionals & Technicians	2.83	2.50	2.13	17	1.45
Supervisors	5.95	6.56	5.88	4	6.06
Supervisors: Crafts and Trades	0	3.57	4.76	1	4.35
Administrative & Senior Clerical	2.52	2.64	3.09	18	2.17
Skilled Sales & Service	0	2.13	0	0	0
Skilled Crafts & Trades Workers	3.09	2.60	2.45	4	2.65
Clerical Personnel	2.26	2.01	1.61	10	1.36
Intermediate Sales & Service	2.02	5.06	3.03	3	1.88
Semi skilled Manual Workers	4.65	8.82	5.88	4	12.12
Other Sales & Service Personnel	2.17	2.37	2.82	11	2.60
Other Manual Workers	0	3.13	3.13	1	2.86
TOTAL	2.50	2.48	2.26	145	1.87

* University Teachers includes sessional and extra-session appointments. Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.
Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups who were active on the extract date of May 31, 2006.

this indicates that some people who had self-identified as persons with disabilities left UBC and that their numbers exceed the number of self-identified people with disabilities among new hires.

At UBC-O the highest representation of persons with disabilities is among *University Teachers*. In more than half the EEOGs, there are no self-identified persons with disabilities.

Figure 7
UBCO Workforce: Designated Groups by EEOG as a Percent of All Respondents

Employment Equity Occupational Group	Women	Aboriginal People	Visible Minorities	Persons with Disabilities
	%	%	%	%
Senior Managers	25.00	9.09	0	0
Middle and other Managers	60.00	5.88	0	0
University Teachers	46.98	1.30	10.32	5.13
Professionals (excluding Univ Teachers)	62.50	11.11	14.29	2.86
Semi Professionals & Technicians	71.05	6.25	3.13	3.13
Administrative & Senior Clerical	94.87	0	3.23	0
Skilled Crafts & Trades Workers	0	0	0	0
Clerical Personnel	93.18	0	0	3.85
Other Sales & Service Personnel	7.69	0	0	0
TOTAL	57.78	3.17	7.30	3.48

* University Teachers includes sessional and extra-session appointments. Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.
Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups who were active on the extract date of May 31, 2006.

COMPARISON OF THE UBC WORKFORCE WITH THE CANADIAN LABOUR FORCE

Figure 8 shows the proportion of the four designated employment-equity groups in UBC's workforce from 1996 to 2006. During those ten years, the proportion of two of the four designated groups in UBC's workforce – women and visible minorities – increased substantially. The proportion of Aboriginal people increased slightly. And persons with disabilities showed a decrease.

Figure 8
Representation of Members of Designated Groups in the Canadian Labour Force

Designated Group	UBCV	UBCV	UBCV	UBCV	UBCO	Canadian Labour Force	Workforce Under the Act
	1996 %	2004 %	2005 %	2006 %	2006 %	2001 %	2004 %
Women	51.69	53.96	53.96	54.55	57.78	47.28	43.40
Aboriginal People	1.36	1.55	1.50	1.47	3.17	2.57	1.70
Visible Minorities	21.01	26.58	27.52	28.97	7.30	12.64	13.30
Persons with Disabilities	2.50	2.48	2.26	1.87	3.48	5.25	2.50

Source:
Canadian Labour Force from 2001 Census
Canadian Labour Force persons with disabilities from 1991 Health and Activity Limitations Survey
Under the Act Workforce from 2004 Employment Equity Act Annual Report
Data from the University's Human Resource Management System (HRMS) on the extract date of May 31, 2006.

Figure 8 also shows the proportion of the four designated employment-equity groups in the 2001 Canadian labour force, the latest year for which census data is available. Data on the availability of equity groups in each of the EEOGs from the 2001 Canadian census refer to an adjusted figure that accommodates the distribution of jobs at UBC. National (Canadian) or local (Vancouver for UBC-V, Okanagan for UBC-O) availability figures are used depending on whether hiring for the group is conducted on a national or local scale. The search for *Senior Managers*, for example, is conducted nationally; *Administrative & Senior Clerical* staff are recruited locally. In addition to comparing UBC-V's workforce with the 2001 Canadian labour force, Figure 8 compares the University's workforce figures with those of other employers who report to the federal government under the Employment Equity Act ("Workforce under the Act"). These employers represent federally-regulated, private-sector organizations and Crown corporations.

The employment equity model assumes that, if a hiring process is fair and does not contain discriminatory practices, members of the designated groups will be hired in the same proportions as their representation in the pool of qualified candidates. Therefore, a representation of designated group members in an organization's workforce that is less than the representation in the pool of qualified applicants may indicate the presence of discriminatory barriers.

Note that the data provided by Human Resources Development Canada relate to the number of employed people in the four designated groups, rather than the

number of people qualified for employment. Thus, one can compare closely the percentages of people employed at UBC with the percentages of those employed in the Canadian labour force and in other organizations. Unfortunately, Human Resources Development Canada data do not allow direct comparison of the UBC workforce with qualified applicant pools, which include unemployed people. Nor does the data include people who are outside the labour market, an important consideration for people with disabilities.

Overall, the representation of women and visible minorities at the Vancouver campus exceeds the representation in the available workforce. Aboriginal people, who comprise 3.7% of the Canadian labour force, represent just 1.5% of the UBC-V workforce. People with disabilities represent 1.9% of UBC-V's workforce compared to 6.5% of the Canadian labour force (however, they comprise 9.9% of the working age population). In the case of women and visible minorities, UBC-V compares favorably with other employers who are under the Employment Equity Act (EEA) (see Figures 9A & B). Since 2003, the representation of Aboriginal people has fallen below the percentage of Aboriginal people employed by other employers under the EEA (see Figure 9C). In 2004, the proportion of people with disabilities in the UBC-V workforce was similar to their representation in the workforce covered by the EEA (see Figure 9D). Since then their representation at UBC-V has declined for two years in a row.

At the Okanagan campus, the pattern is different (see Figure 8). Overall, the representation of women at UBC-O exceeds that in both the Canadian labour

force and employers under the EEA. Similarly, the representation of Aboriginal people exceeds both comparators. The proportion of both visible minorities and people with disabilities is less than their representation in either the Canadian labour force or the workforce of employers under the EEA.

Representation of Members of Designated Groups

Figure 9A

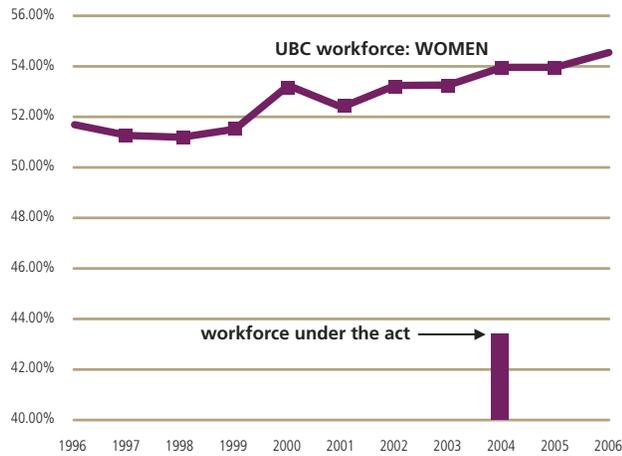


Figure 9B

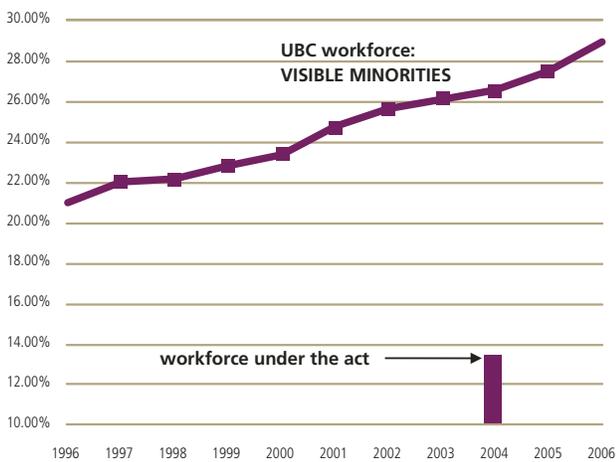


Figure 9C

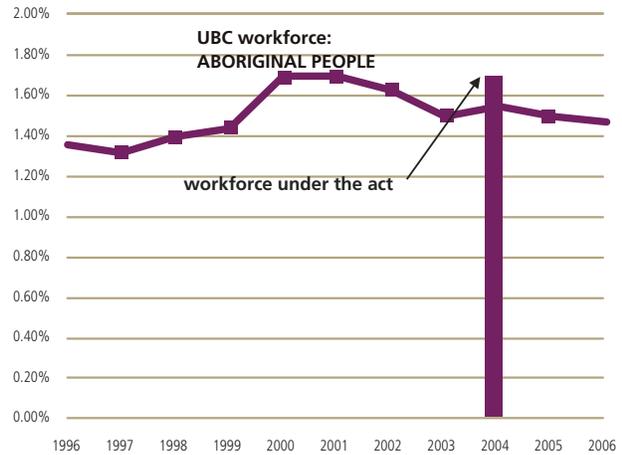
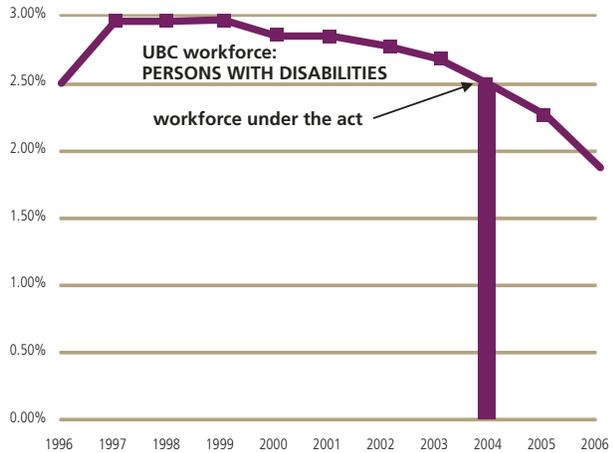


Figure 9D



EMPLOYMENT EQUITY HIRING GOALS

In 2001, the University revised its employment equity hiring goals to assist in building a workforce representative of the pool of potential candidates with appropriate qualifications. UBC set hiring goals in those EEOGs where the representation of members of equity groups in UBC’s workforce fell below availability data based on the 1996 Canadian census. Goals were set for 2002 and 2005. In this report, we look only at the 2005 goals.

The University is in the process of revising its goals in light of more recent Canadian census data and the University’s progress in attaining its employment equity objectives.

Figure 10
UBCV Hiring Goals – Women

Occupational Group	Number of Employees										Availability Data Using 2001 Census of Canada	Goals
	2002		2003		2004		2005		2006		2001	2005
	#	%	#	%	#	%	#	%	#	%	%	%
Senior Managers	10	31.25	11	29.73	12	30.77	12	34.29	9	25.71	25.1	45.8
Middle and other Managers	185	39.53	208	41.94	242	42.76	234	50.87	282	53.82	37.5	43.3
University Teachers	658	30.63	729	31.85	789	33.29	885	33.74	947	34.59	36.2	34.4
Professionals (exc Univ Teachers)	799	57.19	877	56.29	928	56.69	980	56.78	1043	58.83	52.8	
Semi Professionals & Technicians	877	57.77	915	57.80	943	58.54	982	60.02	1060	60.78	48.7	
Supervisors	55	61.80	49	62.03	42	52.50	47	52.81	46	54.76	55.2	
Supervisors: Crafts and Trades	2	3.28	2	3.92	2	3.77	2	4.44	1	2.17	17.9	11.4
Administrative & Senior Clerical	834	92.87	863	91.13	893	92.06	903	90.66	888	90.70	82.1	94.1
Skilled Sales & Service	17	24.29	18	24.66	18	22.78	17	21.79	12	18.75	38.9	34.8
Skilled Crafts & Trades Workers	5	1.97	5	1.86	5	1.99	6	2.31	5	2.10	6.3	3.2
Clerical Personnel	720	82.66	728	82.73	735	82.96	728	81.25	750	80.21	72.8	
Intermediate Sales & Service	250	64.43	256	62.29	283	63.60	255	61.45	257	62.84	66.0	64.6
Semi skilled Manual Workers	9	12.16	10	14.29	10	15.15	11	19.30	10	17.86	20.1	19.1
Other Sales & Service Personnel	341	56.46	351	56.52	353	56.84	357	53.77	346	51.80	53.6	
Other Manual Workers	5	6.10	4	5.48	4	5.56	4	5.71	6	6.90	25.4	
TOTAL NUMBER OF EMPLOYEES	4,767	53.24	5,026	53.26	5,259	53.96	5,423	53.96	5,662	54.55	47.28	

Notes:

1. Number of employees are full-time and part-time
2. Availability has been adjusted to reflect the UBC occupational distribution
3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006

Figure 10A
UBCO Hiring Goals – Women

Employment Equity Occupational Group	Number of Employees		Availability Data Using 2001 Census of Canada
	2006 #	%	2001 %
Senior Managers	3	25.00	25.1
Middle and other Managers	12	60.00	37.5
University Teachers	109	46.98	36.2
Professionals (excluding Univ Teachers)	30	62.50	52.8
Semi Professionals & Technicians	27	71.05	51.0
Administrative & Senior Clerical	37	94.87	84.2
Skilled Crafts & Trades Workers		0	4.9
Clerical Personnel	41	93.18	75.3
Other Sales & Service Personnel	1	7.69	56.9
TOTAL	260	57.78	

Notes:

1. Number of employees are full-time and part-time
2. Availability has been adjusted to reflect the UBC occupational distribution
3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006

Source: Unpublished data, 2001 Census of Canada (20% sample data)

Women

Figure 10 shows that in 2005, UBC met its goals in two of the nine EEOGs for which goals were set: *Middle & other Managers* and *Semi-skilled Manual Workers*. UBC fell short of the seven other goals. If 2001 availability data is used, in 2006 UBC-V continued to fall short of meeting availability goals in nine out of 15 EEOGs.

At UBC-O, the representation of women in the UBC-O workforce exceeded that in the available Canadian labour force in all but two of the nine EEOGs – *Skilled Crafts & Trades Workers* and *Other Sales & Service Personnel* (see Figure 10A).

Figure 11
UBCV Hiring Goals – Aboriginal People

Occupational Group	Number of Employees										Availability Data Using 2001 Census of Canada	Goals
	2002		2003		2004		2005		2006		2001	2005
	#	%	#	%	#	%	#	%	#	%	%	%
Senior Managers	0	0	0	0	0	0	0	0	0	0	2.5	1.9
Middle and other Managers	6	1.43	4	0.93	6	1.23	3	0.77	4	0.89	1.4	1.2
University Teachers	18	1.08	19	1.05	21	1.12	26	1.25	27	1.23	0.7	1.1
Professionals (exc Univ Teachers)	10	0.92	14	1.15	14	1.10	11	0.84	13	0.93	1.5	
Semi Professionals & Technicians	15	1.39	11	1.01	11	0.98	8	0.74	11	0.94	1.8	
Supervisors	1	1.41	1	1.56	0	0	0	0	0	0	1.8	
Supervisors: Crafts and Trades	0	0	0	0	0	0	0	0	0	0	1.8	1.1
Administrative & Senior Clerical	18	2.36	17	2.10	18	2.16	23	2.73	18	2.17	1.3	
Skilled Sales & Service	1	2.33	1	2.17	1	2.13	2	4.17	1	2.56	1.5	
Skilled Crafts & Trades Workers	3	2.03	3	1.86	4	2.60	4	2.45	3	1.99	2.2	
Clerical Personnel	13	1.91	13	1.86	15	2.14	13	1.90	16	2.18	1.8	
Intermediate Sales & Service	5	3.09	6	3.51	6	3.39	5	3.07	5	3.16	1.8	
Semi skilled Manual Workers	1	2.78	1	2.78	1	2.94	1	2.94	1	3.03	1.9	
Other Sales & Service Personnel	15	4.21	13	3.49	13	3.42	12	3.07	12	2.84	2.3	
Other Manual Workers	2	5.41	2	6.06	2	6.45	2	6.45	3	8.57	3.3	
TOTAL NUMBER OF EMPLOYEES	108	1.63	105	1.50	112	1.55	110	1.50	114	1.47	2.57	

Notes:

1. Number of employees are full-time and part-time.
2. Availability has been adjusted to reflect the UBC occupational distribution.
3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006.

Figure 11A
UBCO Hiring Goals - Aboriginal Peoples

Employment Equity Occupational Group	Number of Employees		Availability Data Using 2001 Census of Canada
	2006 #	%	2001 %
Senior Managers	1	9.09	2.5
Middle and other Managers	1	5.88	1.4
University Teachers	2	1.30	0.7
Professionals (excluding Univ Teachers)	4	11.11	1.5
Semi Professionals & Technicians	2	6.25	4.0
Administrative & Senior Clerical	0	0	2.6
Skilled Crafts & Trades Workers	0	0	4.2
Clerical Personnel	0	0	3.2
Other Sales & Service Personnel	0	0	4.9
TOTAL	10	3.17	

1. Number of employees are full-time and part-time.
2. Availability has been adjusted to reflect the UBC occupational distribution.
3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006.

Source: Unpublished data, 2001 Census of Canada (20% sample data)

Aboriginal People

Figure 11 shows that UBC fell short of meeting its 2005 goals in three of the four EEOGs for which goals were set. It achieved its goal in *University Teachers*. In 2006, UBC fell short of the 2001 availability figures in seven of the 15 EEOGs.

The representation of Aboriginal people exceeds the 2001 workforce availability in five EEOGs at UBC-O: *Senior Managers, Middle and other Managers, University Teachers, Professionals and Semi-Professionals & Technicians*; in the other four EEOGs, no staff identified themselves as Aboriginal (see Figure 11A). The number of employees in some of the UBC-O EEOGs is very small, so one or two positive responses can have a large effect on the percentage of representation.

Figure 12
UBCV Hiring Goals – Visible Minorities

Occupational Group	Number of Employees										Availability Data Using 2001 Census of Canada	Goals
	2002		2003		2004		2005		2006		2001	2005
	#	%	#	%	#	%	#	%	#	%	%	%
Senior Managers	3	10.00	3	8.82	2	5.56	2	6.45	1	3.13	8.2	
Middle and other Managers	42	10.05	49	11.40	61	12.50	60	15.31	76	17.00	11.8	
University Teachers	241	14.43	245	13.57	274	14.61	295	14.22	337	15.34	13.3	
Professionals (exc Univ Teachers)	299	27.48	352	28.97	375	29.48	396	29.74	455	32.62	13.8	
Semi Professionals & Technicians	379	35.19	388	35.56	388	34.49	384	35.49	435	37.05	28.2	
Supervisors	23	32.86	19	30.16	21	35.00	26	38.81	27	41.54	30.8	
Supervisors: Crafts and Trades	2	5.71	2	6.90	2	7.14	3	14.29	2	8.70	22.5	15.3
Administrative & Senior Clerical	203	26.71	214	26.52	222	26.75	246	29.25	237	28.55	24.8	
Skilled Sales & Service	20	46.51	24	52.17	26	55.32	28	58.33	25	64.10	40.4	
Skilled Crafts & Trades Workers	22	14.86	24	14.91	24	15.58	27	16.56	32	21.19	24.9	14.5
Clerical Personnel	236	34.76	261	37.39	271	38.77	272	39.71	295	40.19	33.4	
Intermediate Sales & Service	73	44.51	72	41.62	75	41.90	75	45.45	73	45.63	36.2	
Semi skilled Manual Workers	6	17.14	8	22.86	8	23.53	10	29.41	10	30.30	40.4	31.3
Other Sales & Service Personnel	135	38.14	152	40.97	162	42.86	180	46.39	221	52.62	45.0	40.7
Other Manual Workers	12	31.58	13	38.24	13	40.63	14	43.75	15	41.67	42.6	
Total Number of Employees	1,696	25.66	1,826	26.12	1,924	26.58	2,018	27.52	2,241	28.97	12.64	

Notes:

1. Number of employees are full-time and part-time.
2. Availability has been adjusted to reflect the UBC occupational distribution.
3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006.

Figure 12A
UBCO Hiring Goals – Visible Minorities

Employment Equity Occupational Group	Number of Employees		Availability Data Using 2001 Census of Canada
	2006	2001	2001
	#	%	%
Senior Managers	0	0	8.2
Middle and other Managers	0	0	11.8
University Teachers	16	10.3	13.3
Professionals (excluding Univ Teachers)	5	14.3	13.8
Semi Professionals & Technicians	1	3.1	17.2
Administrative & Senior Clerical	1	3.2	15.0
Skilled Crafts & Trades Workers	0	0	12.1
Clerical Personnel	0	0	21.5
Other Sales & Service Personnel	0	0	25.8
TOTAL	23	7.3%	

1. Number of employees are full-time and part-time.
2. Availability has been adjusted to reflect the UBC occupational distribution.
3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006.

Source: Unpublished data, 2001 Census of Canada (20% sample data)

Visible Minorities

In 2001 the University set four hiring goals for employees who identify themselves as visible minorities. Figure 12 shows that in 2005 the University met two of these four goals, *Skilled Crafts & Trades Workers* and *Other Sales & Service Personnel*. Comparing the 2001 available workforce data to the representation of 2006 UBC-V employees who self-identify as visible minorities, the University exceeds the availability figures in all but five categories: *Senior Managers*, *Supervisors: Crafts & Trades*, *Skilled Crafts & Trades Workers*, *Semi-Skilled Manual Workers*, and *Other Manual Workers*.

The proportion of faculty or staff at UBC-O who identified as visible minorities was less than the proportion available in the 2001 workforce in all EEOGs except *Professionals* (see Figure 12A). In more than half the EEOGs, no employees self-identified as a member of a visible minority.

Figure 13
UBCV Hiring Goals – Persons with Disabilities

Occupational Group	Number of Employees										Data Using 2001 Participation & Activity Limitation Survey [PALS]	Goals
	2002		2003		2004		2005		2006		2001	2005
	#	%	#	%	#	%	#	%	#	%	%	%
Senior Managers	1	3.33	1	2.94	1	2.78	0		1	3.13	*2.1	4.1
Middle and other Managers	12	2.86	9	2.08	13	2.65	12	3.05	10	2.22	2.5	3.3
University Teachers	42	2.51	40	2.21	42	2.23	42	2.02	41	1.87		3.6
Professionals (exc Univ Teachers)	23	2.10	27	2.21	28	2.20	24	1.83	20	1.43	4.1	3.4
Semi Professionals & Technicians	34	3.17	34	3.13	28	2.50	23	2.13	17	1.45	*4.8	3.4
Supervisors	2	2.82	3	4.69	4	6.56	4	5.88	4	6.06		6.2
Supervisors: Crafts and Trades	1	2.86	1	3.45	1	3.57	1	4.76	1	4.35	*5.7	7.8
Administrative & Senior Clerical	25	3.28	25	3.09	22	2.64	26	3.09	18	2.17	*4.9	
Skilled Sales & Service	0	0	0	0	1	2.13	0	0	0	0	*3.5	4.8
Skilled Crafts & Trades Workers	3	2.03	4	2.48	4	2.60	4	2.45	4	2.65	*6.4	8.9
Clerical Personnel	20	2.96	20	2.88	14	2.01	11	1.61	10	1.36	*5.3	5.5
Intermediate Sales & Service	7	4.29	8	4.65	9	5.06	5	3.03	3	1.88	6.4	4.7
Semi skilled Manual Workers	2	5.56	2	5.56	3	8.82	2	5.88	4	12.12	*6.1	6.9
Other Sales & Service Personnel	10	2.81	13	3.49	9	2.37	11	2.82	11	2.60	6.2	7.6
Other Manual Workers	2	5.26	1	2.94	1	3.13	1	3.13	1	2.86	*5.7	4.9
Total Number of Employees	184	2.78	188	2.68	180	2.48	166	2.26	145	1.87	5.25	

1. Number of employees are full-time and part-time.
 2. Availability has been adjusted to reflect the UBC occupational distribution.
 3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006.
 Source: 2001 Participation & Activity Limitation Survey (PALS)
 * Figure should be used with caution. The coefficient of variation of the estimate is between 16.7% and 33.3%.
 Persons with Disabilities figures include those aged 15–64 who worked anytime between 1996 and 2001.

Figure 13A
UBCO Hiring Goals – Persons with Disabilities

Employment Equity Occupational Group	Number of Employees		Data Using 2001 Participation & Activity Limitation Survey [PALS]
	2006		2001
	#	%	%
Senior Managers	0	0	*2.1
Middle and other Managers	0	0	2.5
University Teachers	8	5.13	
Professionals (excluding Univ Teachers)	1	2.86	4.1
Semi Professionals & Technicians	1	3.13	*4.8
Administrative & Senior Clerical	0	0	*4.9
Skilled Crafts & Trades Workers	0	0	*6.4
Clerical Personnel	1	3.85	*5.3
Other Sales & Service Personnel	0	0	6.2
TOTAL	11	3.48	

1. Number of employees are full-time and part-time.
 2. Availability has been adjusted to reflect the UBC occupational distribution.
 3. Numbers and percentages of employees represent respondents to the employment equity census on the extract date of May 31, 2006.
 Source: 2001 Participation & Activity Limitation Survey (PALS)
 * Figure should be used with caution. The coefficient of variation of the estimate is between 16.7% and 33.3%.
 Persons with Disabilities figures include those aged 15–64 who worked anytime between 1996 and 2001.

Persons with Disabilities

Figure 13 shows that UBC fell short of all 14 of its 2005 hiring goals for persons with disabilities. The picture is not much better when 2001 availability data is used. In 2006, the representation of persons with disabilities in the UBC-V workforce exceeded the availability figures in only two EEOGs – *Senior Managers*, and *Semi-Skilled Manual Workers*. From 2002 to 2006 the proportion of persons with disabilities declined in 10 of the EEOGs and the actual number of persons with disabilities declined in 8 of those EEOGs.

At UBC-O, the largest representation of persons with disabilities is among *University Teachers*, a group for which no availability data is available (see Figure 13A). The percentage of employees with disabilities in all other EEOGs is less than the reported representation in the available workforce.

EQUITY-GROUP DISTRIBUTION OF TENURE-TRACK FACULTY

Figure 14 shows the distribution of women among new tenure-track faculty appointments from 1996 to 2006. Throughout this period, UBC’s hiring goal was to hire women to fill at least 35% of vacant tenure-track faculty positions. Though the hiring rate varied from year to year, it hovered around that target. The 35% goal was based on the proportion of women receiving doctoral degrees from Canadian universities. The proportion has risen steadily since, except for a slight drop in 2004, and now exceeds 40%. Appointment of women to new tenure-track positions at UBC-V has not kept up with the increasing proportion of women among doctoral graduates.

Although the appointment rate of women to new tenure-track faculty positions has been fairly steady at around 35%, there has been a gradual but steady rise in the proportion of women among tenure-track faculty. The proportion of women faculty among the entire UBC faculty has been slow to change because turnover in faculty positions has been low and faculty

careers are long. Figure 15 shows the gender distribution of full-time faculty by rank. Since 1985/86, the proportion of women rose from 16.4% to 29.3% among all tenure-track faculty – an increase of 295 women in tenure-track positions. During these same years, the number of men declined by 85.

Figure 14
UBC Workforce – Percentage of New Tenure Track who are Women (May 31, 2006)

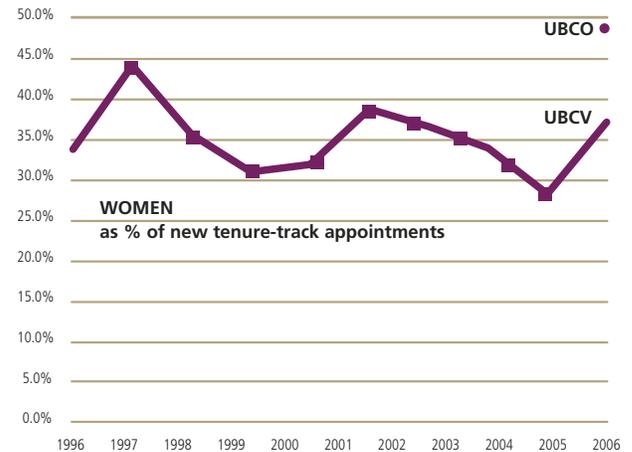


Figure 15
UBC Workforce: Gender Distribution of Full-Time Faculty by Rank (October 31, 2006)

	Professor		Associate		Assistant		Instructors I, II, & Sr.		Tenure Track Subtotal		Percentage		Lecturer		All Ranks Total		Percentage	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
85/86	678	35	497	85	293	130	38	45	1506	295	83.6%	16.4%	13	34	1519	329	82.2%	17.8%
86/87	687	34	471	90	291	119	41	43	1490	286	83.9%	16.1%	15	35	1505	321	82.4%	17.6%
87/88	689	35	468	94	290	116	34	39	1481	284	83.9%	16.1%	13	25	1494	309	82.9%	17.1%
88/89	689	40	451	100	304	112	34	41	1478	293	83.5%	16.5%	15	25	1493	318	82.4%	17.6%
89/90	684	41	442	102	346	126	32	41	1504	310	82.9%	17.1%	15	30	1519	340	81.7%	18.3%
90/91	688	48	425	99	356	134	32	46	1501	327	82.1%	17.9%	12	30	1513	357	80.9%	19.1%
91/92	682	52	416	103	348	153	34	42	1480	350	80.9%	19.1%	11	32	1491	382	79.6%	20.4%
92/93	673	63	410	97	332	162	34	44	1449	366	79.8%	20.2%	12	24	1461	390	78.9%	21.1%
93/94	683	68	416	99	317	162	33	44	1449	373	79.5%	20.5%	10	26	1459	399	78.5%	21.5%
94/95	692	78	417	101	295	159	30	43	1434	381	79.0%	21.0%	8	24	1442	405	78.1%	21.9%
95/96	684	85	435	109	268	146	25	46	1412	386	78.5%	21.5%	12	22	1424	408	77.7%	22.3%
96/97	697	86	431	110	255	149	25	43	1408	388	78.4%	21.6%	16	27	1424	415	77.4%	22.6%
97/98	692	98	418	128	241	142	27	41	1378	409	77.1%	22.9%	16	22	1394	431	76.4%	23.6%
98/99	686	101	386	136	216	128	25	37	1313	402	76.6%	23.4%	13	25	1326	427	75.6%	24.4%
99/00	670	106	381	141	209	122	24	39	1284	408	75.9%	24.1%	18	29	1302	437	74.9%	25.1%
00/01	676	109	359	135	215	124	27	41	1277	409	75.7%	24.3%	20	34	1297	443	74.5%	25.5%
01/02	655	108	358	152	231	136	42	47	1286	443	74.4%	25.6%	26	40	1312	483	73.1%	26.9%
02/03	657	118	364	159	267	149	45	51	1333	477	73.6%	26.4%	31	42	1364	519	72.4%	27.6%
03/04	637	114	354	178	317	185	54	56	1362	533	71.9%	28.1%	30	45	1392	578	70.7%	21.3%
04/05	644	121	344	184	358	199	54	62	1400	566	71.2%	28.8%	31	51	1431	617	69.9%	30.1%
05/06	668	125	344	197	354	205	55	63	1421	590	70.7%	29.3%	29	49	1450	639	69.4%	30.6%

Note: Excludes President, Vice Presidents, Associate Vice Presidents, and Deans.
Includes Lecturers and without review (who are non tenure track)
Excludes UBC-O

The slow but steady increase in the proportion of women among tenure-track faculty can be attributed to the combination of the higher proportion of women among new appointments and a higher proportion of men among men leaving UBC, particularly through retirement. However, unless the new appointment rate increases along with the rise in the numbers of women completing graduate programs, the representation of women amongst UBC faculty will continue to lag behind their availability in the workforce.

Figure 16 shows the proportion of women among the three tenure-track ranks – assistant, associate, and full professor – in the form of a long-term trend. The proportion of women among assistant professors reflects the proportion of women appointed to tenure-track positions discussed above. The trend lines for women associate and full professors continue to rise showing that women are achieving promotion through the ranks, including the highest professorial rank.

Despite the progress women faculty have made in the professorial ranks, Figure 17 reveals a much higher proportion of women in the other tenure-track ranks of Instructors I and II, and Senior Instructor. Women faculty make up 53% of these other tenure-track ranks, while women make up 29% of all professorial faculty positions.

Moreover, women are not moving into senior faculty positions as quickly as their male contemporaries. Although women are promoted to associate professor at about the same time as male faculty, promotion to full professor takes significantly longer for women. Figure 18 show that after 10 years, 16% of male faculty members are full professors, only 9% of women have achieved that rank. After 14 years, the gap is greater: 32% of male faculty have been promoted to full professor compared to 16% of female faculty. This is consistent with data reported in the Equity Office *Annual Report 2003* (at pp. 18–19).

Figure 16
UBC Workforce – Women Faculty by Professorial Rank (May 31, 2006)

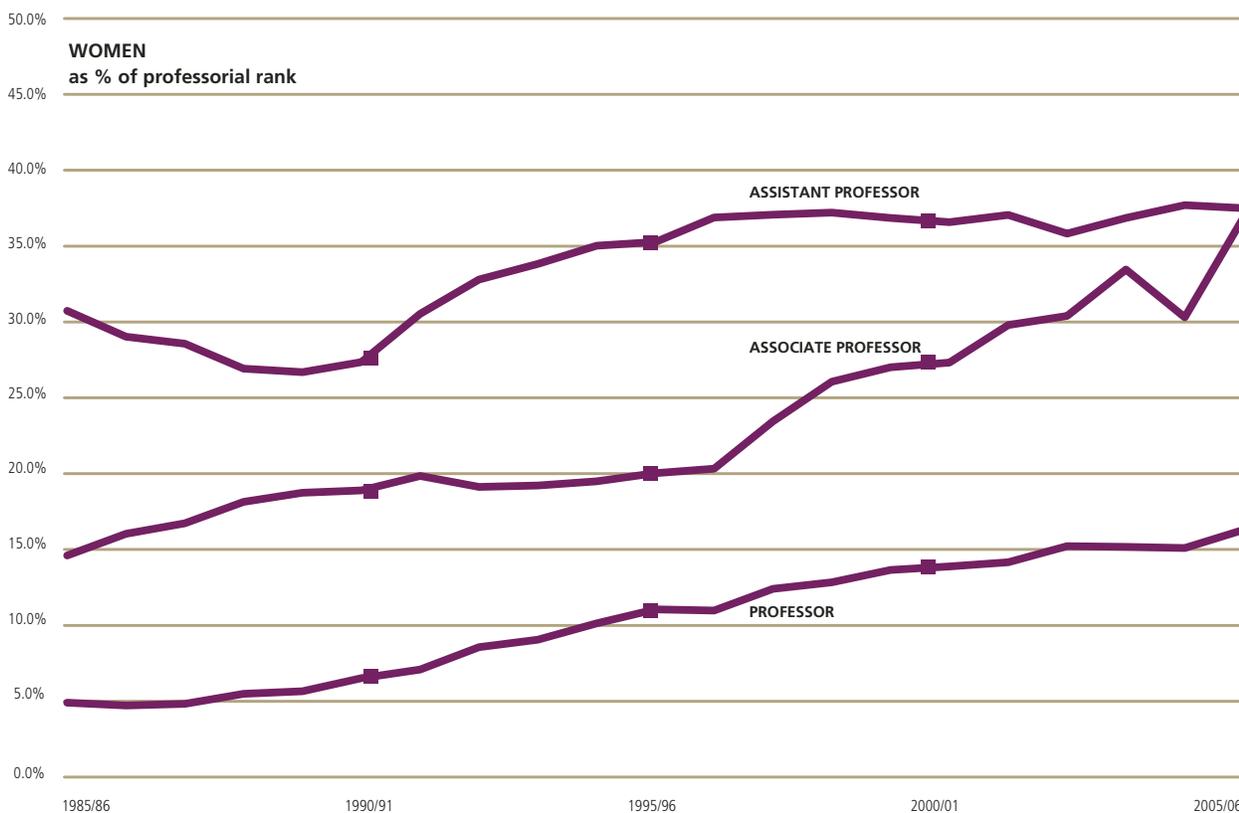


Figure 17
UBC Workforce: Gender Distribution of Tenure-Track Faculty by Faculty and Rank (May 31, 2006)

Faculty/School	Professor				Associate Professor				Assistant Professor				Instructor I, II, Sr				Total Tenure Track			
	FEMALE	MALE	TOTAL	% FEMALE	FEMALE	MALE	TOTAL	% FEMALE	FEMALE	MALE	TOTAL	% FEMALE	FEMALE	MALE	TOTAL	% FEMALE	FEMALE	MALE	TOTAL	% FEMALE
Agricultural Sciences	4	18	22	18%	3	5	8	38%	6	6	12	50%	1	1	2	50%	14	30	44	31.8%
Applied Science – All	7	56	63	11%	22	38	60	37%	20	41	61	33%	10	9	19	53%	59	144	203	29.1%
Engineering	2	51	53	4%	6	35	41	15%	8	35	43	19%	6	9	15	40%	22	130	152	14.5%
Architecture	1	5	6	17%	5	3	8	63%	2	4	6	33%	0	0	0	0	8	12	20	40.0%
Nursing	4		4	100%	11		11	100%	10	2	12	83%	4	0	4	100%	29	2	31	93.5%
Arts – All	32	129	161	20%	54	76	130	42%	62	86	148	42%	14	9	23	61%	162	300	462	35.1%
Arts	25	117	142	18%	46	64	110	42%	53	74	127	42%	13	7	20	65%	137	262	399	34.3%
Journalism	0		0	0%	1	1	2	50%	1		1	100%	0	0	0	0%	1	1	2	50.0%
Library & Archival Studies	2	0	2	100%	3	1	4	75%	1	3	4	25%	1	0	1	100%	7	4	11	63.6%
Music	3	9	12	25%	1	4	5	20%	3	6	9	33%	0	2	2	0%	7	21	28	25.0%
Social Work & Family Studies	2	3	5	40%	4	6	10	40%	4	3	7	57%	0	0	0	0%	10	12	22	45.5%
College of Health Disciplines	3	3	6	50%	0	1	1	0%	0	3	3	0%	0	0	0	0%	0	7	7	0.0%
Commerce	2	29	31	6%	4	13	17	24%	6	23	29	21%	0	2	2	0%	12	67	79	15.2%
Dentistry	3	9	12	25%	3	9	12	25%	1	7	8	13%	0	0	0	0%	7	25	32	21.9%
Education – All	20	34	54	37%	34	22	56	61%	20	12	32	63%	5	1	6	83%	79	69	148	53.4%
Education	19	28	47	40%	33	17	50	66%	16	7	23	70%	4	0	4	100%	72	52	124	58.1%
School – Human Kinetics	1	6	7	14%	1	5	6	17%	4	5	9	44%	1	1	2	50%	7	17	24	29.2%
Forestry	3	20	23	13%	3	15	18	17%	1	7	8	13%	0	2	2	0%	7	44	51	13.7%
Graduate Studies – All	8	28	36	22%	7	9	16	44%	3	11	14	21%	0	0	0	0%	18	48	66	27.3%
Graduate Studies	5	22	27	19%	5	5	10	50%	2	9	11	18%	0	0	0	0%	12	36	48	25.0%
School – Comm & Reg Planning	2	4	6	33%	2	3	5	40%	0	1	1	0%	0	0	0	0%	4	8	12	33.3%
Occup Hyg Program	1	2	3	33%	1	1	2	50%	1	1	2	50%	0	0	0	0%	2	4	6	33.3%
Law	5	11	16	31%	8	5	13	62%	7	1	8	88%	1	0	1	100%	21	17	38	55.3%
Medicine – All	36	177	213	17%	38	92	130	29%	70	101	171	41%	12	7	19	63%	156	377	533	29.3%
Medicine	32	176	208	15%	30	90	120	25%	64	100	164	39%	7	7	14	50%	133	373	506	26.3%
School – Audiology & Speech Sciences	1	1	2	50%	1	1	2	50%	3	1	4	75%	1	0	1	100%	6	3	9	66.7%
School – Rehab	3		3	100%	7	1	8	88%	3	0	3	100%	4	0	4	100%	17	1	18	94.4%
Pharmaceutical Sciences	3	10	13	23%	1	3	4	25%	3	5	8	38%	5	2	7	71%	12	20	32	37.5%
Science	7	145	152	5%	22	53	75	29%	24	68	92	26%	14	22	36	39%	67	288	355	18.9%
GRAND TOTAL	130	669	799	16%	199	341	540	37%	223	371	594	38%	62	55	117	53%	614	1436	2050	30.0%

Note: Includes President, Vice Presidents, Associate Vice Presidents, and Deans.

Figure 18
Tenure Track Assistant Professors After 10 Years (May 31, 2006)

Tenure Track Assistant Professors After 10 Years:

% of 1992–1996 cohort both women and men

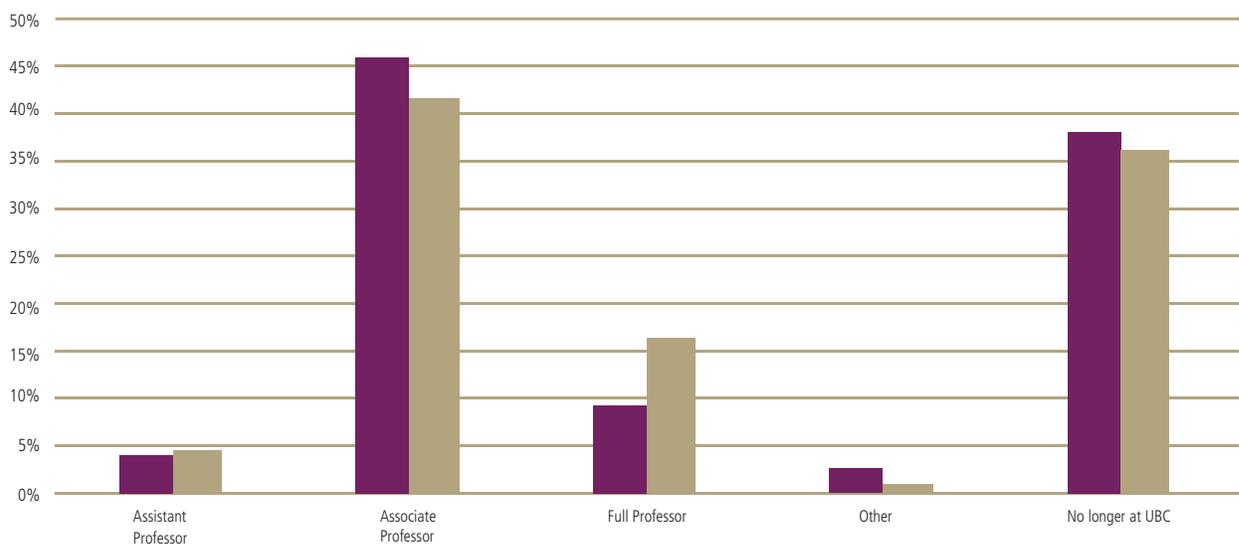


Figure 19
UBCV/O Academic Administrators (May 31, 2006)

Job Title	F	M	Total	% female
Acting Director	1	2	3	33.3%
Acting Head	2	2	4	50.0%
Dean	3	14	17	17.6%
Assistant Dean	3	1	4	75.0%
Associate Dean	17	31	48	35.4%
Director	10	26	36	27.8%
Head	8	48	56	14.3%
TOTAL UBC	44	124	168	26.2%

Females are also under-represented within faculty administration. At UBC about 35% of associate deans are women; however, only 14% of department heads are female (See Figure 19). This data includes UBC-O where half of the department heads are women.

Figure 20A shows the distribution of UBC-V tenure-track faculty by rank and designated equity group in 2001, 2004, 2005, and 2006. Over those years, the number of tenure-track faculty who self-identify as visible minorities increased by 92, and the percentage increased from 12.0% to 15.6%. The number of tenure-track faculty who self-identify as Aboriginal people increased slightly from 2001 to 2006. During this time period, there has been a decrease of 12 tenure-track faculty who self-identify as having a disability. Figure 20B shows the same data for UBC-O in 2006.

Figure 20A
UBCV Workforce: Equity Group Distribution of Tenure-Track Faculty by Rank as a Percent of All Respondents (May 31, 2006)

	2001			2004			2005			2006		
	Visible Minorities	Total	%									
Professor	58	638	9.09%	60	623	9.63%	61	643	9.49%	74	644	11.49%
Associate Professor	54	433	12.47%	67	472	14.19%	68	467	14.56%	66	460	14.35%
Assistant Professor	51	300	17.00%	84	435	19.31%	91	490	18.57%	111	494	22.47%
Instructors I, II, Sr	11	80	13.75%	13	102	12.75%	13	119	10.92%	15	108	13.89%
	174	1,451	11.99%	224	1,632	13.73%	233	1,719	13.55%	266	1,706	15.59%

	2001			2004			2005			2006		
	Aboriginal People	Total	%									
Professor	4	640	0.63%	3	623	0.48%	2	643	0.31%	3	648	0.46%
Associate Professor	4	433	0.92%	7	471	1.49%	11	466	2.36%	10	458	2.18%
Assistant Professor	7	300	2.33%	6	435	1.38%	6	490	1.22%	4	494	0.81%
Instructors I, II, Sr	2	80	2.50%	1	102	0.98%	1	107	0.93%	2	108	1.85%
	17	1,453	1.17%	17	1,631	1.04%	20	1,706	1.17%	19	1,708	1.11%

	2001			2004			2005			2006		
	Persons with Disabilities	Total	%									
Professor	15	639	2.35%	15	623	2.41%	13	643	2.02%	13	645	2.02%
Associate Professor	14	433	3.23%	8	472	1.69%	9	467	1.93%	10	458	2.18%
Assistant Professor	9	300	3.00%	7	435	1.61%	5	490	1.02%	3	495	0.61%
Instructors I, II, Sr	6	80	7.50%	5	102	4.90%	6	107	5.61%	6	108	5.56%
	44	1,452	3.03%	35	1,632	2.14%	33	1,707	1.93%	32	1,706	1.88%

Note: Includes President, Vice Presidents, Associate Vice Presidents, and Deans.

Fig. 20B
UBCO Workforce: Equity Group Distribution of Tenure-Track Faculty by Rank as a Percent of All Respondents (May 31, 2006)

2006			
By Visible Minorities	Visible Minorities	Total	%
Professor	0	2	0
Associate Professor	9	102	8.82
Assistant Professor	6	38	15.79
Instructors I, II, Sr	0	3	0
	15	145	10.34

2006			
By Aboriginal People	Aboriginal People	Total	%
Professor	0	2	0
Associate Professor	2	102	1.96
Assistant Professor	0	37	0
Instructors I, II, Sr	0	3	0
	2	144	1.39

2006			
By Persons with Disabilities	Persons with Disabilities	Total	%
Professor	0	2	0
Associate Professor	8	102	7.84
Assistant Professor	0	38	0
Instructors I, II, Sr	0	4	0
	8	146	5.48

The data in Figures 15, 16, and 17 – full-time faculty – excludes those faculty members who hold positions as Senior Managers. But the data in Figures 18, 19, and 20 includes faculty who hold positions as Senior Managers; this data comes from respondents to UBC’s employment equity census, including the president, vice presidents, associate vice presidents, and deans. The data set in Figures 15 through 17 also differs from Figures 18 through 20 because the employment equity census includes some part-time, tenured faculty. Moreover, snapshot data from HRMS and the employment equity census are drawn at different points in time: the data in Figures 15, 16, and 17 comes from the University’s annual submission to Statistics Canada for 31 October, whereas the data in Figures 18, 19, and 20 is taken from the University’s employment equity snapshot for 31 May.

Fig. 21A
UBCV Equity Group Distribution of Tenure-Track Faculty – Women (May 31, 2006)

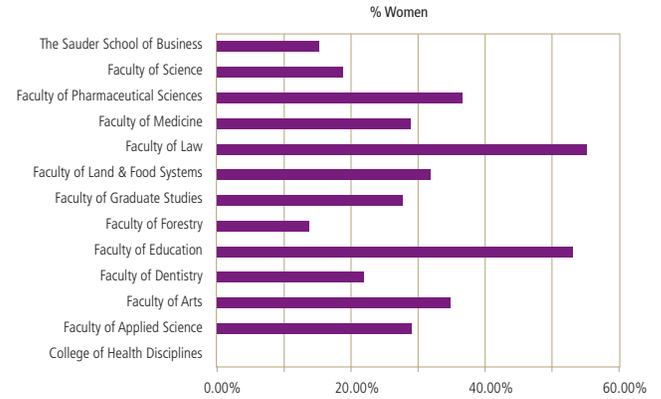


Fig. 21B
UBCV Equity Group Distribution of Tenure-Track Faculty – Aboriginal People (May 31, 2006)

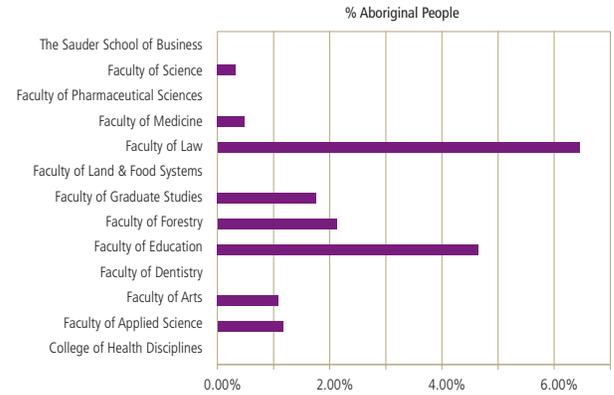


Fig. 21C
UBCV Equity Group Distribution of Tenure-Track Faculty – Persons with Disabilities (May 31, 2006)

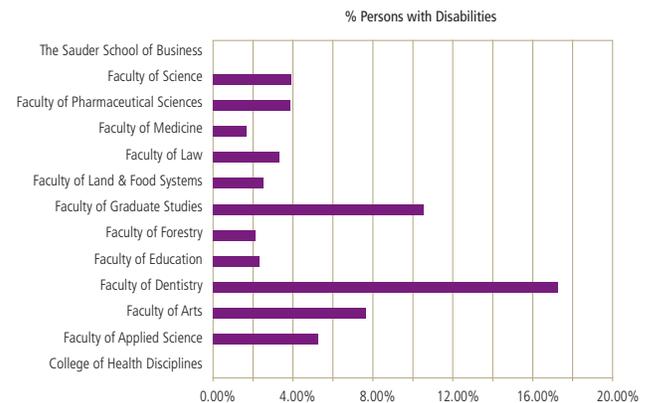


Fig. 21D
UBCV Equity Group Distribution of Tenure-Track Faculty –
Visible Minorities (May 31, 2006)

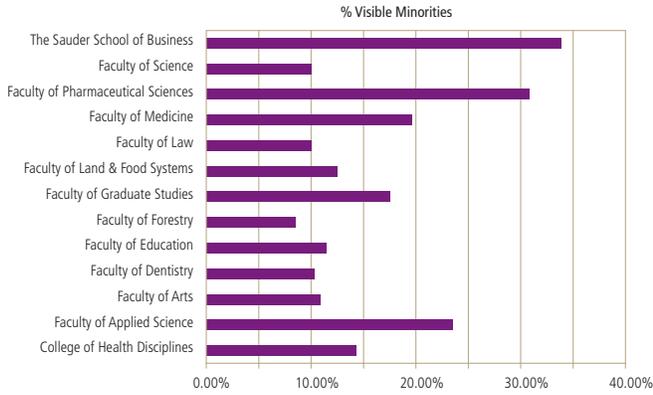


Fig. 22C
UBCO Equity Group Distribution of Tenure-Track Faculty as a Percent
of All Respondents – Persons with Disabilities (May 31, 2006)

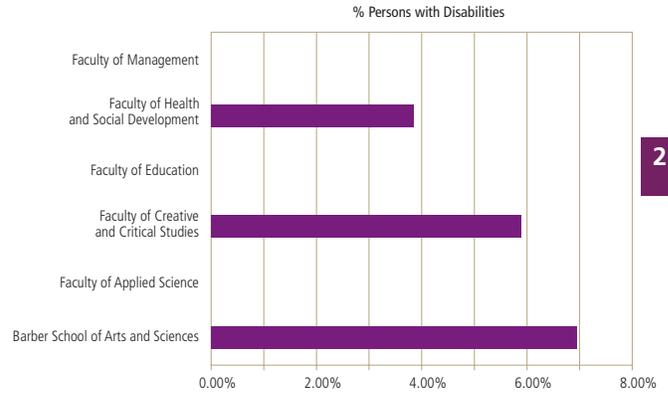


Fig. 22A
UBCO Equity Group Distribution of Tenure-Track Faculty as a Percent
of All Respondents – Women (May 31, 2006)

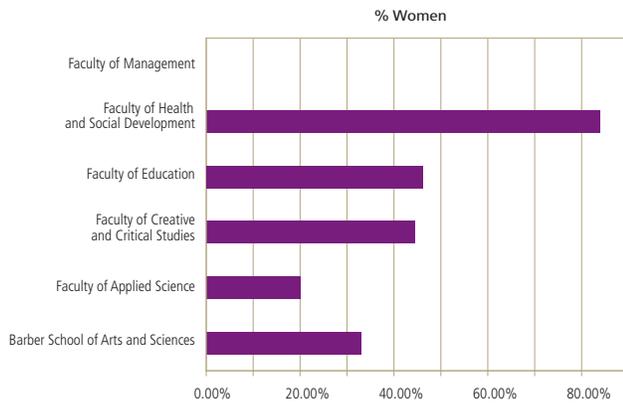


Fig. 22D
UBCO Equity Group Distribution of Tenure-Track Faculty as a Percent
of All Respondents – Visible Minorities (May 31, 2006)

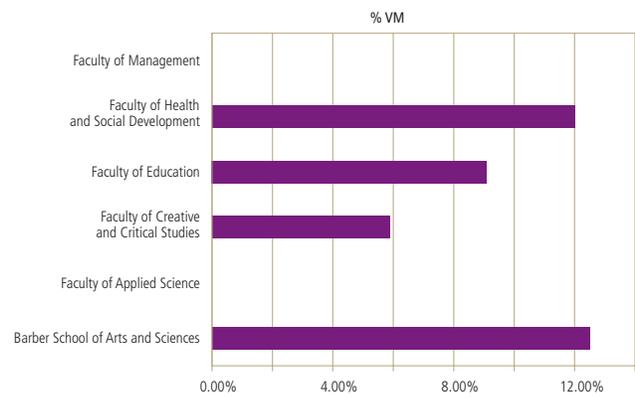
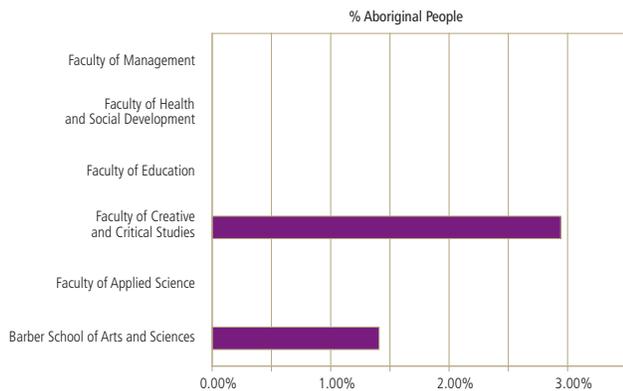


Fig. 22B
UBCO Equity Group Distribution of Tenure-Track Faculty as a Percent
of All Respondents – Aboriginal People (May 31, 2006)



The representation of designated equity group members varies considerably across faculties. Faculties that have succeeded in recruiting and retaining a high proportion of faculty in one equity group may have been less successful in appointing members of another group. For example, in the Faculty of Law, 55% of tenure-track faculty are women, while only 15% of tenure-track faculty in the Sauder School of Business are women. On the other hand only 10% of Law Faculty self-identify as visible minorities compared to almost 34% in the Sauder School of Business. (See Figures 21 & 22)

DISCRIMINATION AND HARASSMENT REPORT 2006

OVERVIEW

The University of British Columbia's *Policy on Discrimination and Harassment* (Policy #3, herein-after referred to in this report as the "Policy") was adopted and implemented in 1995 and revised to its current form in 2001. It is currently under review for possible further revision. The Policy protects all members of the UBC community – students, staff and faculty – from discrimination and harassment on actual or perceived personal characteristics related to 13 human rights grounds and, likewise, prohibits UBC community members from engaging in such discriminatory or harassing actions against other UBC students, staff and faculty. The 13 grounds of prohibited discrimination are based on those outlined in the *BC Human Rights Code*. Specifically, these are:

- Age (applies to those older than 19 and less than 65)¹
- Ancestry
- Colour
- Family status
- Marital status
- Physical or mental disability
- Place of origin
- Political belief (in the context of employment only)
- Race
- Religion
- Sex (which includes sexual harassment and gender identity/expression)
- Sexual orientation
- Unrelated criminal conviction (in the context of employment only)

The *BC Human Rights Code*, and likewise, UBC's Policy, provides protection from discrimination and harassment in the areas of housing, employment and service provision. At UBC, this provision of service includes academics, athletics and residential life. The obligation to adhere to the Policy and maintain a

discrimination-and harassment-free work, study and campus environment falls upon all students, faculty, and staff, especially those in a position to supervise the work or conduct of others.

THE EQUITY OFFICE AND HUMAN RIGHTS AND EQUITY SERVICES

The mandates of the Equity Office (UBC-V) and Human Rights and Equity Services (UBC-O) are to ensure that the rights and responsibilities provided for by the *Policy on Discrimination and Harassment* are fulfilled by the UBC community. We offer procedures to address discrimination and harassment complaints. These mechanisms offer a clear, equitable approach to problem resolution. These procedures supplement other University and extra-University mechanisms, such as those of employee associations and unions, the courts, the BC Human Rights Tribunal and the Office of the BC Ombudsman. In addition, the Equity Office conducts educational programs and events to heighten awareness of human rights, and thereby minimize incidents of discrimination and harassment.

In 2006, the Equity Office at UBC-Vancouver had 4 Equity Advisors (2.8 FTE), 2 administrative staff and one Associate Vice President Equity. At UBC-Okanagan, the Human Rights and Equity Services (HES) office was staffed by one full-time advisor and this office is also under the jurisdiction of the same Associate Vice President, Equity. Both campuses utilize the same Policy and both offer complaint management services and educational/preventative programming on a range of equity issues.

The purpose of this report is to share the data collected by the Equity Office and Human Rights and Equity Services on their handling of discrimination and harassment incidents in 2006. Each campus will report on their statistics separately.

DISCRIMINATION AND HARASSMENT DEFINED

According to the *BC Human Rights Code* and the UBC Policy, discrimination is defined as the denial of an opportunity to, or a biased decision against, an individual or a group because of some actual or perceived personal attribute, such as sexual

¹ On May 31, 2007, Bill 31, a measure to eliminate mandatory retirement at age 65, was passed by the BC legislative. Effective January 1, 2008, age provisions in the *BC Human Rights Code* will be revised to extend protection from age discrimination to people over 19, including those age 65 and older. This legislation will not be retroactive. Hence we continue to use the current provisions of "age" as applicable to those over 19 and under 65 in the 2006 annual report.

orientation or religion (or any of the 13 grounds listed above). Discrimination also occurs when individuals are judged on the basis of their group membership, rather than their individual capabilities or merit. For example, to exclude a female applicant from a manually intensive job because “women are not strong” is an unfounded, unjustifiable denial of an opportunity. Similarly, it is discriminatory to deny employment to an otherwise qualified woman who appears to be pregnant because it is assumed that she will leave the position in short order. In some situations, however, different treatment can be justified, perhaps because of a reasonable occupational requirement. To reject a blind applicant for a job as a pilot, for example, is a justifiable reason for different treatment and denial of the position. A decision or conduct based on a bona fide occupational requirement does not violate the *BC Human Rights Code* or UBC Policy. However, the legal test that must be applied to determine whether differential treatment is based on a bona fide occupational requirement is difficult to meet. Very few complaints of differential treatment at UBC based on any of the 13 grounds can be justified by a bona fide occupational requirement.

Harassment is a form of discrimination, which entails offensive or insulting treatment of individuals or groups, again, because of their actual or perceived personal characteristics relating to one or more of the 13 grounds of prohibited discrimination. The harassing behaviour is unwelcome to the recipient and the behaviour is assessed as harassment based on the impact of the behaviour on the recipient (subject to the reasonable person test), rather than the intent of the alleged harasser. Discrimination and harassment, whether intentional or unintentional, are unlawful and in violation of the UBC Policy.

UBC’s Policy also includes provisions to protect against retaliation for persons who bring forward complaints of discrimination or harassment.

COMPLAINT MANAGEMENT

In 2006, the Equity Office and Human Rights and Equity Services (HES) provided consultation and case management assistance to students, faculty, and staff, including administrative heads of unit, executive members of employee associations and members

of departmental equity committees. Complaints accepted by the Equity Office/HES were resolved by complainants themselves, by Equity Advisors, by administrative heads or by a collaborative process involving Equity Advisors, administrative heads, complainants, and respondents.

According to the Policy, Administrative Heads of Units are responsible for addressing discrimination and harassment in their units. Administrative Heads are the top administrators in a given unit – institutes, faculties, departments, and the like; and may include, for example, Directors, Academic Heads, Deans, Associate Vice Presidents, and Vice Presidents. Administrative Heads and Equity Advisors jointly share the responsibility for enforcing the Policy. Individuals who believe they have a human rights complaint may take their concerns to their Administrative Head (or designated Equity person or committee) or to an Equity Advisor in the Equity Office or HES; the option is theirs. In many cases, the Equity Advisors and Administrative Heads work in tandem to address complaints and concerns brought forth. Equity Advisors do not advocate for any one group on campus (faculty, staff or students) or individuals to a complaint (complainants or respondents), but rather serve as advocates for the Policy – to ensure a discrimination- and harassment-free campus. Concerns brought to Administrative Heads of Unit which did not involve the Equity Office or HES are not reflected in this annual report.

Concerns may also be brought directly to the Equity Office at UBC-V or HES at UBC-O. These concerns are classified either as consultations or cases. “Cases” involve the Equity Advisor in direct intervention in a mandate situation. In other words, they are cases that meet the burden of proof established by the Policy. “Consultations” involve concerns which do not fall under the mandate of the Policy because, for example, they fall outside the one year time limit for reporting incidents, or involve non-UBC parties, or fall under the mandate of another UBC policy or procedure. They may also be concerns which would meet the burden of proof under the Policy, but for which the Equity Advisor has not been given consent to proceed with the concern as a case. In consultations, Equity Advisors may provide information and advice

to complainants or administrators who visit the Equity Office/HES but do not request Equity Office/HES intervention. Some of these individuals want information and advice on how to address problems themselves. Others are too fearful of retaliation to confront respondents or to inform administrative heads, and therefore, insist the Office not intervene on their behalf. Since discrimination or harassment complaints cannot be pursued anonymously, Advisors approach these incidents in a consultative manner unless the concern is of such an egregious nature (i.e. it seriously threatens the health and safety of UBC community members) that they warrant action even without the complainant's consent. The limits on confidentiality in the Equity Office and HES are such that it is only in very rare, exceptional circumstances that an Equity Advisor would choose to pursue a complaint without consent to pursue from the presenting party. Other consultations can involve the provision of assistance to people whose concerns do not fall under the mandate of the policy (such as concerns of personal harassment or serious concerns of discrimination and harassment that involve a complainant or respondent who is outside UBC jurisdiction). Consultations may take the form of answering questions about the Policy, bridging communication gaps between parties, or referring individuals to other UBC offices or external community services to find appropriate redress for their concerns. This report refers to both "cases" and "consultations" as "complaints."

Many of the incidents brought to the Equity Office and HES fall under the rubric of personal harassment – situations in which parties are reportedly behaving badly towards each other, but not on the basis of any of the 13 prohibited grounds set out in the *BC Human Rights Code*. This broad category of personal harassment includes such behaviour as bullying (also referred to as psychological harassment), mean-spirited gossiping, interpersonal conflict and heated disagreements, to name a few. UBC does not currently have a policy to address such non-human rights based harassment or interpersonal conflicts. Although such interpersonal conflicts fall outside the Discrimination and Harassment Policy, Advisors may attempt to assist clients in finding the resources or assistance they need to remedy these situations. Clients may include individuals or departments.

For reporting purposes, discrimination and harassment complaints are divided into interpersonal and systemic complaints. Interpersonal complaints are then divided into four broad categories: poisoned environment, biased conduct or behaviour, retaliation (for bringing forth a complaint), and unwelcome physical conduct, assault or threat of assault. The first category – the poisoned environment – refers to behaviours that are not necessarily directed at an individual, but manifest themselves in a chilly or toxic climate, impacting a group of individuals. The latter three categories generally are behaviours directed at an individual or individuals. Systemic complaints may be brought forward by an individual or group and are reflected in three categories of biased behaviours: policies and procedures, curriculum, and environment (often concerns about the accessibility of a physical environment or the work or study environment in a department).

The Equity Office and HES employ both informal and formal resolution methods in addressing mandate complaints. The vast majority of cases are handled informally by Equity Advisors, often in conjunction with Administrative Heads, to sort out the issues and facts, and find workable solutions. Each mandate case is unique – with different issues, players, contexts, and severity – and, therefore the approach taken and resolutions brokered are tailored to the parties' needs. Sometimes complainants have a particular resolution in mind, (e.g., an apology, a change in policy, or the removal of offensive pictures from a work station). Other times, appropriate resolutions materialize through dialogue among the parties.

In rare situations, mandate complaints are addressed through formal, rather than informal, proceedings. Complainants who experience severe infringement of their human rights may apply for a formal investigation by submitting a written request to the Equity Office or HES. Upon considering the complainant's request and initial fact-finding on the matter, the Associate Vice President, Equity, may grant the request and order an independent investigation and panel. No case was forwarded to formal investigation in 2006.

Following is a summary of complaints and consultations received and handled by the Equity Office at UBC's Vancouver campus and HES at UBC's

Okanagan campus in 2006. We are providing the complaint statistics for UBC Vancouver and UBC Okanagan separately. This data reflect only those situations in which the Equity Office or HES were specifically contacted, and does not include the many other incidents in which Administrative Heads of Units or others managed incidents independently.

UBC VANCOUVER – COMPLAINTS RECEIVED IN 2006

In 2006, the tracking forms on which we record complaint summary data at UBC-V, and from which these annual report statistics are generated, changed. These new forms offer an expanded range of options for more detailed reporting. However, as 2006 was the first year in which they were adopted, the data generated this year does not directly correspond to that from categories on the 2005 and earlier forms. Thus, in our 2006 charts and reporting, we have endeavoured to make the data from the new and older categories fit and, where discrepancies occur, have detailed the reason for such discrepancies. The main changes to the form reflect the reality of the intersectionality of oppressions. Some concerns brought to the Equity Office involve more than one ground of prohibited discrimination and/or more than one type of behaviour. The forms now also offer a wider range of options for why the policy may not be applicable in a given complaint and a more detailed range of human rights and non-human rights behaviours as well.

The Equity Office at UBC-V received 97 complaints from January – December, 2006. Of these, 21 (22%) were mandate cases and 76 (78%) were consultations. Consultations include complaints which do not meet the burden of proof and/or jurisdiction required by the policy, including concerns in which none of the 13 prohibited grounds of discrimination are involved, in which the context or one or more of the parties is not UBC-affiliated or in which the one-year time limit for initiating complaints has passed. Consultations may also include complaints which are being addressed in a different process or ones in which the complainant does not wish to proceed. Of the 76 consultations, 15 (20% of all consultations) would have been addressed as mandate cases, but for various reasons the parties chose not to pursue the complaint or the complaint proceeded in a different process. Thus, of the total

97 complaints for 2006, 36 incidents, or 37% of all complaints (cases and consultations), fell within the purview of the Policy.

Figure 23 [Discrimination & Harassment Complaints Covered Under UBC's Policy] tracks Policy-mandated case activity in the Equity Office from 2003 through 2006, inclusive. The 2006 data includes the 21 cases which were handled through the Equity Office and the 15 consultations which met the mandate but were not handled by the Equity Office, as noted above (N=36). As the new tracking forms allow for multiple grounds of prohibited discrimination, a line to this effect has been added to Figure 23.

By examining this longitudinal data in Figure 23 of Policy-mandated case handling by the Equity Office from 2003–2006, one may note the rise and fall of annual totals, as well as variation within the various categories or groups experiencing discrimination and harassment. For example, 2003 stands out as a year with a significantly higher number of complaints. Although we cannot fully explain this year to year fluctuation, we believe that certain factors play a determining role: Firstly, as a dynamic organization, the environmental milieu at UBC is in constant flux. The UBC environment is subject to such factors as union bargaining, new construction, physical and human reorganization of units, changes in leadership and expansion of programs. These changes impact the one-to-one interactions of people that work, study and live at UBC and, at times, these changes manifest into equity-related complaints.

Secondly, this fluctuation of numbers may be attributed to changes in our methods of record keeping. Brief consultations that only take a few minutes and do not require us to act or advise on a complaint are not recorded in the computer database from which these annual report numbers are generated. Additionally, we changed the tracking forms on which we record data this year and, while these forms do a better job of gathering details on complaints, they do not capture quick consultations in the way data from previous years did. Thus, the numbers from this year reflect complaints in which the Equity Office played a more significant role than that of quick sounding board. For example, very brief consultations with

Figure 23
Discrimination & Harassment Complaints Covered v. Not Covered Under UBC's Policy

	2003		2004		2005		2006	
Covered under UBC's Policy	Out of 156 total complaints, 70 covered under Policy (45%)		Out of 122 total complaints, 41 covered under Policy (34%)		Out of 111 total complaints, 40 covered under Policy (36%)		Out of 97 total complaints, 36 covered under Policy (37%)	
Age	2	3%	1	2%	0	0	1	3%
Disability	9	13%	12	29%	4	10%	4*	11%
Ethnicity (ancestry/colour/race/place of origin)	14	20%	7	17%	4	10%	11*	31%
Family Status	0	0	0	0	0	0	1	3%
Marital Status	0	0	0	0	0	0	0	0
Political Belief	1	1%	0	0	1	3%	0	0
Religion	2	3%	4	10%	1	3%	1	3%
Sex/Gender	38	54%	13	32%	29	72%	22*	61%
Sexual Orientation	4	6%	4	10%	1	3%	1	3%
Unrelated Criminal Offense	0	0	0	0	0	0	0	0
* Multiple Grounds of Discrimination	n/a		n/a		n/a		4 (included above)	
* 3 cases had 2 grounds, 1 had 3 grounds so, 9 grounds over 4 cases (therefore deduct 5 from total to reach N = 36 total cases)								
TOTAL	70	100%	41	100%	40	101%	36‡	

‡ doesn't =100% due to multiple grounds issue

	2003		2004		2005		2006	
Not Covered under UBC's Policy	Out of 156 total complaints, 86 not covered under Policy (55%)		Out of 122 total complaints, 81 not covered under Policy (66%)		Out of 111 total complaints, 76 not covered under Policy (63%)		Out of 97 total complaints, 71 not covered under Policy (64%)	
Behaviour covered under other UBC policy or procedures	37	43%	46	57%	39	55%	10	13%
Event outside one-year limit	3	3%	0	0	0	0	0	0
Respondent/complainant and/or context not under UBC jurisdiction	23	27%	6	7%	11	15%	11	14%
Personal Harassment\ interpersonal conflict	23	27%	29	36%	21	30%	n/a	n/a
NEW – No prohibited ground often personal harassment, bullying or interpersonal conflict but not recorded as such on 2006 forms							43	57%
NEW – Complaint did not meet burden of proof							10	13%
NEW – Complainant did not wish to proceed							13	17%
* NEW – Multiple reasons – 11 consultations cited multiple reasons, thus subtract 11 to reach N=76							11 (included above)	(minus 14%)
TOTAL	86	100%	81	100%	71	100%	76	100%

parties or Administrative Heads (or their designates) are not recorded in the computer database from which these numbers are generated.

Thirdly, we in the Equity Office are confident that the educational programs we offer impact the community and are effective in raising discrimination and harassment awareness, limiting inappropriate behaviour and promoting respectful interactions in the workplace, classroom and residences. Participation in the many workshops offered by the Equity Advisors varies from year to year, and thus the effects of awareness education vary. Networking with other service organizations and effective training of Administrative Heads of Unit about their roles and responsibilities under the Policy to act on complaints of discrimination

and harassment help ensure that local solutions may be first sought without direct intervention from the Equity Office. Administrative Heads are often the first line of redress for discrimination and harassment in their units. Thus, the fluctuation in annual numbers may also relate to the variant awareness and skill levels of these managers, deans and department heads. Some Administrative Heads act quickly and astutely to address these situations, solving the problem locally. Many situations, therefore, never reach the Equity Office and are not recorded in our records. Because unit leadership may change every three to five years (or more often in some cases), the effectiveness with which Policy-related incidents are dealt with in the unit, are likewise varying.

Figure 23 also tracks incidents brought to the Equity Office from 2003 – 2006 that fell outside the Policy because of jurisdiction or time limitations. Again, due to changes in the tracking form, the categories pre-2006 differ from this year’s data. However, we have reported this year’s data in such a way as to be most consistent with previous years’ reporting structures for ease of comparison.

In 2006, 76 of the 97 complaints (78%) were not covered under UBC’s Policy on Discrimination and Harassment. (This figure includes the 15 complaints cited above which would have fallen under the Policy if the complainants had given permission to proceed with the complaint and/or if the complaint had not been proceeding in a different university process.) As explained above, such situations are addressed as consultations by Equity Office staff.

Again, with the new tracking forms, Advisors can select more than one reason why a consultation may not fall under the Policy. This differs from previous years where only one choice was allowed. Of the 76 total consultations, 11 of these cited multiple reasons for why these were not mandate cases. To compare these with previous years’ data, a multiple reasons line has been added to Figure 23.

Of these 76 consultations, 43 (57%) fell outside the Policy because there was not a human-rights based

prohibited ground of discrimination cited. (Seven of these 43 consultations without a prohibited ground cited multiple reasons for why they were not mandate cases, including inability to meet the burden of proof set out by the Policy, a non-UBC context or non-UBC parties to a complaint, no permission to proceed and concerns which were proceeding in a different process.) Most often, these concerns without a prohibited ground are ones of personal harassment, bullying or interpersonal conflict, though we do not track them as such on the new forms. Seven consultations (9%) involved complainants or respondents who were not members of the UBC community and 4 consultations (5%) involved concerns that fell outside the UBC context and thus did not invoke the Policy. (Three of each of these listed multiple reasons why the Policy was not applicable.) In 10 of these 76 concerns (13%), the complainant was unable to meet the burden of proof required by the Policy (including 5 consultations which cited multiple reasons) and in 13 consultations (17%) the complainant did not wish to proceed (including 2 in which multiple reasons were cited). In 10 of these latter concerns (13%) where the complainant did not wish to proceed and 5 of the concerns proceeding under a different university process (7%), the Policy would have been applicable. (For example, a student with a grade appeal linked to a human-rights based concern of discrimination and harassment may choose to proceed through an academic appeals procedure and highlight the discrimination as a contributing factor to the poor grade.) For the remaining 61 consultations (80%), the concern fell outside of the jurisdiction of the Policy.

Figure 24 Number of Complaints Under the Policy by Reason

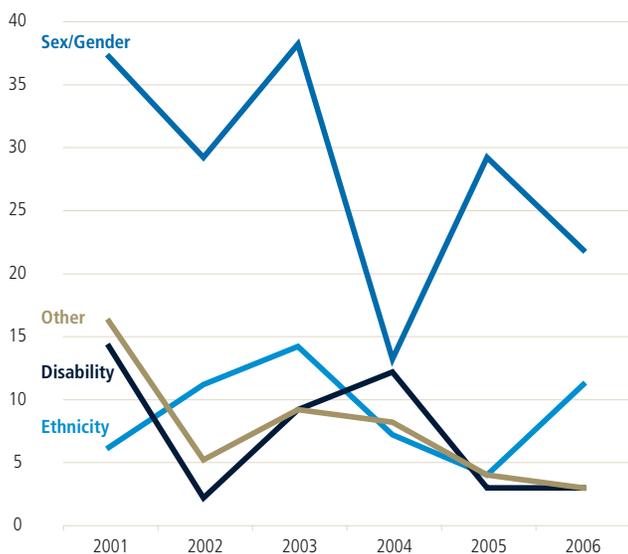


Figure 24 tracks the number of mandate complaints under the Policy by ground of prohibited discrimination. As consistent with other years, complaints on the ground of sex are the concerns that most often reach the Equity Office. Complaints of this nature include concerns about unwanted sexual advances or contact, stalking, gender-based discrimination, concerns about differential treatment due to pregnancy or breastfeeding and concerns about discrimination and harassment due to gender identity or gender expression. For example, we have seen an increase in the number of concerns brought to the Equity Office from campus community members who identify as transgender, transsexual or gender variant.

Of the 36 mandate complaints handled by the Equity Office in 2006, 22 cited sex/gender discrimination (61% of all mandate complaints), 11 (31%) cited ethnicity (ancestry, colour, place of origin and/or race) as grounds for discrimination and 4 (11%) cited disability-based discrimination or harassment. There was one complaint each (3% each) which cited age, family status, religion and sexual orientation as a prohibited ground of discrimination. In 2006, with the change in tracking forms, the Equity Office started tracking concerns which have multiple, or intersecting, grounds of discrimination and harassment. There were 4 mandate complaints this year (11%) which cited more than one ground of prohibited discrimination. Three of these cited 2 grounds of prohibited discrimination (2 of place of origin and race; 1 of sex and sexual orientation) and one complaint cited 3 grounds of prohibited discrimination (race, ancestry and disability). In order not to privilege or give more weight to one ground over another in a complaint with intersecting grounds, we have chosen to report the data as above, although the sum of the grounds is 41, not 36. Thus, to reach N=36, 5 must be deducted from the tally above (sum=41) because there were 9 grounds cited over four complaints.

Data from 2003–2006 indicates that discrimination and harassment based on sex/gender has been the most frequently reported kind of human rights violation brought to the attention of the Equity Office over these recent years. The low number of sex-based complaints in 2004 represents an anomaly – proportional to the dramatic rise in the same year in complaints alleging discrimination and harassment based on disability. (See Figures 23 and 24, which illustrate the trends of complaints by reason or kind of discrimination.)

Like the BC *Human Rights Code*, the Policy protects UBC students, staff and faculty from discrimination and harassment in service, accommodation and employment. Thus, this type of behaviour will not be tolerated in the various domains of the university – in academics, the workplace, residences, clubs/athletic teams and, new for 2006 (as per the change in tracking forms), UBC Service. Concerns about UBC Services in the past were captured in one of the other 4 categories. However, the addition of a UBC Service category in 2006 allows for more accurate reporting.

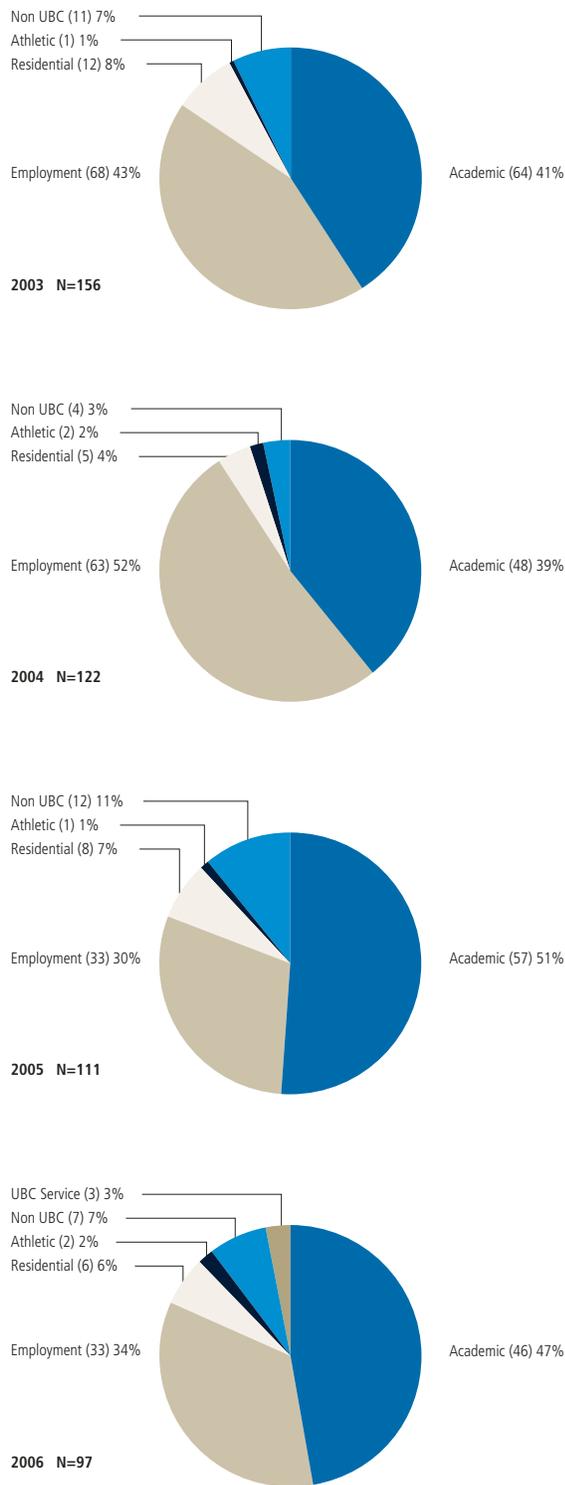
In previous years, for example, a concern brought forward by a student about a department in UBC Student Services (other than UBC Housing) would have been classified as an “academic” concern because the student’s purpose at UBC is one of academics. However, in this fictitious example, the concern is not about an academic department, an individual professor or the course or classroom environment. It is about the service of a non-academic department. To classify this as an “academic” context, then, was misleading.

Figure 25 illustrates the breakdown of incidents in these various university settings. Employment and academic matters have consistently been the primary sources of Equity complaints over the last four years. Of the 97 complaints handled by the Equity Office in 2006, 46 (47%) fell within the context of academics; whereas 33 (34%) stemmed from the employment context. This year’s figures are consistent with the pattern shown in 2005 where academic concerns outnumbered employment ones. However this differs from 2003 and 2004 where the trend was reversed. To look at the demographics of the UBC community, one would expect that the majority of complaints raised with the Equity Office would originate from students – who represent the largest population of campus constituents – and that complaints from students would most likely arise in the academic context (although students can also be employed by the university).

According to statistics from UBC’s Office of Planning and Institutional Research (PAIR), as of the 2006/2007 winter academic term (data from November 1, 2006), there were a total of 44,161 undergraduate and graduate students (a growth of 9,806 students from 2005), and a total of 11,835 staff and faculty (a growth of 1785) at UBC’s Vancouver campus. Students comprise 79% of the UBC-V community population, while staff and faculty represent 21% of the population. Based on these community demographics, the Equity Office receives a proportionally high number of employment-related complaints. This is true, even when combining the academic-related complaints with complaints arising from the residence life, athletics/clubs and UBC Service.

Few complaints of discrimination and harassment were brought forth from residence, clubs/athletics and

Figure 25 Context of Discrimination and Harassment Complaints



UBC Services in 2006: 6 (6%) involved UBC residences, 2 (2%) arose from the clubs or athletics context and 3 (3%) involved a UBC Service. Seven complaints (7%) fell outside the jurisdictional context of UBC; these include incidents that occurred wholly in the city of Vancouver (or beyond) which did not involve UBC-related activities.

Figure 26 illustrates the gender of parties involved in discrimination and harassment complaints over the last five years. Consistently throughout this time period, women have been more likely to bring matters to the Equity Office than have men. In 2006, out of 97 complaints, 72 (74%) women sought assistance from the Equity Office as complainants to a concern, as compared to 24 (25%) men as complainants.

Of the 72 complaints brought by women, 35 (49%) were against men, 14 (19%) were against other women and 21 (29%) were against a department or the University. In one complaint, a woman complained about the behaviour of a group of people that included people of more than one gender and in one other complaint, a woman received anonymous threats and thus the respondent's gender remains unknown.

Of the 24 complaints brought by men, 5 (21%) were brought against other men, 3 (13%) were brought against women and 12 (50%) were lodged against the University or a department. An additional 4 complaints (17%) were lodged against respondents of unknown gender. Again, these latter complaints would involve concerns in which the respondents were anonymous.

One concern involved a complaint from an individual complainant who identified as transgender, not as either male or female. This was recorded in our system as coming from a complainant of unknown gender, though obviously this is a limitation of the database. This complaint was made against a department of the University. (Other transgender or gender variant people who do identify as either women or men are included as such in the paragraphs above.)

While women are more likely to initiate complaints with the Equity Office, men are more likely to be named as the responding party – a trend that has been consistent over the last several years. In 2006, men

Figure 26
Gender of Complainants and Respondents

	2003		2004		2005		2006	
Female complainant	24	15%	30	24%	21	19%	14	14%
Female respondent								
Female complainant	58	37%	33	27%	47	42%	35	36%
Male respondent								
Female complainant	1	1%	2	2%	0	0	1	1%
Male and female respondent								
Female complainant	19	12%	9	7%	7	6%	21	22%
Department/University respondent								
Female complainant	10	6%	3	2%	1	1%	1	1%
Unknown respondent								
Male complainant	11	7%	16	13%	16	14%	5	5%
Male respondent								
Male complainant	11	7%	7	6%	11	10%	3	3%
Female respondent								
Male complainant	3	2%	2	2%	0	0	0	0
Male and female respondent								
Male complainant	9	6%	12	10%	5	4%	12	12%
Department/University respondent								
Male complainant	2	1%	3	2%	3	3%	4	4%
Unknown respondent								
Male and female complainant	3	2%	0	0	0	0	0	0
Female respondent								
Male and female complainant	1	1%	0	0	0	0	0	0
Male and female respondent								
Male and female complainant	3	2%	0	0	0	0	0	0
Male respondent								
Male and female complainant	0	0	1	1%	0	0	0	0
Department/University respondent								
Male and female complainant	0	0	2	2%	0	0	0	0
Unknown respondent								
Unknown complainant	1	1%	0	0	0	0	0	0
Male respondent								
Unknown complainant	0	0	0	0	0	0	1	1%
Department/University respondent								
Unknown complainant	0	0	2	2%	0	0	0	0
Unknown respondent								
TOTAL	156	100%	122	100%	111	99%	97	99%

were named as respondents in 41% of complaints, whereas women were named as respondents in 18% of complaints. One complaint involved a group of respondents of more than one gender. Five complaints (5%) involved respondents of unknown gender. For example, these complaints may have involved anonymous respondents who contacted complainants via email or the telephone or calls from administrators looking for advice in managing a complaint on their own where the identities of the parties may not have been divulged. The largest change from the data of previous years is that, in 2006, a department or the University was much more often named as a

respondent than either men or women. In 2006, 34 complaints (35%) named the department or University as the respondent.

As mentioned above, currently, methods of recording the gender of parties to a complaint only allow for categories of male, female, groups comprised of people of more than one gender (categorized as “both”), department/University and unknown gender. This binary conceptualization of gender does not allow for the accurate recording of gender identities of individuals who do not identify as either male or female. For example, this group may include some people who

identify as transgender, genderqueer or gender variant. In these instances, we record the gender of self-selection, if one of the male or female labels fit, but we do not have a way to record gender expressions and identities outside of this binary conception of a two-gender system. Similarly, the term “both” reinforces this notion of a binary gender system. Our forms may be modified to better reflect a wider range of possible gender identities and expressions in the future.

As previously explained, the Equity Office and the *Policy on Discrimination and Harassment* serve the students, faculty, and staff of UBC-Vancouver. (Human Rights and Equity Services and the same Policy #3 serve the students, staff and faculty of UBC-Okanagan.) Another effect of the change in tracking forms in 2006 is that we expanded the range of positions that complainants and respondents could hold in the campus community. On our old forms, one’s position on campus fell into the following categories: undergraduate student, graduate student, support staff, Administrative Head of Unit, Management and Professional staff, faculty, student/employee association or non-UBC. With the new forms, we are able to also include miscellaneous students (for example, students in non-degree programs). The staff categories have been expanded to better delineate the type of position held by staff at UBC-Vancouver. They now include M&P staff, clerical/secretarial and library staff, trades, technical and service staff and non-faculty instructors. An Administrator category allows for senior executive members, deans and associate deans, directors, department heads/assistant heads and managers and supervisors. The faculty category has been expanded to include sessional or adjunct

faculty, tenured or tenure-track faculty and post-docs, fellows and visiting faculty. Lastly, an “other” category allows for both unknown and non-UBC status to be recorded.

In order to best compare the data to that of previous years, we have combined some of these categories on the chart. However, in the text description, we will also include the breakdown of sub-categories within the larger group.

As with previous years, students are the most likely group to access the Equity Office. Students brought 62 (64%) of the 97 complaints in 2006. Undergraduates brought almost three times as many concerns (44, or 73% of student complaints) to the Equity Office than did graduate students (16 or 27% of student concerns). Two students (3%) in the “miscellaneous student” category brought forward concerns. For the purpose of data comparison, miscellaneous students were combined with undergraduate students in Figure 27.

Faculty complaints comprised 8 (8%) of the 97 complaints in 2006, which is slightly down from last year’s faculty numbers. Of these 8 faculty members, 2 (25%) were sessional or adjunct professors, 5 (63%) were tenured or tenure-track professors and 1 (13%) was a post-doc, fellow or visiting scholar.

Staff brought 21 (22%) of the 97 complaints in 2006, consistent with 2005 but significantly fewer than in 2004. Support staff brought 14 (67%) of these 21 concerns forward and management and professional staff brought forward 7 (33%) concerns. Viewing data from the expanded categories on the new forms, we

Figure 27
Complaints by Campus Groups

	2003		2004		2005		2006	
Undergraduate Student	48	31%	36	29%	44	40%	46	47%
Graduate Student	26	17%	15	12%	21	19%	16	17%
Support Staff	28	18%	23	19%	14	13%	14	14%
Faculty	20	13%	18	15%	11	10%	8	8%
Management & Professional	15	10%	17	13%	10	9%	7	7%
Administrative Head of Unit	5	3%	5	4%	3	3%	3	3%
Student/Employee Association	0	0	1	1%	1	1%	0	0
Non-UBC	14	9%	6	5%	7	6%	3	3%
Dept/Univ	0	0	1	2%	0	0	0	0
TOTAL	156	100%	122	100%	111	100%	97	99%

can see that, within the staff category, 7 concerns (33%) were brought forward by secretarial, clerical or library staff, 7 (33%) by trades, technical or service staff and 7 (33%), as said above, by management and professional staff.

A relatively small number of complaints stemmed from Administrators (3, or 3%) and non-UBC complainants (3, or 3%). In the administrative head of unit category, 2 of the 3 complaints (67%) came from department heads or assistant heads and 1 (33%) came from a manager/supervisor. No complaints were lodged by student or employee groups or university departments this year. The breakdown of complaints by campus constituents has been relatively consistent throughout the last few years, a split which roughly reflects the overall population numbers of these groups on the UBC-Vancouver campus.

Figure 28 examines the profiles of responding parties – those persons and units about whom the initiating party sought advice or redress. This data demonstrates that, in 2006, undergraduates raised most of their equity concerns against the University or a department (20 of 46, or 43%). This is a shift from previous years in which undergraduate students raised most of their concerns about other undergraduate students. (To make the data from 2006 comparable to earlier years, students categorized as miscellaneous students on the new tracking forms were counted as undergraduate students.) Of the 46 undergraduate initiated complaints, 9 complaints (20%) named other undergraduate students as respondents and a similar number (9, or 20%) named members of faculty. Four complaints (9%) were lodged against non-UBC respondents and one each (2% for each) were raised against an administrative head of unit, management and professional staff, a student or employee association, and an unknown respondent.

Graduate students also raised most of their equity-related concerns against a department or the University (5 concerns of 16, or 31%). This is a change from 2005 when faculty were the respondents in most of these complaints. In 2006, 3 complaints were lodged against faculty (19%) and 2 each (13%, 13%) against undergraduate students and graduate students. Graduate students also named support staff,

management and professional staff, non-UBC persons, and unknown persons as the respondent in one concern each (6% for each).

Four complaints brought by support staff (N=14) in 2006 named management and professional staff (29%) and a department or the University (29%) as respondents. Fellow support staff and faculty were respondents to concerns brought by support staff in 2 instances each (14% for each). For 2 other complaints, support staff named an administrative head of unit as a respondent in one complaint (7%) and an unknown person (7%) as the respondent in one other complaint.

The faculty initiated 8 complaints with the Equity Office in 2006, naming other faculty members in 38% of the situations (3 complaints). Two complaints named non-UBC respondents (25%) and in one complaint each (13% for each), a member of faculty named an undergraduate student, an administrative head of unit or an unknown person as the respondent.

Management and Professional staff raised 7 concerns; 3 of which were against other M&P staff (43%) and one each against a member of the support staff (14%), faculty (14%), a department or the University (14%) and an unknown respondent (14%).

Lastly, both non-UBC complainants and administrative heads of units raised 3 concerns each. All 3 of the concerns (100%) from the non-UBC complainants named a department or the University as the respondent. Non-UBC complainants do not have redress through our policy so these concerns were treated as consultations and the parties were referred elsewhere for assistance. Of the 3 concerns raised by administrative heads of units, 1 each named another administrative head of unit (33%), a member of faculty (33%) and an unknown person (33%) as the respondent.

Although we have not made this comparison in previous years, Figure 29 shows the positions of respondents by campus group. Fourteen (14%) of 97 respondents were students. Of these 14, 11 (79%) were undergraduates, 2 (14%) were graduate students and 1 (7%) fell in the miscellaneous student category.

Figure 28
Position of Complainants in Relation to Respondents

	2003	2004	2005	2006
Complainant Position				
Respondent Position				
Undergraduate Student	N=48	N=36	N=44	N=46
Undergraduate Student	17	35%	5	14%
Graduate Student	0	0	2	6%
Support Staff	2	4%	0	0
Administrative Head of Unit	0	0	1	2%
Management & Professional	2	4%	0	0
Faculty	9	19%	14	39%
Student/Employee Association	0	0	0	0
Non-UBC	8	17%	3	8%
Department/University	6	13%	7	19%
Unknown	4	8%	5	14%
TOTAL	48	100%	36	100%
Graduate Student	N=26	N=15	N=21	N=16
Undergraduate	1	4%	1	7%
Graduate Student	5	19%	0	0
Support Staff	2	8%	0	0
Administrative Head of Unit	2	8%	3	20%
Management & Professional	0	0	1	27%
Faculty	9	35%	4	7%
Student/Employee Association	0	0	0	0
Non-UBC	3	12%	2	13%
Department/University	4	15%	2	13%
Unknown	0	0	2	13%
TOTAL	26	101%	15	100%
Support Staff	N=28	N=23	N=14	N=14
Undergraduate Student	1	4%	4	17%
Support Staff	9	32%	0	0
Administrative Head of Unit	4	14%	3	13%
Management & Professional	3	11%	1	4%
Faculty	4	14%	9	39%
Student Employee Association	0	0	0	0
Non-UBC	0	0	0	0
Department/University	4	14%	1	4%
Unknown	3	11%	1	4%
TOTAL	28	100%	23	100%
Faculty	N=20	N=18	N=11	N=8
Undergraduate Student	2	10%	2	11%
Graduate Student	1	5%	2	11%
Support Staff	0	0	1	5%
Administrative Head of Unit	5	25%	3	17%
Faculty	5	25%	4	22%
Non-UBC	0	0	1	5%
Department/University	5	25%	5	28%
Unknown	2	10%	0	0
TOTAL	20	100%	18	100%

	2003	2004	2005	2006
Complainant Position				
Respondent Position				
Management & Professional	N=15	N=17	N=10	N=7
Undergraduate Student	0	0	0	0
Graduate Student	0	0	0	0
Support Staff	0	0	0	2
Administrative Head of Unit	4	27%	2	12%
Management & Professional	4	27%	12	70%
Faculty	1	7%	2	12%
Department/University	3	20%	1	6%
Non-UBC	2	13%	0	0
Unknown	1	7%	0	0
TOTAL	15	101%	17	100%
Administrative Head of Unit	N=5	N=5	N=3	N=3
Undergraduate	1	20%	2	40%
Graduate Student	0	0	0	0
Support Staff	0	0	0	0
Administrative Head of Unit	0	0	0	1
Management & Professional	0	0	0	1
Faculty	4	80%	3	60%
Department/University	0	0	0	0
Unknown	0	0	0	0
TOTAL	5	100%	5	100%
Student/Employee Association	N=0	N=1	N=1	N=0
Administrative Head of Unit	0	0	0	0
Management & Professional	0	0	1	100%
Faculty	0	0	0	0
Undergraduate Student	0	0	0	0
Student/Employee Association	0	0	0	0
Off Campus	0	0	0	0
Unknown	0	0	0	0
TOTAL	0	0	1	100%
Non-UBC	N=14	N=6	N=7	N=3
Undergraduate Student	1	7%	1	17%
Graduate Student	0	0	0	0
Support Staff	0	0	0	1
Administrative Head of Unit	0	0	0	1
Management & Professional	0	0	0	0
Faculty	3	21%	0	0
Non-UBC	5	36%	0	0
Department/University	4	29%	3	50%
Unknown	1	7%	1	17%
TOTAL	14	100%	6	100%
Department/University	N=0	N=1	N=0	N=0
Department/University	0	0	1	100%
TOTAL	0	0	1	100%

Figure 29
Position of Respondents by Campus Groups

Campus Groups	2006 N=97	
Students	N=14	14%
Undergraduate Student	11	
Graduate Student	2	
Miscellaneous Student	1	
Staff	N=13	13%
Clerical, Secretarial and Library	1	
Trades, Technical and Services	3	
Management & Professional	9	
Non-Faculty Instructors	0	
Faculty	N=19	20%
Sessional and Adjunct	6	
Tenure and Tenure-Track	13	
Post Doc/Fellow/Visiting Scholar	0	
Administrative Head Of Unit (Ahu)	N=4	4%
Senior Executive	0	
Dean/Associate Dean	1	
Director	2	
Department Head/Assistant Head	0	
Manager/Supervisor	1	
Other	N=47	
Student/Employee Association	1	1%
Dept/Univ	33	34%
Non-UBC	5	5%
Unknown	8	8%
TOTAL	97	99%

Nineteen (20%) of 97 total complaints were brought against faculty members. Of these, 13 (68%) named tenured or tenure-track professors as respondents and 6 (32%) named sessional or adjunct professors.

Staff were named as respondents in 13 complaints (13%). Of these, 9 complaints (69%) were lodged against management and professional staff. Three complaints (23%) named trades, technical and services staff members as respondents and one complaint (8%) named a clerical, secretarial or library staff member as the respondent.

Administrative Heads of Units comprised 4 (4%) of the respondents. In 2 (50%) of these 4 complaints, directors were named as the respondents and a dean or associate dean and manager or supervisor was each named once (25%, 25%).

The greatest number of complaints named a department or the University as a respondent (33 complaints, or 34%). Five complaints (5%) involved a non-UBC respondent, 1 involved a student or employee association (1%) and 8 complaints involved an unknown respondent (8%).

Again, with the change of tracking forms, the type of data collected on behavioural descriptions of complaints has also changed. In the past, we reported on behaviours that fell into one of 5 categories: poisoned environment, assault, retaliation, other forms of discrimination and allegations not covered by the Policy. Behaviours in the first 4 categories were ones covered by the Policy and, as such, contained a human rights ground of prohibited discrimination. Behaviours not covered by the policy would be complaints brought to the Equity Office without a human rights element, as defined by the Policy. This year, we are reporting on human-rights based behavioural descriptions of complaints separately from non-human rights based complaints.

With the tracking form change in 2006, a number of new categories were devised to better reflect the range of behaviours people allege in their complaints. We also gleaned a richer description of the types of behaviours for complaints that did not involve a human rights ground. This data is not directly comparable to the categories of previous years. This year, we also allowed more than one choice of behavioural description per complaint, if the situation required it. Thus, to give the most accurate picture of the 2006 data, we have chosen to report it using the new categories and, as much as possible, insert the data from previous years into the new categories. (Where data did not easily translate from the older sub-categories to the new ones, this is noted on the Figure 30 or 31 itself.)

Figure 30 illustrates the kinds of human-rights based behaviour (both interpersonal [N=46] and systemic [N=6]) about which individuals complain when they seek assistance from the Equity Office. Unlike previous years, we have divided this data into two charts and now report interpersonal behavioural descriptions separate from those of systemic complaints.

Figure 30
Human Rights Based Behavioural Descriptions of Complaints: Interpersonal and Systemic

	2003	2004	2005	2006
Interpersonal Complaints	N=96	N=73	N=75	N=46
Poisoned Environment				
Unwelcome verbal or non-verbal behaviour (insults, slurs, jokes, innuendo etc)	10	10%	7	10%
* Unwelcome written or visual behaviour (email, graffiti, video, letter etc)	15	16%	11	15%
TOTAL	25	26%	18	25%
Biased Conduct or Behaviour				
Biased Academic Decisions	11	11%	13	18%
Biased Employment Decisions	15	16%	13	18%
Exclusion of Denial of Access	14	11%	15	21%
TOTAL	40	38%	41	57%
Retaliation				
Retaliation	3	3%	2	3%
TOTAL	3	3%	2	3%
Unwelcome Physical Conduct, Assault or Threat of Assault				
** Unwelcome physical attention (touching, staring, following – behaviour that is not stalking or assault)	11	11%	5	7%
Stalking				
*** Threats	17	18%	7	10%
Assaults				
TOTAL	28	29%	12	17%
Multiple Behaviours Alleged				
Unwelcome written or visual behaviour AND Threats				
Unwelcome written or visual behaviour AND Stalking				
Unwelcome written or visual behaviour AND Unwelcome physical attention				
Unwelcome verbal or non-verbal behaviour AND Retaliation				
Unwelcome verbal or non-verbal behaviour AND Unwelcome written or visual behaviour				
Unwelcome verbal or non-verbal behaviour AND Unwelcome written or visual behaviour AND Stalking				
TOTAL				
Systemic Complaints				
Policies and Procedures	N=5	N=5	N=4	N=6
Curriculum				
Environment				
Systemic (single category from old forms)	5	100%	5	100%
TOTAL	5	100%	5	100%

Behavioural descriptions for systemic complaints include allegations of:
 In Policies and Procedures: unwelcome verbal or non-verbal behaviour; biased academic decisions
 In Curriculum: biased academic decisions
 In Environment: denial or exclusion of access (x2); biased employment decisions
 * data from merged categories on old forms of unwelcome verbal/written advance AND Offensive visual material
 ** data from old category of following/staring/stalking
 *** data from merged old categories of non-physical verbal/written threats AND assault or threats of assault: unwelcome sexual attention AND assault or threat of assault: unwelcome physical contact

As Figure 30 illustrates, in 2006, the greatest number of interpersonal human-rights based complaints (16 of 46 or 34%) fell into the category of Biased Conduct or Behaviour. However, unwelcome verbal or non-verbal behaviour (insults, slurs, jokes, innuendo etc) in the Poisoned Environment category comprised the greatest number (12 or 26%) of all human rights

based interpersonal complaints. Thirty percent (or 14 complaints) fell within this latter category. Twenty-one percent (10 complaints) of all interpersonal human rights based complaints were in the category of Unwelcome Physical Conduct, Assault or Threat Of Assault and 6 complaints (12%) involved multiple

Figure 31
Non-Human Rights Based Behavioural Descriptions of Complaints

	2003	2004	2005	2006
Non-Human Rights Issue	N=55	N=44	N=32	N=45
Interpersonal Conflict	29	53%	18	41%
Bullying/Personal Harassment	5	9%	9	20%
Other	21	38%	17	39%
TOTAL	55	100%	44	100%
Behavioural Descriptions of Non-Human Rights Complaints				
Unwelcome verbal or non-verbal behaviour (insults, slurs, jokes, innuendo etc)	n/a	n/a	n/a	23
Unwelcome written or visual behaviour (email, graffiti, video, letter etc)	n/a	n/a	n/a	2
Unwelcome physical attention (touching, staring, following – not stalking or assault)	n/a	n/a	n/a	1
Threats	n/a	n/a	n/a	2
Assault	n/a	n/a	n/a	1
Retaliation	n/a	n/a	n/a	0
Biased Academic Decisions	n/a	n/a	n/a	11
Biased Employment Decisions	n/a	n/a	n/a	6
Exclusion of Denial of Access	n/a	n/a	n/a	6
Not Specified				5
*Multiple behavioural descriptions cited				*6
TOTAL				45
				102%
* Multiple behavioural descriptions for individual complaints include allegations of:				
Threats AND Biased Academic Decisions	n/a	n/a	n/a	1
Unwelcome Verbal or Non-Verbal Behaviours AND Unwelcome Written or Visual Behaviours	n/a	n/a	n/a	1
Unwelcome Verbal or Non-Verbal Behaviours AND Assault	n/a	n/a	n/a	1
Unwelcome Verbal or Non-Verbal Behaviours AND Threats	n/a	n/a	n/a	1
Biased Employment Decisions AND Exclusion of Denial of Access	n/a	n/a	n/a	1
Biased Academic Decisions AND Exclusion of Denial of Access	n/a	n/a	n/a	1

*included above – 6 concerns cited 2 types of behaviours so subtract 12 from total to reach N=45

Figure 32 UBC Okanagan –
Discrimination & Harassment Complaints Covered v. Not Covered Under UBC's Policy

	2005	2006
Covered under UBC's Policy	Out of 13 total complaints, 2 covered under Policy (15%)	Out of 30 total complaints, 20 covered under Policy (67%)
Race		9
Sexual Orientation		5
Disability	1	3
Sex		3
Religion	1	
TOTAL	2	20
	50%	100%
Not Covered under UBC's Policy		
	Out of 13 total complaints, 11 not covered under Policy (85%)	Out of 30 total complaints, 10 not covered under Policy (33%)
Interpersonal Conflict		5
Behaviour covered under other		
UBC policy or procedures	8	3
Personal Harassment	1	1
Respondent and/or context not under		
UBCO jurisdiction	2	1
TOTAL	11	10
	100%	100%

behavioural descriptions. There were no complaints in the Retaliation category in 2006.

As Figure 30 also illustrates, there were 6 complaints in 2006 of discrimination or harassment of a systemic nature involving Policies and Procedures (2 complaints, or 33%), Curriculum (1 complaint, or 17%) or Environment, including lack of full accessibility of a physical environment (3 complaints, or 50%). The behavioural descriptions of systemic complaints involved allegations of unwelcome verbal or non-verbal behaviour, biased academic or employment decisions and exclusion or denial of access.

In 2006, there was a noticeable drop in interpersonal complaints of a human-rights based nature from previous years, but a corresponding rise in non-human rights based allegations. Figure 31 shows behavioural descriptions for the 45 complaints which did not have a human rights-based element. The latter group involves allegations of Interpersonal Conflict (15 complaints or 33%), Bullying and Personal Harassment (18 complaints or 40%) and Other non-human rights based complaints (12 complaints or 27%), such as academic misconduct, contract or services issues, inappropriate remarks, academic disputes and unfair dismissal. Behavioural descriptions of these complaints most often cited unwelcome verbal or non-verbal behaviours (23 complaints or 40%) and biased academic decisions (11 complaints or 19%).

UBC OKANAGAN – COMPLAINTS AND CONSULTATIONS RECEIVED IN 2006

Human Rights and Equity Services (HES) at UBC Okanagan received 20 mandate cases and offered 10 non-mandate consultations during 2006 (See figure 32). With such a small sample of cases, there is a danger that providing too much specific information might disclose personal or confidential information. To respect confidentiality and to protect the identities of individuals, the following statistics do not contain gender, status and other specific information regarding the cases handled at UBC Okanagan.

Twenty mandate cases were received by HES. The protected grounds in these cases were: Race (9 or 45%); Sexual Orientation (5 or 25%); Disability (3 or 15%) and Sex (3 or 15%). Seven (35%) cases were

resolved informally by the Administrative Head of Unit, 12(60%) received information from HES and 6(30%) withdrew their complaints after receiving information from HES. One complaint by a student was investigated by the Administrative Head of Unit and the allegations of race discrimination were not found to be substantiated.

There were 10 non-mandate consultations and referrals. Of those, 5(50%) involved interpersonal conflicts, 3(30%) were covered under other UBC policy or procedures, 1(10%) related to personal harassment and 1(10%) was not under UBCO jurisdiction.

Key elements in the creation and maintenance of a discrimination and harassment free campus are awareness and prevention. Thus, part of the mandate of the Equity Office (UBC-V) and Human Rights and Equity Services (UBC-O) provides a focus on education and training. Through a variety of workshops, information displays, special programs, educational partnerships and specific initiatives, we endeavour to heighten awareness of human rights and equity-related topics, including the equity policies on campus, and by doing so, encourage a more socially just and equitable campus community for all. While workshops, presentations and information tables generally tend to be one-time events (though they may be offered several times a year to different groups of participants), staff in the Equity Office also participate in systemic change initiatives which involve repeated contact over time or working groups that focus on specific equity-seeking projects. In addition, we maintain a strong link to the national context through our membership and participation in the Canadian Association for the Prevention of Human Rights in Higher Education (CAPDHHE).

WORKSHOPS, PRESENTATIONS AND INFORMATION FAIRS

In 2006, the Equity Office and Human Rights and Equity Services offered a variety of standard and customized workshops and presentations to groups of students, staff, administrators, faculty and mixed groups of members from across the campus community that covered a variety of human rights and equity-related topics such as

- understanding human rights,
- employment equity,
- anti-racism,
- sexual harassment,
- disabilities and the duty to accommodate,
- bringing out the best with a diverse group of students,
- respect in the workplace,
- personal boundaries and professional relationships,
- critical incident response training,
- cross-cultural communication,
- discrimination and harassment awareness
- discrimination and harassment complaint management
- Positive Space Campaign resource persons training (on issues of sexual orientation and gender identity/expression)

Presentations generally follow more of a lecture, question and answer format and usually range from 30 minutes – 2 hours. Workshops are generally longer (2-4 hours or more), are interactive and participatory and focus on skills building as well as knowledge acquisition. At UBC-V, we also regularly staff Equity Office, Positive Space and/or Equity Ambassador information displays at campus events such as Human Resources Orientation for new staff and faculty, Imagine UBC Resource Fair for new students, Graduate Student Society Information Fairs and Pride UBC's Outweek.

EQUITY OFFICE PROGRAMS

Equity Ambassadors Program

The Equity Ambassadors Program, a volunteer peer leadership program for students, is a collaboration between the Equity Office and the Access and Diversity Office. Using the Social Change Model of Leadership (developed by faculty and students at the University of California Los Angeles), the program focuses on core values, such as self-knowledge, service, and collaboration. As well, the program encourages students to examine diversity, difference, and inclusivity issues in their relationship to dominance and privilege. Equity Ambassadors, student leaders who take collective action to effect social change, include graduate and undergraduate students of different ages, ethnicities, sexual orientations, and academic programs. They offer workshops to student groups and publish the *THINK EQUITY* newsletter.

Positive Space Campaign

The Positive Space Campaign is an initiative intended to raise the visibility of welcoming and supportive places for lesbian, gay, bisexual, queer, questioning, trans, gender-variant, two-spirit, and intersex (LGBTQTI) people and issues on campus. We do this by training volunteer resource persons who will agree to post our rainbow Positive Space poster or button on their UBC place of work, study or residence. Anyone who sees one of these posters knows that these are places where they can feel free to be themselves without fear of homophobia or transphobia; places where sexual and gender diversity is valued and where they can go for support, resources and referrals, if needed. Before receiving the poster, every volunteer Resource Person participates in a mandatory training session to strengthen their understanding of issues related to homophobia, heterosexism, transphobia, queer culture

and local resources. Additionally, Resource Persons have the opportunity to participate in further specialized training on a variety of issues related to sexual and gender diversity, should they so desire.

The Positive Space Campaign continues to be well received. Workshops for new Resource Persons occur frequently and attract participation from across campus, suggesting that the visibility of LGBTQTTI people and issues on campus continues to build. This Campaign is an initiative which allows for sustained participation over time via the ongoing work/roles of a Resource Person, the listserv for Resource Persons and opportunities to participate in optional training sessions and engage with guest speakers throughout the year. We regularly partner with other groups on campus to offer other events such as Pride UBC's Outweek, as well. As of December 2006, there were 510 resource people at UBC-Vancouver. (The total of everyone who has even been a resource person is higher but numbers change when people leave the university, for example.) The workshops are open to any UBC student, staff or faculty.

In 2006, a Positive Space committee at UBC-O was formed to explore the possibility of creating a campaign on campus to address issues of sexual and gender diversity. The Equity Advisor who coordinates UBC-V's program met with students, staff and faculty at UBC-O to facilitate this discussion and provide some initial training and information about various types of programs that exist at UBC-V and in other post-secondary institutions.

CAMPUS PARTNERSHIPS

As part of its equity mandate, the Equity Office and Human Rights and Equity Services regularly partner with other groups and individuals on campus. Partnerships in 2006 at UBC-V included a working group assessing accessible washrooms to address and make recommendations on the need for accessible washroom facilities on campus for people who are gender-variant, have disabilities or who have care-giving responsibilities for small children (representation from Land and Building Services, Access and Diversity and other interested individuals).

The Equity Office at UBC-V also worked with a group of individuals to organize events for the Realities of Race Week in 2006. Centered around the theme, *Exposing the Invisible Borders: Immigration, Settlers, Colonization and Beyond*, this week saw a diverse

mix of keynote speakers, workshops, panels, dialogue sessions and art/performances highlighting the need to continue to acknowledge institutionalized and intrapersonal racism and oppression on campus, in Canada and beyond.

At UBC-V, we offered joint initiatives with Counselling Services (Positive Space workshop co-facilitation), Pride UBC (Outweek, Trans Awareness Week and Queer/Trans Orientation) and Access and Diversity (Equity Ambassadors), among others.

Partnerships at UBC-O included Women's Studies (Honouring Diversity Symposium), the Disability Resource Coordinator and Aboriginal Student Advisor (diversity seminars), ISCO cross-cultural communication training, and the Deputy Vice-Chancellor's Committee on Human Rights and Equity.

COMMUNITY INITIATIVES

The Equity Office and the Community Legal Assistance Society co-presented a conference "*Disability, Equality and Social Change: 25 Years Later*", for which major funding was provided by the Office of the Vice President, Academic and Provost. Twenty-five years after the International Year of Disabled Persons, this conference brought together persons with disabilities, service providers, academics and government officials to consider what has been achieved in the quest to advance equality for people with disabilities, what has worked and what hasn't, what is left to be done and how to get it done. As an organizer and co-presenter of the conference, the Equity Office was able to build strong connections to community organizations and individuals who are actively promoting equity for people with disabilities.

The Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) offers a national networking and educational tool for those doing human rights work in higher education. Equity Advisors at UBC-V and the Human Rights and Equity Advisor at UBC-O attended and presented workshops at the annual CAPDHHE conference. Held this year in Toronto, it was entitled, *Policies, Politics, & People: Human Rights in Higher Education*. Additionally, one of the Equity Advisors at UBC-V currently serves on the CAPDHHE Executive as President of the national organization.

APPENDIX

PRESIDENT'S ADVISORY COMMITTEE ON EQUITY, DISCRIMINATION & HARASSMENT

Martin Adamson, Professor of Zoology
William Black, Professor Emeritus of Law
Lisa Castle, Associate Vice President,
Human Resources
Barbara Crocker, President, Association of
Administrative and Professional Staff
Rosalin Hanna, Aboriginal Student Services
Coordinator
Linc Kesler, Director, First Nations Studies Program
Hubert Lai, Chair University Counsel
David Lance, Vice President, CUPE 116
Tom Patch, Associate Vice President, Equity
C. McGuigan, Equity Ambassador
Janet Mee, Director, Access & Diversity
Margaret Sarkissian, Senior Equity Advisor
Ruth Situma, Alma Mater Society
Walter Sudmant, Director, Planning &
Institutional Research
Handel Kashope Wright, David Lam Chair –
Multicultural Education

EQUITY OFFICE & HES STAFF 2006

Lori Charvat, Equity Advisor
Maura Da Cruz, Equity Advisor
Anne-Marie Long, Equity Advisor
Christine McKay, Administrative Assistant
Marie Molloy, Equity Advisor
Tom W. Patch, Associate Vice President
Margaret Sarkissian, Senior Equity Advisor
Poh Peng Wong, Administrator

EQUITY OFFICE VISION & MISSION

Vision

The Equity Office envisions a community in which human rights are respected and equity is embedded in all areas of academic, work and campus life. Through its leadership, vision and collaborative action, the Equity Office will further UBC's commitment to excellence, equity and mutual respect.

Mission

To advance equity and human rights at UBC by promoting diversity, eliminating discrimination and engaging the community in dialogue and action.

UBCO DEPUTY VICE CHANCELLOR'S COMMITTEE ON HUMAN RIGHTS AND EQUITY

Alaa Abd-El-Aziz, Associate Vice President,
Academic & Research
Nythalah Baker, Career Advisor, Student Services
Lawrence Berg, Associate Professor,
Human Geography
Jodey Castricano, Associate Professor, English
Ian Cull, Associate Vice President, Student Services
Mary Demarinis, Manager, Student Development
Doug Findlater, Community Representative
Amy Fulton, Student
David Jefferess, Assistant Professor, English
Rubinder Jhand, Student
Susan MacRae, Graduate Student
Tena McKenzie, Human Resources Associate
Marie Molloy, Human Rights & Equity Advisor
Lyle Mueller, Coordinator,
Aboriginal Student Services
Doug Owram, Deputy Vice Chancellor
Debora Palsson, Faculty Recruitment Manager
Tom Patch, Associate Vice President, Equity
Dana Reiter, International Student Advisor
Jess Roebuck, Disability Advisor
Kelly Ross, Manager, Senate Secretariat
Daniel Sloan, Student
Patricia Tomic, Associate Professor, Sociology
Val Whitten, Executive Assistant,
Deputy Vice-Chancellor Office

HUMAN RIGHTS & EQUITY SERVICES UBC OKANAGAN

Human Rights & Equity Services works to ensure UBC Okanagan is a welcoming and respectful learning and work community for everyone; one that respects differences, champions fair treatment and embraces diversity.



THE UNIVERSITY OF BRITISH COLUMBIA

Equity Office

Room 2306 Brock Hall
1874 East Mall
Vancouver, BC V6T 1Z1
Tel.: 604.822.6353
Fax: 604.822.3260
Web: www.equity.ubc.ca

Human Rights & Equity Services (HES)

University of British Columbia Okanagan
3333 University Way, LIB 236
Kelowna, BC V1V 1V7
Tel.: 250.807.9291
Web: www.okanagan.ubc.ca/hes