



Equity Annual Report 2007

THE UNIVERSITY OF BRITISH COLUMBIA

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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 Associate Vice President, Equity

The University of British Columbia is committed to creating an environment “dedicated to excellence, equity, and mutual respect.” The work of the Equity Office is central to that commitment. Equity is, at its heart, about fairness. Whether we are promoting the removal of barriers to fair employment opportunities under UBC’s Employment Equity Policy, or addressing conduct that treats individuals unfairly because of irrelevant personal or group characteristics contrary to the Discrimination and Harassment Policy, we work to ensure that UBC is a place where faculty, staff and students are treated fairly and with respect. We are equally committed to ensuring that fairness and respect are embedded within the Equity Office’s own processes.

The Equity Office recognizes that creating an environment dedicated to excellence, equity, and mutual respect requires that UBC be an environment that respects, values, and includes the diverse perspectives that make up Canadian society. To that end, we collect statistics on the representation of women, visible minorities, Aboriginal people and persons with disabilities within UBC’s workforce. That data is reported in the Workforce Data and Analysis chapter in this report. However, advancing diversity at UBC is about much more than hiring a representative workforce; it’s about ensuring that those diverse voices are heard and valued throughout the organization. The Equity Office promotes that goal through outreach initiatives such as the Equity Representatives program, which is building links to academic and administrative units across the campus, the Positive Space campaign, which promotes a welcoming atmosphere on campus for people of all sexual orientations and gender identities, and the Equity Ambassador program (in collaboration with the Access and Diversity Office), in which students work towards creating an inclusive working and learning environment.

UBC has made considerable progress in advancing equity at UBC. However, as the data in this report shows, women, visible minorities, Aboriginal peoples and persons with disabilities continue to be under-represented in many sectors of the University. This is particularly evident in leadership positions. So, while we can take pride in UBC’s recent recognition as one of the Canada’s Top Diversity Employers, we recognize that there is still much work to be done and we are committed to continuing that work.

Tom W. Patch
Associate Vice President, Equity

EMPLOYMENT EQUITY AT UBC

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 this policy, the University has adopted an Employment Equity Plan: 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.

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).

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. Beginning in the fall of 2005, all employees at UBC-Okanagan were sent a census form. 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. 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 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 2003 through 2007. Some employees do not respond to the census, which has an impact on the reliability of the data. As a result of increased efforts by the Equity Office to encourage employees to participate in the census, the overall response rate has gradually risen from 72.4% in 2001 to 76.1% in 2007. At UBC-O the response rate rose from 74.4% in 2006 to 77% in 2007.

There continues to be a considerable variation in response rate 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, Professionals,

Figure 2
Response Rate to UBC's Employment Equity Census (May 31, 2007)

Employment Equity Occupational Group	UBCV – Response Rate					UBCO – Response Rate	
	2003	2004	2005	2006	2007	2006	2007
Senior Managers	100.0%	100.0%	94.3%	97.1%	97.2%	100.0%	91.7%
Middle and Other Managers	87.7%	87.3%	86.3%	87.0%	87.1%	95.0%	96.2%
University Teachers*	80.7%	81.0%	80.8%	82.0%	82.0%	70.7%	70.2%
Professionals (excluding University Teachers)	79.8%	79.8%	77.7%	80.7%	80.7%	77.1%	92.0%
Semi-Professionals & Technicians	70.3%	70.9%	67.5%	69.3%	66.7%	89.5%	72.0%
Supervisors	81.0%	76.3%	76.4%	78.6%	79.5%	N/A	N/A
Supervisors: Crafts and Trades	56.9%	56.6%	48.9%	54.4%	50.0%	N/A	N/A
Administrative & Senior Clerical Personnel	87.0%	87.2%	86.0%	86.4%	86.2%	79.5%	84.5%
Skilled Sales & Service Personnel	63.0%	59.5%	61.5%	60.9%	60.6%	N/A	N/A
Skilled Crafts & Trades Workers	61.7%	62.5%	64.2%	65.1%	65.8%	75.0%	40.0%
Clerical Personnel	80.2%	80.1%	77.7%	80.0%	80.3%	65.9%	75.6%
Intermediate Sales & Service Personnel	42.3%	40.2%	39.8%	39.1%	42.4%	N/A	N/A
Semi-skilled Manual Workers	52.9%	54.5%	63.2%	62.5%	53.6%	N/A	N/A
Other Sales & Service Personnel	60.9%	62.2%	59.6%	64.1%	65.1%	46.2%	72.7%
Other Manual Workers	50.7%	47.2%	47.1%	46.0%	52.3%	N/A	N/A
TOTAL	75.6%	75.8%	74.4%	76.2%	76.1%	74.4%	77.0%

* University Teachers includes sessional and extra-session appointments.
Faculty holding administrative appointments are included among Middle and other Managers, or Senior Managers.

and Administrative & Senior Clerical Personnel Administrative & Senior Clerical Personnel; there are low response rates for Skilled Crafts & Trades Workers.

INTERNAL WORKFORCE DATA

Overview

Figures 3 through 6 provide an overview of the number of UBC-V's designated-group employees in each of the fifteen EEOGs. These figures provide snapshots of UBC-V's workforce on 31 May 1996, 2005, 2006, and 2007. The overall percentage of women increased from 51.7 to 55.0% over those eleven years. The overall percentage of Aboriginal people increased slightly from 1.4% to 1.6%, which represents an increase in the number of Aboriginal faculty and staff from 84 to 124. The overall percentage of employees who self-identify as visible minorities continues to increase steadily, from 21.0% to 30.0% over the eleven-year period. During the same period, persons with disabilities decreased from 2.5% to 1.7%. 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 136 in 2007. This decline will be discussed further below.

The percentage of designated group employees in each of the relevant EEOGs at UBC-O is provided in Figure 7. The overall percentage of women increased from 57.8% in 2006 to 59.3% in 2007. The percentage of Aboriginal people increased from 3.2% in 2006 to 4.2% in 2007. The percentage of persons with disabilities increased slightly from 3.5% to 3.6% during the same period. All of these percentages exceed those on the Vancouver campus. However, the percentage of visible minority faculty and staff at UBC-O declined from 7.3% in 2006 to 6.5% in 2007, which is substantially less than at UBC-V (30.0%, 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 24% of UBC employees have not

Figure 3
UBCV Workforce: Gender by EEOG

Employment Equity Occupational Group	Female				Male					
	1996	2005	2006	2007	1996	2005	2006	2007		
	%	%	%	N	%	%	%	%	N	%
Senior Managers	27.59	34.29	25.71	9	25.00	72.41	65.71	74.29	27	75.00
Middle and other Managers	32.20	50.87	53.82	306	54.06	67.80	49.13	46.18	260	45.94
University Teachers *	25.93	33.22	34.59	962	34.64	74.07	66.78	65.41	1815	65.36
Professionals (exc Univ Teachers)	52.36	56.59	58.83	1135	59.58	47.64	43.41	41.17	770	40.42
Semi Professionals & Technicians	56.05	60.02	60.78	1146	61.68	43.95	39.98	39.22	712	38.32
Supervisors	62.75	52.81	54.76	43	51.81	37.25	47.19	45.24	40	48.19
Supervisors: Crafts and Trades	9.38	4.44	2.17	1	2.50	90.63	95.56	97.83	39	97.50
Administrative & Senior Clerical	96.22	90.66	90.70	874	91.14	3.78	9.34	9.30	85	8.86
Skilled Sales & Service	28.21	21.79	18.75	15	22.73	71.79	78.21	81.25	51	77.27
Skilled Crafts & Trades Workers	1.14	2.31	2.10	4	1.69	98.86	97.69	97.90	233	98.31
Clerical Personnel	82.11	81.25	80.21	759	81.53	17.89	18.75	19.79	172	18.47
Intermediate Sales & Service	62.88	61.45	62.84	251	63.38	37.12	38.55	37.16	145	36.62
Semi skilled Manual Workers	10.47	19.30	17.86	9	16.07	89.53	80.70	82.14	47	83.93
Other Sales & Service Personnel	58.12	53.77	51.80	341	51.75	41.88	46.23	48.20	318	48.25
Other Manual Workers	19.44	5.71	6.90	10	11.63	80.56	94.29	92.10	76	88.37
TOTAL	51.67	53.96	54.55	5865	55.04	48.33	46.04	45.45	4790	44.96

* 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 the University's Human Resources Management System (HRMS) on the extract date of May 31, 2007.

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 to 2007 may not be directly comparable to data from previous years.

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 2007 in eight 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 51.8% from 1996 to 2007. The Senior Managers group rose from 27.6% in 1996 to 34.3% in 2005, but dropped to 25.0% in 2007. 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 2007. However, as discussed below, there is a much lower representation of women in academic leadership positions. At the Vancouver campus women comprise more than half of the workforce in eight of the fifteen EEOGs.

As indicated in Figure 7, at UBC-O more than half of the employees are women in five of the nine EEOGs, and overall almost 60% of the employees are women. The proportion of women increased in six of the EEOGs. The proportion of women among Senior Managers fell from 25% in 2006 to 16.7% in 2007. This is, however a very small group and any appointment or departure will have a large impact. Women comprise 45.7% of University Teachers, a slight decline from 2006 but still well above the proportion at UBC-V.

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 nine of the EEOGs over the period 1996 to 2007. There was a decrease in

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

Employment Equity Occupational Group	Aboriginal People						
	1996	2004	2005	2006	2007		
	%	%	%	N	%	N	%
Senior Managers	0	0	0	0	0	0	0
Middle and other Managers	1.34	1.23	0.77	4	0.89	4	0.84
University Teachers *	1.12	1.12	1.29	27	1.23	30	1.35
Professionals (exc Univ Teachers)	1.03	1.10	0.81	13	0.93	20	1.33
Semi Professionals & Technicians	1.10	0.98	0.74	11	0.94	17	1.40
Supervisors	4.49	0	0	0	0	0	0
Supervisors: Crafts and Trades	0	0	0	0	0	0	0
Administrative & Senior Clerical	1.54	2.16	2.73	18	2.17	15	1.85
Skilled Sales & Service	9.09	2.13	4.17	1	2.56	0	0
Skilled Crafts & Trades Workers	0.99	2.60	2.45	3	1.99	2	1.32
Clerical Personnel	1.36	2.14	1.90	16	2.18	15	2.05
Intermediate Sales & Service	1.49	3.39	3.07	5	3.16	4	2.41
Semi skilled Manual Workers	2.17	2.94	2.94	1	3.03	0	0
Other Sales & Service Personnel	2.58	3.42	3.07	12	2.84	13	3.07
Other Manual Workers	0	6.45	6.45	3	8.57	4	10.00
TOTAL	1.36	1.55	1.50	114	1.47	124	1.56

*Univeristy Teachers includes sessional and extra-sessional 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, 2007.

the proportion of Aboriginal employees in four EEOGs: Middle and other Managers, Supervisors, Skilled Sales & Service, and Semi-Skilled Manual Workers.

At UBC-O the representation of Aboriginal people increased from 3.2% in 2006 to 4.1% in 2007. With the exception of Clerical Personnel, the representation of Aboriginal people in any of the EEOGs did not increase or decrease by more than 1%. Among Clerical Personnel, the representation of Aboriginal people increased from 0 to 6.5%.

Visible Minorities

Figure 5 shows the representation of employees who self-identify as visible minorities. From 1996 to 2007, UBC has made steady progress in the representation of visible minorities in its workforce in all EEOG groups except for Senior Managers.

The representation of employees who self-identified as visible minorities at UBC-O in 2007 is substantially less than at UBC-V in all EEOGs except Senior Managers. From 2006 to 2007, the proportion of employees who self-identified as visible minorities increased in four of the EEOGs and decreased in three. In four 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 2007, 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. This

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

Employment Equity Occupational Group	Visible Minorities						
	1996	2004	2005	2006	2007		
	%	%	%	N	%	N	%
Senior Managers	6.90	5.56	6.45	1	3.13	0	0
Middle and other Managers	6.71	12.50	15.31	76	17.00	94	19.62
University Teachers *	10.88	14.61	14.12	337	15.34	365	16.39
Professionals (exc Univ Teachers)	21.30	29.48	29.74	455	32.62	491	32.67
Semi Professionals & Technicians	30.83	34.49	35.49	435	37.05	460	37.92
Supervisors	26.97	35.00	38.81	27	41.54	27	41.54
Supervisors: Crafts and Trades	0	7.14	14.29	2	8.70	2	11.11
Administrative & Senior Clerical	23.23	26.75	29.25	237	28.55	237	29.15
Skilled Sales & Service	31.82	55.32	58.33	25	64.10	25	62.50
Skilled Crafts & Trades Workers	11.88	15.58	16.56	32	21.19	37	24.50
Clerical Personnel	26.78	38.77	39.71	295	40.19	307	41.94
Intermediate Sales & Service	36.14	41.90	45.45	73	45.63	82	48.81
Semi skilled Manual Workers	13.04	23.53	29.41	10	30.30	7	25.00
Other Sales & Service Personnel	33.25	42.86	46.39	221	52.62	230	54.76
Other Manual Workers	20.00	40.63	43.75	15	41.67	16	39.02
TOTAL	21.01	26.58	27.52	2,241	28.97	2,380	30.01

*Univeristy Teachers includes sessional and extra-sessional 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, 2007.

is a small EEOG, so an increase or decrease of one or two employees with disabilities can have a dramatic impact on the percentage. 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 136 in 2007; 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.

In an effort to gain a better understanding of the reason for the decline in the number of employees with disabilities at the Vancouver campus, PAIR has compiled data on hiring and retention. As indicated in Figure 8, there has been a slow but steady decrease in the proportion of people with disabilities

in the UBC-V workforce. That decline does not appear to be due to retention. Figure 9 shows that the proportion of people with disabilities among employees leaving UBC is similar to their representation in the UBC workforce. Figure 10 shows the proportion of people with disabilities among new hires at UBC. Although there is considerably variability from year to year, overall, the trend is down. That decline could be due to UBC hiring fewer people with disabilities, or it could be that people with disabilities are not identifying as such on the Employment Equity Census questionnaire. The data also does not disclose how many current employees have developed disabilities subsequent to completing the questionnaire. UBC is planning to revise the census question and conduct a new University-wide census. Data from that new census may provide a clearer picture of the representation of people with disabilities at UBC-V.

Figure 6
UBCV Workforce: Persons with Disabilities by EEOG

Employment Equity Occupational Group	Persons with Disabilities						
	1996	2004	2005	2006	2007		
	%	%	%	N	%	N	%
Senior Managers	6.90	2.78	0	1	3.13	1	2.94
Middle and other Managers	4.04	2.65	3.05	10	2.22	7	1.45
University Teachers *	2.38	2.23	2.03	41	1.87	39	1.75
Professionals (exc Univ Teachers)	1.72	2.20	1.83	20	1.43	19	1.26
Semi Professionals & Technicians	2.83	2.50	2.13	17	1.45	17	1.40
Supervisors	5.95	6.56	5.88	4	6.06	4	6.06
Supervisors: Crafts and Trades	0	3.57	4.76	1	4.35	1	5.56
Administrative & Senior Clerical	2.52	2.64	3.09	18	2.17	18	2.21
Skilled Sales & Service	0	2.13	0	0	0	0	0.00
Skilled Crafts & Trades Workers	3.09	2.60	2.45	4	2.65	3	1.99
Clerical Personnel	2.26	2.01	1.61	10	1.36	7	0.96
Intermediate Sales & Service	2.02	5.06	3.03	3	1.88	5	2.98
Semi Skilled Manual Workers	4.65	8.82	5.88	4	12.12	4	14.29
Other Sales & Service Personnel	2.17	2.37	2.82	11	2.60	10	2.36
Other Manual Workers	0	3.13	3.13	1	2.86	1	2.50
TOTAL	2.50	2.48	2.26	145	1.87	136	1.71

*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, 2007.

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

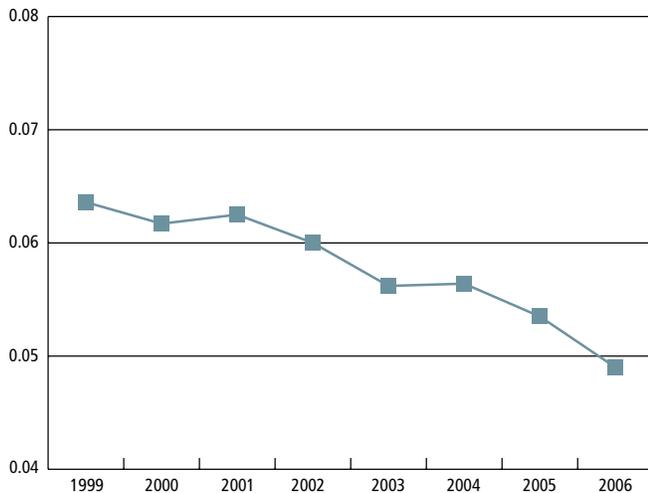
Employment Equity Occupational Group	Women		Aboriginal People		Visible Minorities		Persons with Disabilities	
	2006	2007	2006	2007	2006	2007	2006	2007
	%		%		%		%	
Senior Managers	25.00	16.67	9.09	10.00	0	11.11	0	0
Middle and other Managers	60.00	61.54	5.88	5.45	0	0	0	0
University Teachers	46.98	45.71	1.30	1.22	10.32	10.91	5.13	6.06
Professionals (excluding Univ Teachers)	62.50	69.33	11.11	12.12	14.29	3.08	2.86	3.08
Semi Professionals & Technicians	71.05	74.00	6.25	5.88	3.13	0	3.13	2.94
Administrative & Senior Clerical	94.87	96.55	0	0	3.23	6.12	0	0
Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0
Clerical Personnel	93.18	86.67	0	6.45	0	3.23	3.85	3.23
Other Sales & Service Personnel	7.69	9.09	0	0	0	0	0	0
TOTAL	57.78	59.27	3.17	4.13	7.30	6.48	3.48	3.63

*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, 2007.

Figure 8
UBCV Workforce – % of Persons with Disabilities



As indicated in Figure 7, at UBC-O the representation of persons with disabilities increased slightly in 2007, from 3.5-3.6%. The greatest proportion of persons with disabilities is among University Teachers. However, in five of the nine EEOGs, there are no self-identified persons with disabilities.

COMPARISON OF THE UBC WORKFORCE WITH THE CANADIAN LABOUR FORCE

Figure 11 shows the proportion of the four designated employment-equity groups in UBC's workforce from 1996 to 2007. During those eleven years, the proportion of two of the four designated groups in UBC-V's workforce – women and visible minorities – increased substantially. The proportion of Aboriginal people increased slightly. And persons with disabilities showed a decrease. At UBC-O, the proportion of women, Aboriginal people and people with disabilities all increased from 2006 to 2007. The proportion of visible minorities declined.

Figure 11 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. In addition to comparing UBC's workforce with the 2001 Canadian labour force, Figure 11 compares the University's workforce figures with those of other employers who report to the federal government under the Employment Equity Act based on data provided by Human Resources and Social Development Canada (HRSDC). 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 HRSDC 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, HRSDC 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.

Figure 9
UBCV Workforce – Persons with Disabilities

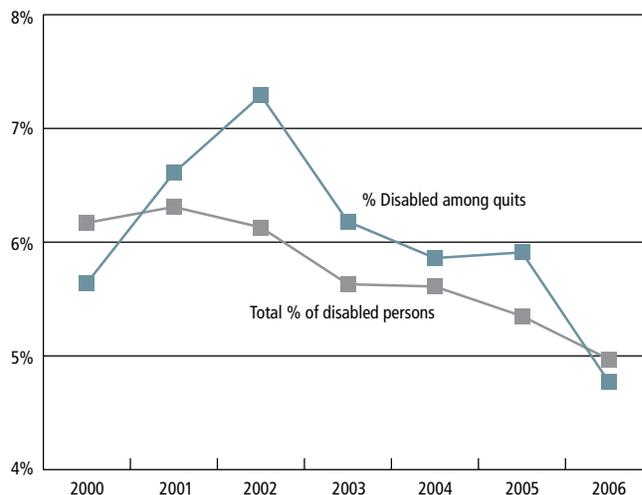
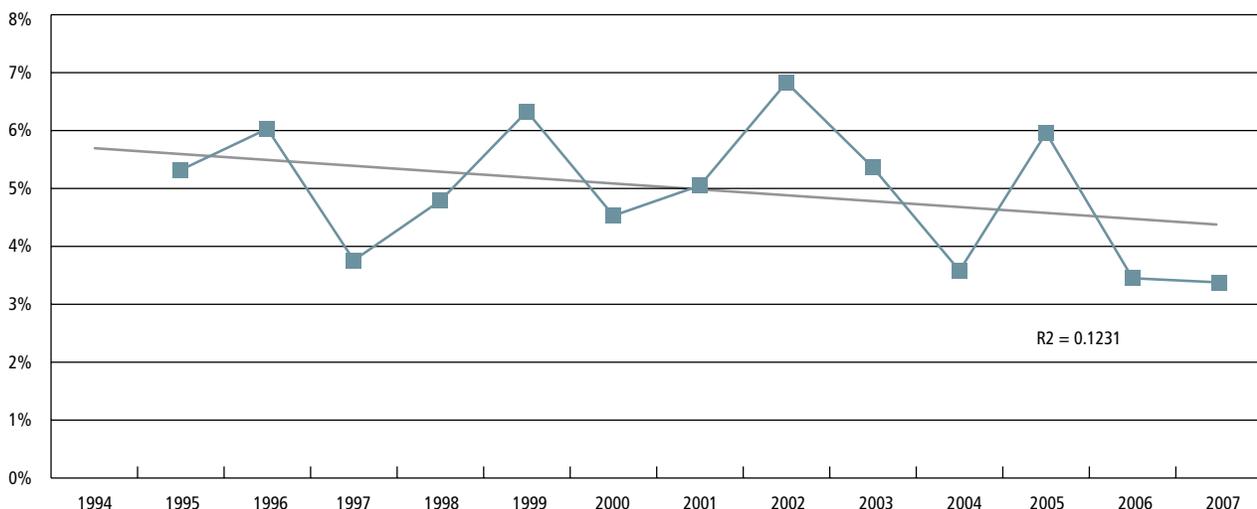


Figure 10
UBCV Workforce – % Persons with Disabilities – New Hires



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 1.6% of the UBC-V workforce. People with disabilities represent 1.7% 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 11A & 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 11C). 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 11D). Since then, their representation at UBC-V has declined for three years in a row.

Figure 11
Representation of Members of Designated Groups in the Canadian Labour Force

Designated Group	UBCV	UBCV	UBCV	UBCV	UBCO	UBCO	Canadian Labour Force	Under the Employment Equity Act
	1996	2005	2006	2007	2006	2007	2001	2005
	%	%	%	%	%	%	%	%
Women	51.69	53.96	54.55	55.04	57.78	59.77	47.28	42.70
Aboriginal People	1.36	1.50	1.47	1.56	3.17	4.13	2.57	2.40
Visible Minorities	21.01	27.52	28.97	30.01	7.30	6.48	12.64	11.60
Persons with Disabilities	2.50	2.26	1.87	1.71	3.48	3.63	5.25	3.20

Source:
 Canadian Labour Force from 2001 Census
 Canadian Labour Force persons with disabilities from 1991 Health and Activity Limitations Survey
 Under the 2005 EE Act Annual Report covering both crown corporations and federally regulated, private sector employees
 Data from the University's Human Resource Management System (HRMS) on the extract date of May 31, 2007

Figure 11A
UBC Workforce: Women

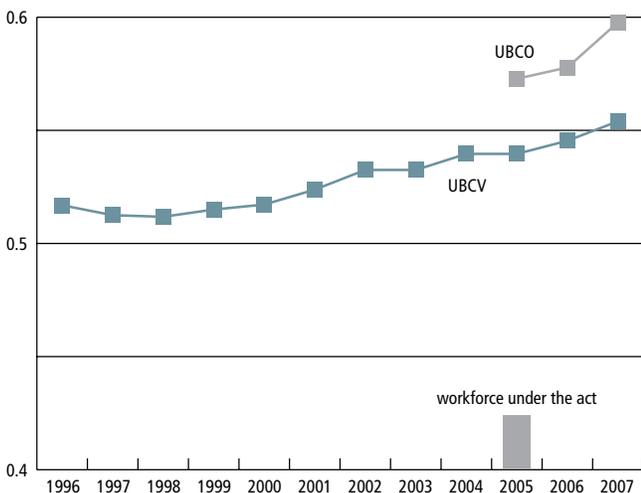


Figure 11B
UBC Workforce: Visible Minorities

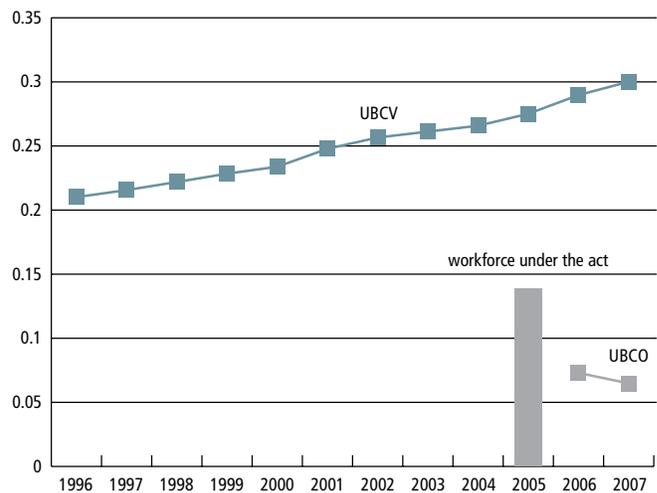


Figure 11C
UBC Workforce: Aboriginal People

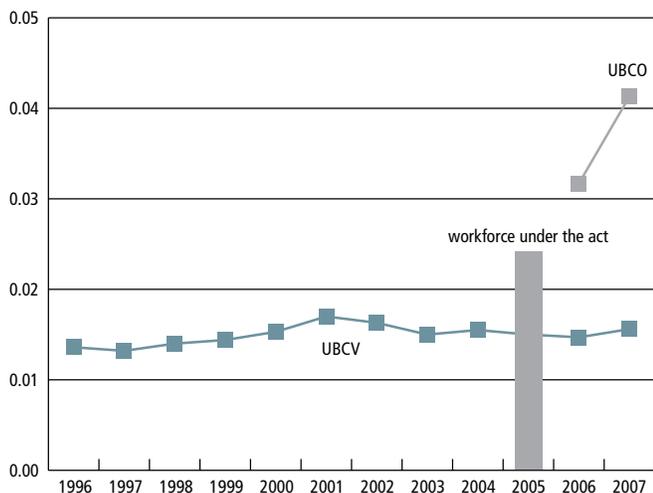


Figure 11D
UBC Workforce: Persons with Disabilities

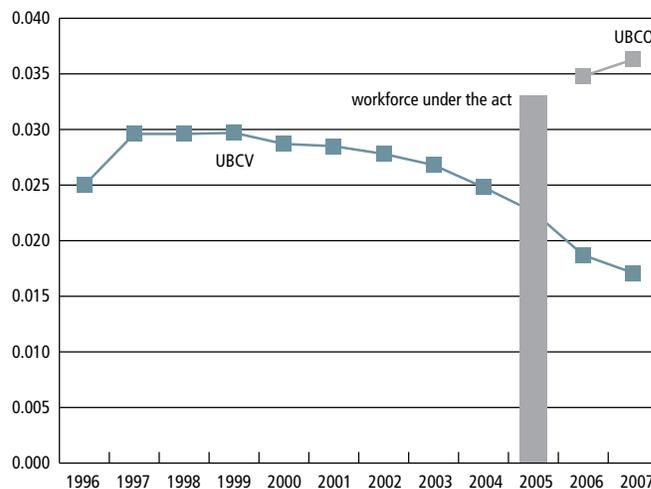


Figure 12
UBCV Hiring Goals – Women

Employment Equity Occupational Group	Number of Employees						Availability Data Using 2001 Census of Canada
	2005		2006		2007		2001
	#	%	#	%	#	%	%
Senior Managers	12	34.29	9	25.71	9	25.00	25.1
Middle and other Managers	234	50.87	282	53.82	306	54.06	37.5
University Teachers	885	33.74	947	34.59	962	34.64	36.2
Professionals (exc Univ Teachers)	980	56.78	1,043	58.83	1,135	59.58	52.8
Semi Professionals & Technicians	982	60.02	1,060	60.78	1,146	61.68	48.7
Supervisors	47	52.81	46	54.76	43	51.81	55.2
Supervisors: Crafts and Trades	2	4.44	1	2.17	1	2.50	17.9
Administrative & Senior Clerical	903	90.66	888	90.70	874	91.14	82.1
Skilled Sales & Service	17	21.79	12	18.75	15	22.73	38.9
Skilled Crafts & Trades Workers	6	2.31	5	2.10	4	1.69	6.3
Clerical Personnel	728	81.25	750	80.21	759	81.53	72.8
Intermediate Sales & Service	255	61.45	257	62.84	251	63.38	66.0
Semi skilled Manual Workers	11	19.30	10	17.86	9	16.07	20.1
Other Sales & Service Personnel	357	53.77	346	51.80	341	51.75	53.6
Other Manual Workers	4	5.71	6	6.90	10	11.63	25.4
TOTAL	5,423	53.96	5,662	54.55	5,865	55.04	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, 2007

Figure 12A
UBCO Hiring Goals – Women

Employment Equity Occupational Group	Number of Employees				Availability Data Using 2001 Census of Canada
	2006		2007		2001
	#	%	#	%	%
Senior Managers	3	25.00	2	16.67	25.1
Middle and other Managers	12	60.00	16	61.54	37.5
University Teachers	109	46.98	112	45.71	36.2
Professionals (excluding Univ Teachers)	30	62.50	52	69.73	52.8
Semi Professionals & Technicians	27	71.05	37	74.00	51.0
Administrative & Senior Clerical	37	94.87	56	96.55	84.2
Skilled Crafts & Trades Workers		0	0	0	4.9
Clerical Personnel	41	93.18	39	86.67	75.3
Other Sales & Service Personnel	1	7.69	1	9.09	56.9
TOTAL	260	57.78	315	59.77	

Figure 13
UBCV Hiring Goals – Aboriginal People

Employment Equity Occupational Group	Number of Employees						Availability Data Using 2001 Census of Canada
	2005		2006		2007		2001
	#	%	#	%	#	%	%
Senior Managers	0	0	0	0	0	0	2.5
Middle and other Managers	3	0.77	4	0.89	4	0.84	1.4
University Teachers	26	1.25	27	1.23	30	1.35	0.7
Professionals (exc Univ Teachers)	11	0.84	13	0.93	20	1.33	1.5
Semi Professionals & Technicians	8	0.74	11	0.94	17	1.40	1.8
Supervisors	0	0	0	0	0	0	1.8
Supervisors: Crafts and Trades	0	0	0	0	0	0	1.8
Administrative & Senior Clerical	23	2.73	18	2.17	15	1.85	1.3
Skilled Sales & Service	2	4.17	1	2.56	0	0	1.5
Skilled Crafts & Trades Workers	4	2.45	3	1.99	2	1.32	2.2
Clerical Personnel	13	1.90	16	2.18	15	2.05	1.8
Intermediate Sales & Service	5	3.07	5	3.16	4	2.41	1.8
Semi skilled Manual Workers	1	2.94	1	3.03	0	0	1.9
Other Sales & Service Personnel	12	3.07	12	2.84	13	3.07	2.3
Other Manual Workers	2	6.45	3	8.57	4	10.00	3.3
TOTAL	110	1.50	114	1.47	124	1.56	2.57

At the Okanagan campus, the pattern is different (see Figure 11). 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 visible minorities is less than their representation in either the Canadian labour force or workforce of employers under the EEA. The proportion of people with disabilities exceeds the proportion among the workforce of EEA employers, but is less than in the Canadian labour force.

Figures 12, 13, 14 and 15 compare the representation of the four employment-equity groups in each of the EEOGs at UBC to workforce availability data. 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.

Figure 13A
UBCO Hiring Goals – Aboriginal Peoples

Employment Equity Occupational Group	Number of Employees				Availability Data Using 2001 Census of Canada
	2006		2007		2001
	#	%	#	%	%
Senior Managers	1	9.09	1	10.00	2.5
Middle and other Managers	1	5.88	1	4.35	1.4
University Teachers	2	1.30	2	1.22	0.7
Professionals (excluding Univ Teachers)	4	11.11	8	12.12	1.5
Semi Professionals & Technicians	2	6.25	2	5.88	4.0
Administrative & Senior Clerical	0	0	0	0	2.6
Skilled Crafts & Trades Workers	0	0	0	0	4.2
Clerical Personnel	0	0	2	6.45	3.2
Other Sales & Service Personnel	0	0	0	0	4.9
TOTAL	10	3.17	16	4.13	

Notes for figures 12A, 13 & 13A:

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, 2007.
- Source: Unpublished data, 2001 Census of Canada (20% sample data)

Figure 14
UBCV Hiring Goals – Visible Minorities

Employment Equity Occupational Group	Number of Employees						Availability Data Using 2001 Census of Canada
	2005		2006		2007		2001
	#	%	#	%	#	%	%
Senior Managers	2	6.45	1	3.13	0	0	8.2
Middle and other Managers	60	15.31	76	17.00	94	19.62	11.8
University Teachers	295	14.22	337	15.34	365	16.39	13.3
Professionals (exc Univ Teachers)	396	29.74	455	32.62	491	32.67	13.8
Semi Professionals & Technicians	384	35.49	435	37.05	460	37.92	28.2
Supervisors	26	38.81	27	41.54	27	41.54	30.8
Supervisors: Crafts and Trades	3	14.29	2	8.70	2	11.11	22.5
Administrative & Senior Clerical	246	29.25	237	28.55	237	29.15	24.8
Skilled Sales & Service	28	58.33	25	64.10	25	62.50	40.4
Skilled Crafts & Trades Workers	27	16.56	32	21.19	37	24.50	24.9
Clerical Personnel	272	39.71	295	40.19	307	41.94	33.4
Intermediate Sales & Service	75	45.45	73	45.63	82	48.81	36.2
Semi skilled Manual Workers	10	29.41	10	30.30	7	25.00	40.4
Other Sales & Service Personnel	180	46.39	221	52.62	230	54.76	45.0
Other Manual Workers	14	43.75	15	41.67	16	39.02	42.6
TOTAL	2,018	27.52	2,241	28.97	2,380	30.01	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, 2007.

Based on 2001 availability data, in 2007, UBC-V continued to fall short of meeting availability goals for women in nine out of 15 EEOGs (see Figure 12). At UBC-O, the representation of women in the UBC-O workforce exceeded that in the available Canadian labour force in all but three of the nine EEOGs – Senior Managers, Skilled Crafts & Trades Workers and Other Sales & Service Personnel (see Figure 12A).

At UBC-V, despite a slight increase in the overall representation of Aboriginal employees, UBC fell short of the 2001 availability figures for Aboriginal people in nine of the 15 EEOGs (see Figure 13). At UBC-O, the representation of Aboriginal people exceeds the 2001 workforce availability in six of the nine EEOGs: Senior Managers, Middle and other Managers, University

Figure 14A
UBCO Hiring Goals – Visible Minorities

Employment Equity Occupational Group	Number of Employees				Availability Data Using 2001 Census of Canada
	2006		2007		2001
	#	%	#	%	%
Senior Managers	0	0	1	11.1	8.2
Middle and other Managers	0	0	0	0	11.8
University Teachers	16	10.3	18	10.9	13.3
Professionals (excluding Univ Teachers)	5	14.3	2	3.1	13.8
Semi Professionals & Technicians	1	3.1	0	0	17.2
Administrative & Senior Clerical	1	3.2	3	6.1	15.0
Skilled Crafts & Trades Workers	0	0	0	0	12.1
Clerical Personnel	0	0	1	3.2	21.5
Other Sales & Service Personnel	0	0	0	0	25.8
TOTAL	23	7.3%	25	6.5	

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, 2007.

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

Teachers, Professionals, Semi-Professionals & Technicians and Clerical Personnel; in the other three EEOGs, no staff identified themselves as Aboriginal (see Figure 13A). 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.

Comparing the 2001 available workforce data to the representation of 2007 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 (see Figure 14). 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 Senior Managers (see Figure 14A). In four of the nine EEOGs, no employees self-identified as a member of a visible minority.

In 2007, 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 2005 to 2007 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 (see Figure 15). 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 15A). The percentage of employees with disabilities in all other EEOGs is less than the reported representation in the available workforce.

The labour force availability data for persons with disabilities is not directly comparable to the UBC data due to differences in the definition of “persons with disabilities”. It may therefore be more useful to focus on trends rather than workforce comparisons when establishing targets for this group. Reversing the downward trend at UBC-V would be a good short-term goal.

Figure 15
UBCV Hiring Goals – Persons with Disabilities

Employment Equity Occupational Group	Number of Employees						Data Using 2001 Participation & Activity Limitation Survey [PALS]
	2005		2006		2007		2001
	#	%	#	%	#	%	%
Senior Managers		0	1	3.13	1	2.94	*2.1
Middle and other Managers	12	3.05	10	2.22	7	1.45	2.5
University Teachers	42	2.02	41	1.87	39	1.75	
Professionals (exc Univ Teachers)	24	1.83	20	1.43	19	1.26	4.1
Semi Professionals & Technicians	23	2.13	17	1.45	17	1.40	*4.8
Supervisors	4	5.88	4	6.06	4	6.06	
Supervisors: Crafts and Trades	1	4.76	1	4.35	1	5.56	*5.7
Administrative & Senior Clerical	26	3.09	18	2.17	18	2.21	*4.9
Skilled Sales & Service	0	0	0	0	0	0	*3.5
Skilled Crafts & Trades Workers	4	2.45	4	2.65	3	1.99	*6.4
Clerical Personnel	11	1.61	10	1.36	7	0.96	*5.3
Intermediate Sales & Service	5	3.03	3	1.88	5	2.98	6.4
Semi skilled Manual Workers	2	5.88	4	12.12	4	14.29	*6.1
Other Sales & Service Personnel	11	2.82	11	2.60	10	2.36	6.2
Other Manual Workers	1	3.13	1	2.86	1	2.50	*5.7
TOTAL	166	2.26	145	1.87	136	1.71	5.25

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, 2007.

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 15A
UBCO Hiring Goals – Persons with Disabilities

Employment Equity Occupational Group	Number of Employees				Data Using 2001 Participation & Activity Limitation Survey (PALS)
	2006		2007		2001
	#	%	#	%	%
Senior Managers	0	0	0	0	*2.1
Middle and other Managers	0	0	0	0	2.5
University Teachers	8	5.13	10	6.06	
Professionals (excluding Univ Teachers)	1	2.86	2	3.08	4.1
Semi Professionals & Technicians	1	3.13	1	2.94	*4.8
Administrative & Senior Clerical	0	0	0	0	*4.9
Skilled Crafts & Trades Workers	0	0	0	0	*6.4
Clerical Personnel	1	3.85	1	3.23	*5.3
Other Sales & Service Personnel	0	0	0	0	6.2
TOTAL	11	3.48	14	3.63	

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, 2007.

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.

EQUITY-GROUP DISTRIBUTION OF TENURE-TRACK FACULTY

Women

Figure 16 shows the distribution of women among new tenure-track faculty appointments from 1996 to 2007. 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.

Figure 16
Women as % of New Tenure-Track Appointments

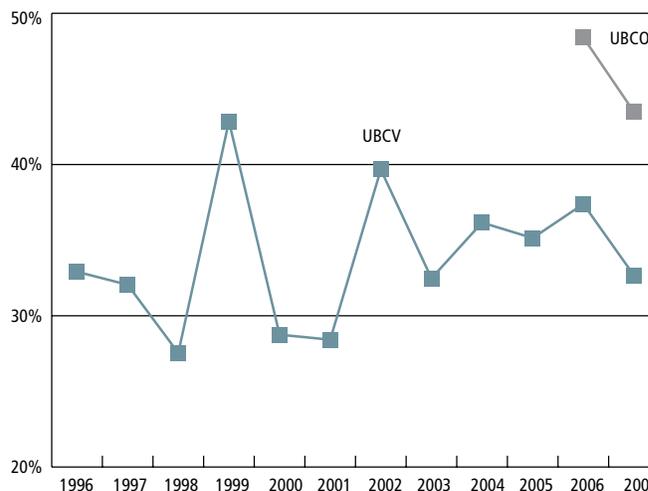


Figure 17
UBCV Workforce: Gender Distribution of Full-Time Faculty by Rank (May 31, 2007)

	Tenure Track										Percentage	
	Professor		Associate		Assistant		Instructors I, II, & Sr.		Subtotal			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
96/97	697	86	431	110	255	149	25	43	1408	388	78.4%	21.6%
97/98	692	98	418	128	241	142	27	41	1378	409	77.1%	22.9%
98/99	686	101	386	136	216	128	25	37	1313	402	76.6%	23.4%
99/00	670	106	381	141	209	122	24	39	1284	408	75.9%	24.1%
00/01	676	109	359	135	215	124	27	41	1277	409	75.7%	24.3%
01/02	655	108	358	152	231	136	42	47	1286	443	74.4%	25.6%
02/03	657	118	364	159	267	149	45	51	1333	477	73.6%	26.4%
03/04	637	114	354	178	317	185	54	56	1362	533	71.9%	28.1%
04/05	644	121	344	184	358	199	54	62	1400	566	71.2%	28.8%
05/06	668	125	344	197	354	205	55	63	1421	590	70.7%	29.3%
06/07	661	141	367	204	369	229	55	65	1452	639	69.4%	30.6%

	Lecturer		All Ranks		Percentage	
	Male	Female	Male	Female	Male	Female
	96/97	16	27	1424	415	77.4%
97/98	16	22	1394	431	76.4%	23.6%
98/99	13	25	1326	427	75.6%	24.4%
99/00	18	29	1302	437	74.9%	25.1%
00/01	20	34	1297	443	74.5%	25.5%
01/02	26	40	1312	483	73.1%	26.9%
02/03	31	42	1364	519	72.4%	27.6%
03/04	30	45	1392	578	70.7%	21.3%
04/05	31	51	1431	617	69.9%	30.1%
05/06	29	49	1450	639	69.4%	30.6%
06/07	32	50	1484	689	68.3%	31.7%

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

Although the appointment rate of women to new tenure-track faculty 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 17 shows the gender distribution of full-time faculty by rank. Since 1996/97, the proportion of women rose from 21.6% to 30.6% among all tenure-track faculty—an increase of 251 women in tenure-track positions.

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 18
UBCV – Women as % of Professorial Rank

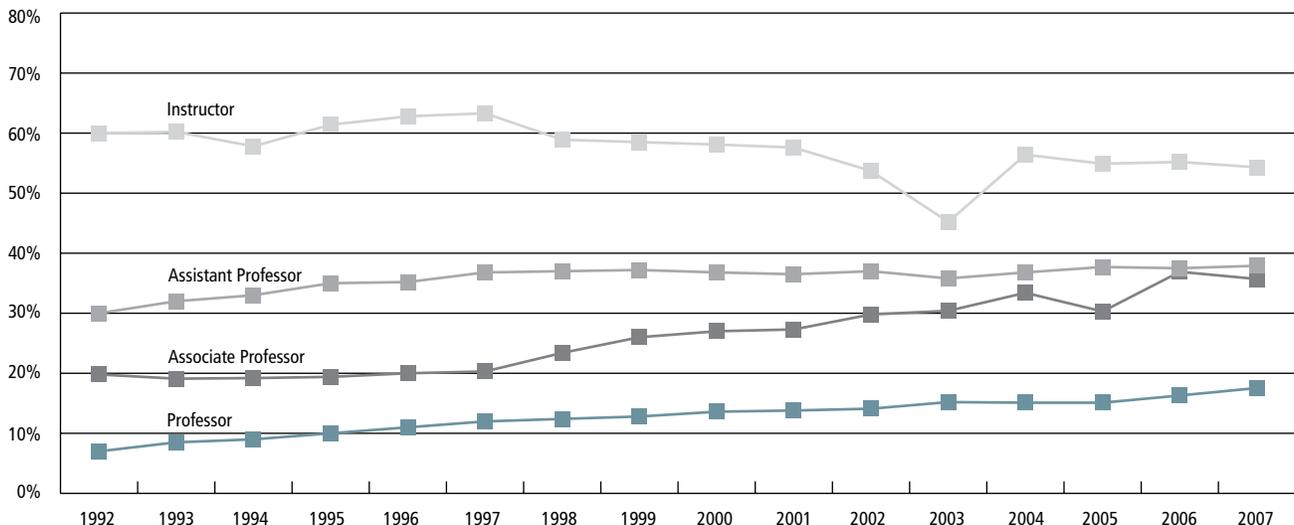


Figure 18 shows the proportion of women among the ranks of the professoriate—assistant, associate, and full professor—in the form of a long-term trend. The proportion of women among assistant professors reflects the proportion of women appointed to tenure-track positions discussed above. The trend lines 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 18 reveals a much higher proportion of women in the other tenure-track ranks of Instructors.

Females are also under-represented within academic administration. At UBC 36% of associate deans are women; however, only 12% of department heads are female. This data includes UBC-O where half of the department heads are women (See Figure 19).

Figure 19
Academic Administrators (May 31, 2007)

	Female	Male	Total	% female	% Visible Minorities
Acting Dean	1	2	3	33.3	0
Acting Director	1	4	5	20.0	0
Acting Head	0	4	4	0	0
Assistant Dean	5	2	7	71.4	0
Associate Dean	16	28	44	36.4	5
Dean	3	13	16	18.8	0
Director	10	25	35	28.6	15.63
Head	7	53	60	11.7	3.77
TOTAL	43	131	174	24.7	5.81

Visible Minorities

Figure 20 shows the proportion of visible minorities among new tenure-track faculty appointments from 1996 to 2007. There is considerable variation from year to year; nevertheless, the data indicates an upward trend in the proportion of visible minorities among new tenure-track appointments. This is consistent with Figure 21, which shows that the proportion of visible minorities has increased in all of the professorial ranks. Overall, the proportion of tenure-track faculty who self-identify as visible minorities has increased from 13% in 2003 to 14.5% in 2007 (see Figure 22). The number and percentage of visible minorities among Assistant Professors dropped substantially from 2006-2007. This may be explained, in part, by the promotion of some Assistant Professors. However, further analysis is necessary to determine whether visible minority professors are leaving the university in disproportionate numbers, and if so, why. The proportion of visible minorities is much greater among Assistant Professors than among Associate or Full Professors. This may be attributable to the relatively rapid increase of visible minorities among new hires.

Figure 20
Visible Minorities as % of new tenure-track appointments

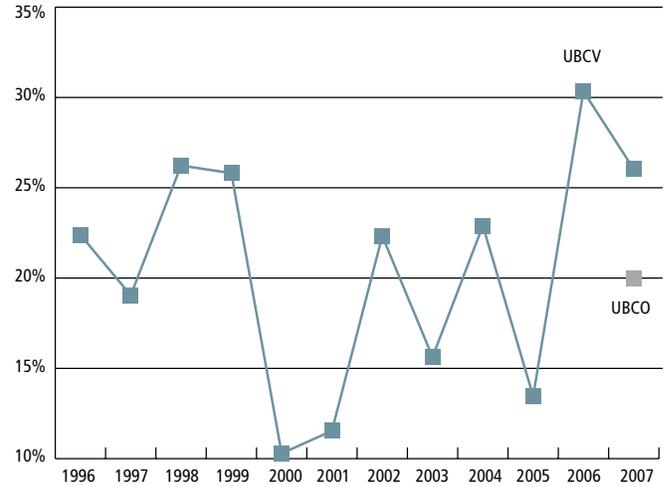


Figure 21
UBCV: Visible Minorities as % of Professorial Rank

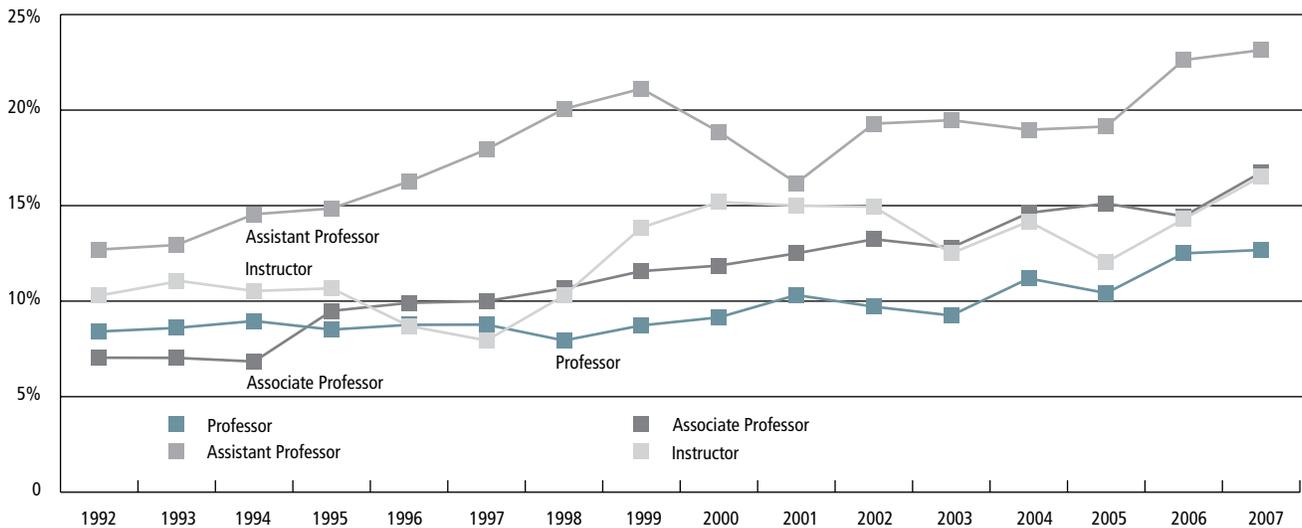


Figure 22
UBCV Workforce: Equity Group Distribution of Tenure-Track Faculty by Rank as a Percent of All Respondents (May 31, 2007)

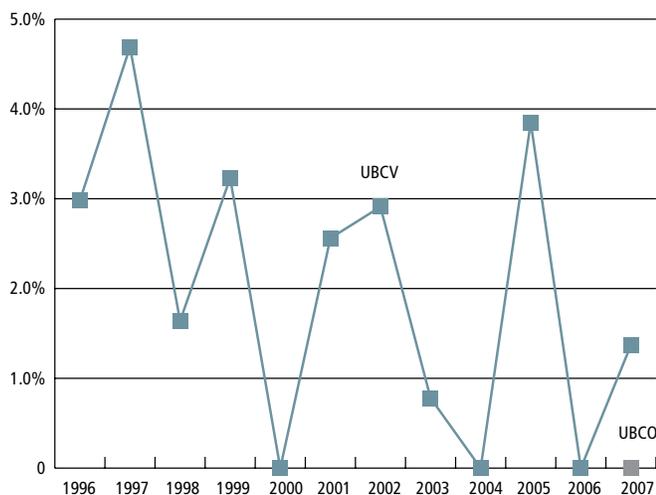
	2003			2006			2007		
By Visible Minorities	Total	%	Total	%	Total	%			
Professor	58	625	9.28%	74	644	11.49%	77	652	11.81
Associate Professor	59	457	12.91%	66	460	14.35%	79	474	16.67
Assistant Professor	70	362	19.34%	111	494	22.47%	77	489	15.75
Instructors I, II, Sr	13	95	13.68%	15	108	13.89%	17	111	15.32
	200	1,539	13.00%	266	1,706	15.59%	250	1,726	14.48

By Aboriginal People	Total	%	Total	%	Total	%			
Professor	3	628	0.48%	3	648	0.46%	3	657	0.46
Associate Professor	7	456	1.54%	10	458	2.18%	12	472	2.54
Assistant Professor	6	362	1.66%	4	494	0.81%	4	489	0.82
Instructors I, II, Sr	1	95	1.05%	2	108	1.85%	2	111	1.80
	17	1,541	1.10%	19	1,708	1.11%	21	1,729	1.21

By Persons with Disabilities	Total	%	Total	%	Total	%			
Professor	14	627	2.23%	13	645	2.02%	17	652	2.61
Associate Professor	10	455	2.20%	10	458	2.18%	19	472	4.03
Assistant Professor	7	363	1.93%	3	495	0.61%	3	490	0.61
Instructors I, II, Sr	5	95	5.26%	6	108	5.56%	6	111	5.40
	36	1,540	2.34%	32	1,706	1.88%	45	1,725	2.61

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

Figure 23
Aboriginal people as % of new tenure-track appointments



Visible minorities are under-represented in academic leadership positions. As shown in Figure 19, only 2 of 53 Heads who responded self-identified as being a member of a visible minority. In 2007, there were no visible minorities in most of the academic leadership positions (less than 6%).

Aboriginal People

Figure 23 shows the proportion of Aboriginal people among new tenure-track appointments. Overall, the number of tenure-track faculty who self-identify as Aboriginal people increased slightly from 17 in 2001 to 21 in 2007 (see Figure 22). Figure 23 shows the proportion of Aboriginal people within each of the professorial ranks. Associate Professor is the only rank in which there is a recent upward trend. The trend for Assistant Professors and Full Professors is downward. Due to the small sample size, the representation of Aboriginal people among academic administrators is not reported.

Figure 24
UBCV – Aboriginal People as % of Professorial Rank

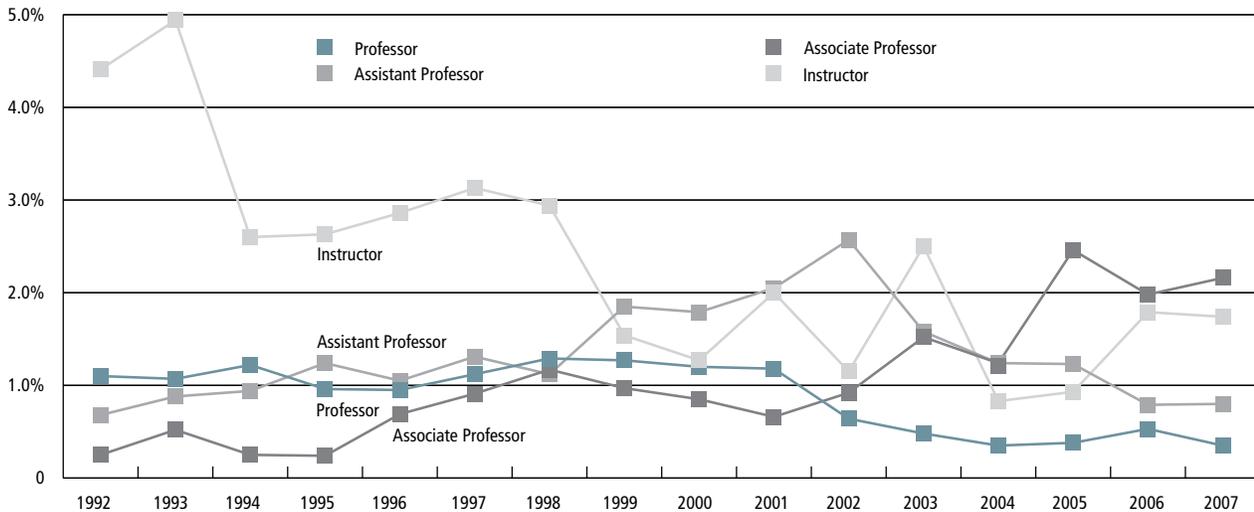
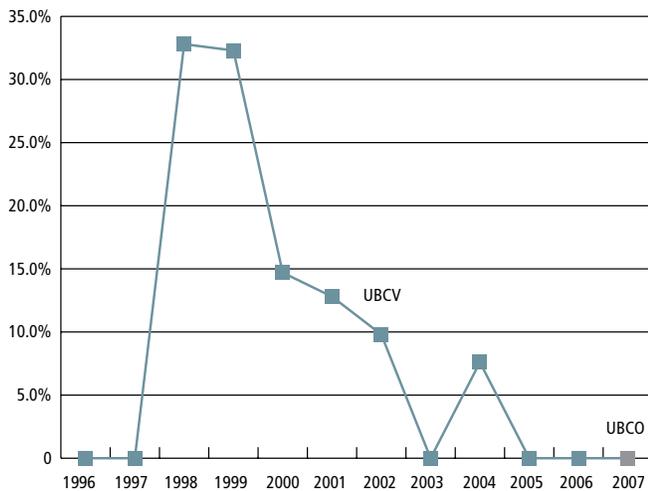


Figure 25
Persons with disabilities as % of new tenure-track appointments



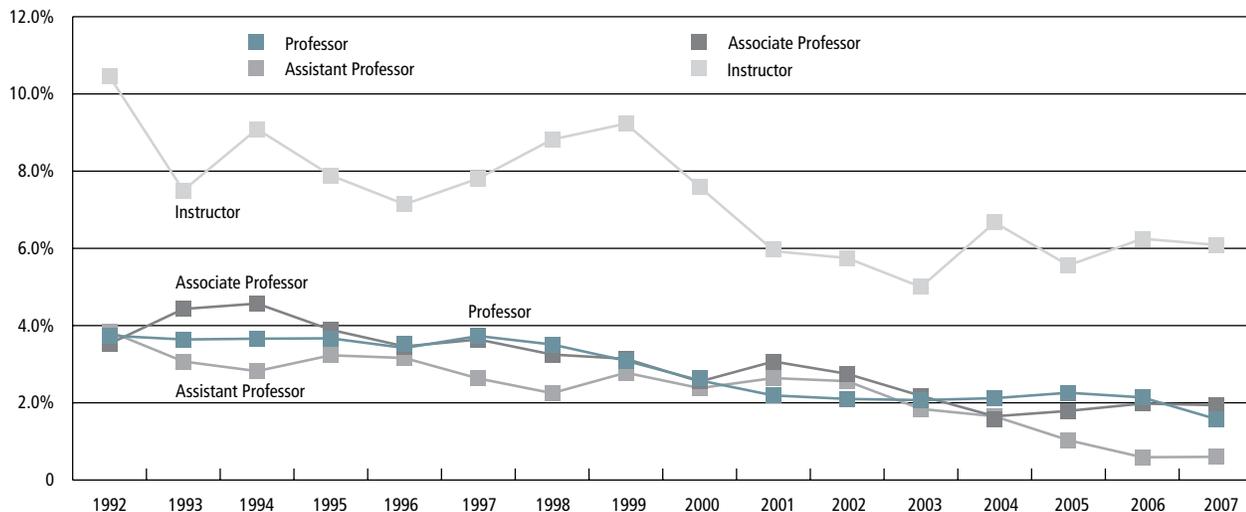
People with Disabilities

From 2001 to 2007, the number of tenure-track faculty who self-identify as having a disability remained steady at 45. Nevertheless, as indicated in Figure 25 the proportion of people with disabilities among new tenure-track appointees has decreased steadily. This trend is also evident in Figure 26, which shows a downward trend in the proportion of people with disabilities in all professorial ranks, except Associate Professor where there has been a slight increase from 2004 to 2007. Due to the small sample size, the representation of people with disabilities among academic administrators is not reported.

Equity-Group Distribution of Non-Faculty

The representation of designated equity group members who are not faculty varies considerably across academic and administrative units. As indicated in Figures 27 and 28, units that have succeeded in recruiting and retaining a high proportion of staff in one equity group may have been less successful in appointing members of another group. In addition, the units vary considerably in size. For small units, one or two appointments can make a substantial difference in the proportion. This is particularly true for several units at UBC-O in which hiring of faculty and staff has just begun. The representation of non-faculty people with disabilities at UBC-O is not reported due to the small sample size. The distribution of employment-equity groups among tenure-track faculty in academic units was reported in the 2006 Annual Report and will not be reported in this report. It is, however, available on the Equity Office website.

Figure 26
UBCV – Persons with Disabilities as % of Professorial Rank



Faculty Salary Analysis

Employment equity is about more than hiring members of groups who are under-represented within our workforce (these groups include women, visible minorities, Aboriginal people and people with disabilities). It’s also about ensuring that there is a working climate that is welcoming and inclusive for all. That means, among other things, that resources and opportunities are fairly distributed to those who are hired. Salary, of course, is an important measure. With that in mind, Oxana Marmer and Walter Sudmant, of UBC Planning and Institutional Research, recently completed an analysis for the Equity Office using a variety of statistical methods to investigate hypotheses about differences in salaries, promotions, and promotion rates arising from the sex or visible minority status of faculty.

As the authors note, “salaries vary for many reasons: years of experience, disciplinary differences, and most importantly, productivity. The purpose of this analysis is to use all of the existing data available on UBC systems to provide as much insight as possible into differentials. The most important shortcoming of the analysis is the absence of productivity data. No such data are available centrally, and there is no general agreement across the university on how to measure or collect quantitative data on faculty productivity. Nevertheless, by using the existing data we can provide some conclusions on the magnitude of differences, and the possible mechanisms underlying the differences.”

Looking first at the absolute differences in salaries between men and women, overall and by faculty, the authors noted that women faculty at UBC earn approximately 13% less than men. Using regression analysis, they found that “about ½ of the salary differential between men and women can be ‘explained’ by experience and discipline differences. The results also show that when controlling for experience and discipline, there are no differences due to visible minority status.” The analysis then looked at the effect of rank on sex differences. Introducing “rank” into the regression equation resulted in a much improved salary model, and almost entirely eliminated the sex salary differential. The authors note that these results “cannot be definitive, because while rank is clearly a measure of productivity, it has also been hypothesized that promotion is the principle mechanism by which women are disadvantaged in their career.”

Figure 27A
UBCV – % Women, Non-Faculty

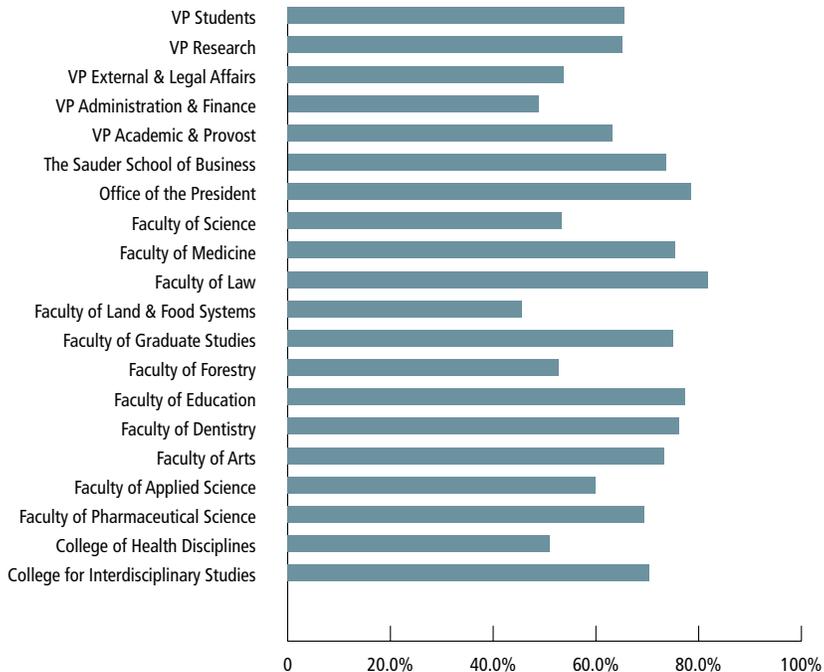


Figure 27B
UBCV – Visible Minorities, Non-Faculty

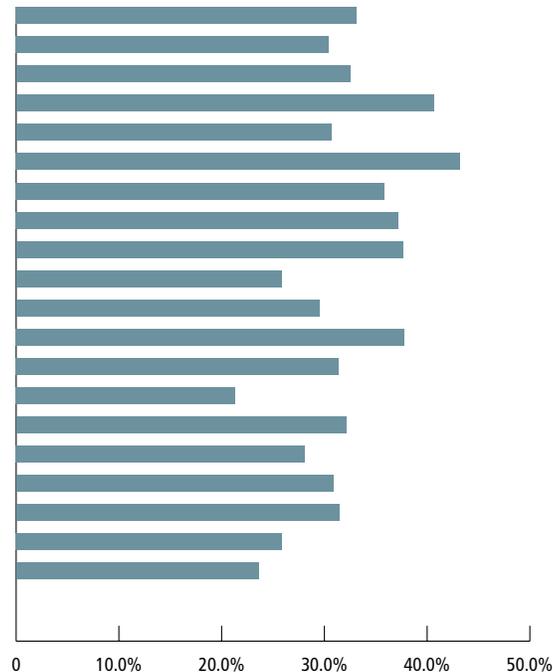


Figure 27C
UBCV – % Aboriginal People, Non-Faculty

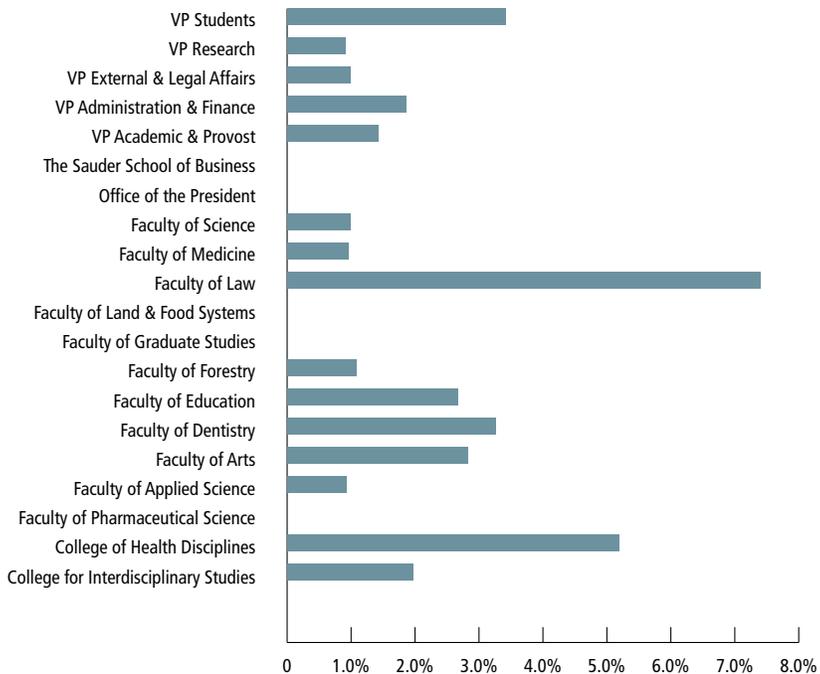
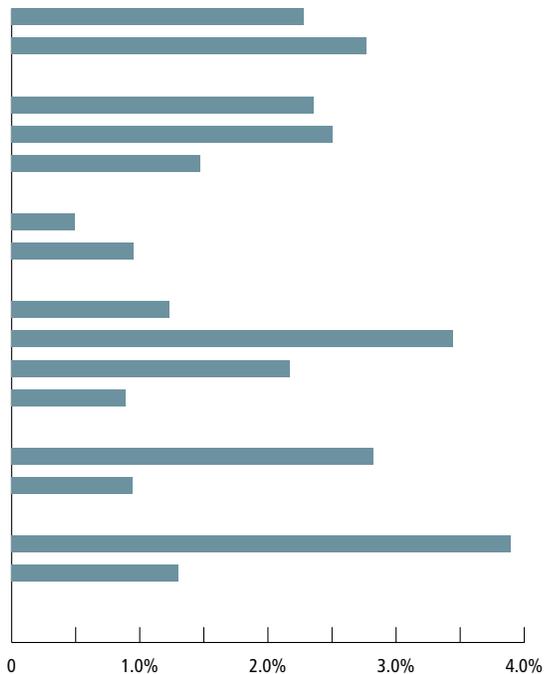


Figure 27D
UBCV – % Persons with Disabilities, Non-Faculty



The study then investigates two hypotheses for the promotion differential: "First, women may experience differential promotion across all faculties as a result of 'systematic factors'; that is, if women on average tend to devote more time to teaching (Singell et al. 1996) or family than to research, it may take them longer to reach promotion, or they may have a higher probability of never reaching the rank of full professor. Since this hypothesis depends on systematic differences between men and women, we would expect to see the phenomenon across all disciplines. An alternative hypothesis would be that women experience some kind of promotional discrimination, in which case it is more likely that the promotional differences will vary by faculty."

The analysis found "that overall the differences in time to promotion are small and not statistically significant with some faculty exceptions." This finding suggests that time to promotion is not a major factor in the promotion differential throughout the university. This leaves open the possibility that the promotion differential is the result of women not being promoted at all, particularly to the rank of full professor. Using a form of analysis known as probit estimation, the study found "that there is a significant difference in the probability of promotion, with women being less likely to be promoted to full professor, and that this phenomenon is not discipline specific."

The study concludes that the existing data "show that salary differences between men and women can be largely explained by differences in experience and discipline, but that a statistically significant differential exists after controlling for these factors, and that some of this difference can be explained by the fact that women are less likely to reach the rank of full professor. The implication is that women's careers are more likely to be impeded by a lack of promotion to the full professor level."

To read the full report, please go to: www.equity.ubc.ca/stats/Salary%20Analysis.pdf.

Figure 28A
UBCO – % Women, Non-Faculty

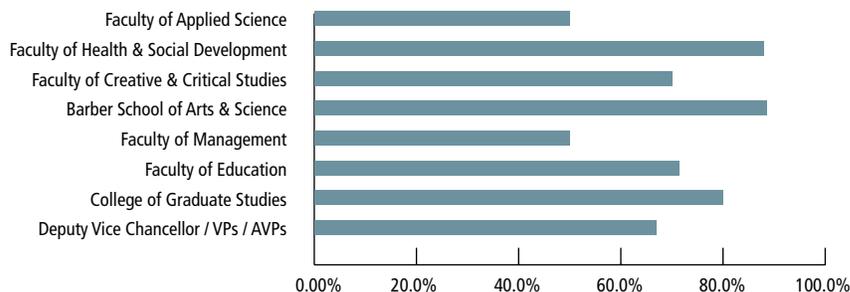


Figure 28B
UBCO – % Visible Minorities, Non-Faculty

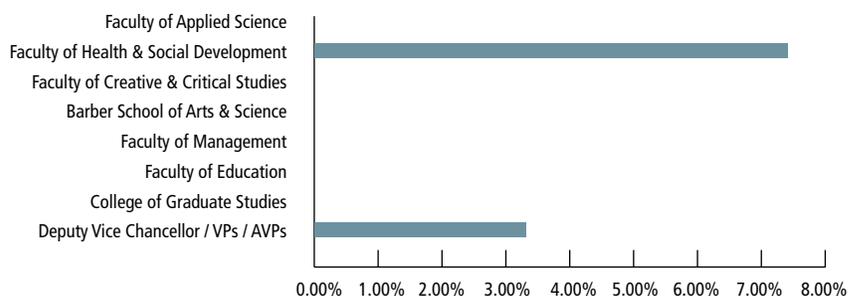
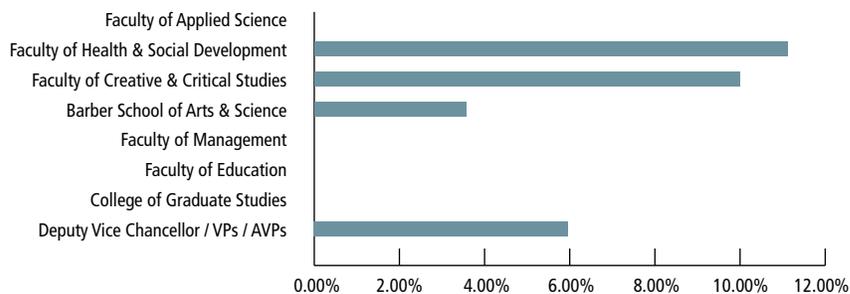
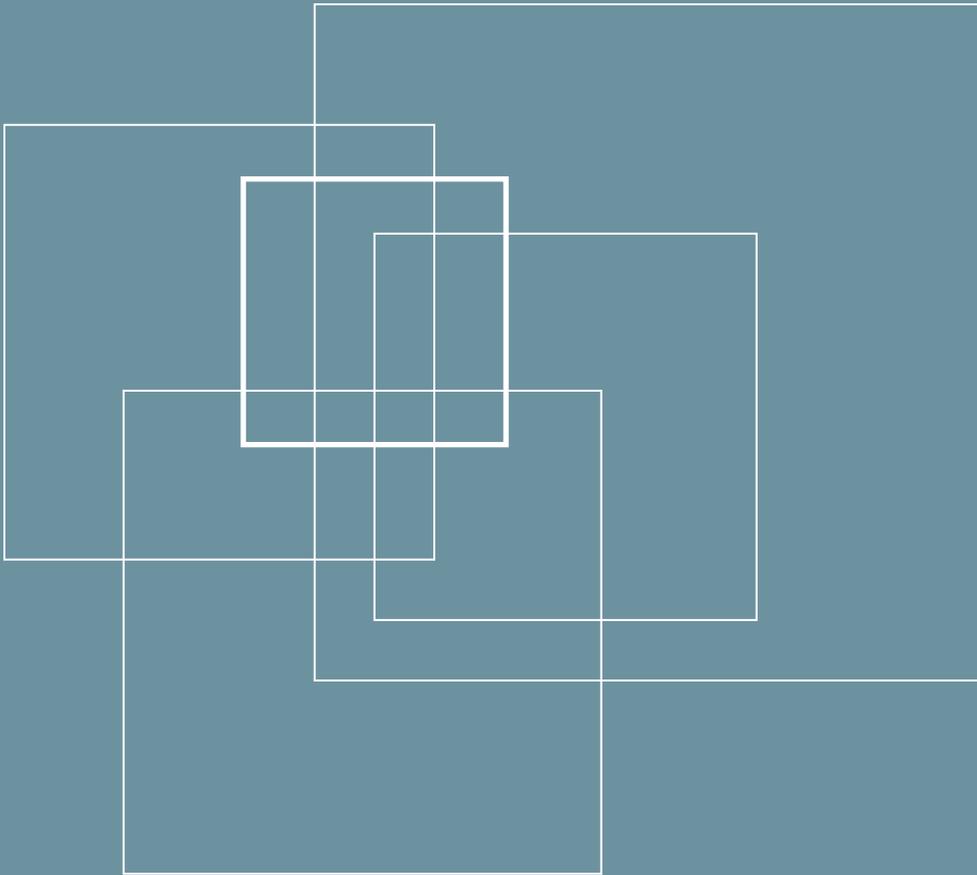


Figure 28C
UBCO – % Aboriginal People, Non-Faculty





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.

Human Rights & Equity Services (HES) 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.

OVERVIEW

The University of British Columbia's Policy on Discrimination and Harassment (Policy #3, hereinafter 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, gender identity/ expression and pregnancy)
- 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 2007, the Equity Office at UBC-Vancouver underwent some staffing changes. We had 2 Equity Advisors in January (1.8 FTE). From February until mid-May we had 3 Equity Advisors (3.0 FTE) and then had 2 Equity Advisors from mid-May until December (1.8 FTE until August 1; 2.0 FTE from August 1 - December 31). Additionally, we had 2 administrative staff and one Associate Vice President, Equity.

At UBC-Okanagan, the Human Rights and Equity Services office was staffed by one full-time advisor and this office is also under the jurisdiction of the same AVP 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 2007. Each campus will report on their statistics separately.

¹ In 2007, Bill 31, a measure to eliminate mandatory retirement at age 65, was passed by the BC legislature. Effective January 1, 2008, this bill revises age provisions in the *BC Human Rights Code* to extend protection from age discrimination to people over 19, including those age 65 and older. This legislation is not retroactive. Hence we continue to use the provisions of "age" as applicable to those over 19 and under 65 in the 2007 annual report, to be consistent with the law in effect at that time.

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 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. Most complaints of differential treatment based on any of the 13 grounds cannot be justified and thus are prohibited at UBC.

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 2007, the Equity Office (UBC-V) and Human Rights and Equity Services (UBC-O) 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/or 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 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 directly 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 the Human Rights and Equity Services office 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 and upon which the Equity Advisor acts to remedy the concern. “Consultations” usually take one of three forms: 1. concerns which are preventative in nature, 2. those which do not fall under the mandate of the Policy, or 3. concerns which would fall under the mandate of the policy but we do not have consent to proceed with the concern as a case. Some consultations involve significant amounts of work on the part of the Equity Advisor, even though they do not proceed through the complaint resolution procedures provided for in the Policy.

1. Preventative consultations are ones in which a breach of the Policy has not yet been made, but where a potential complainant or Administrative Head of Unit has good reason to believe that a breach of Policy may occur if intervention does not first take place. With concerns such as these, the Equity Advisor, in consultation with the department, acts to provide preventative education or programming, develop action plans and/or offers other intervention services to prevent discrimination or harassment before it occurs.

2. Consultations which involve concerns that do not fall under the mandate of the Policy include, for example, allegations which fall outside the one year time limit for reporting incidents, involve non-UBC parties or a non-UBC context, do not meet the burden of proof for a human-rights based complaint of discrimination or harassment, or fall under the mandate of another UBC policy or procedure. Concerns of personal harassment and interpersonal conflict which do not contain a human rights element are treated as consultations.

3. Lastly, consultations can involve 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. The procedures provided for in the Policy are complaint-driven. Unless the allegations of discrimination or harassment are very serious in nature – for example, ones with potential consequences that threaten the safety or lives of individuals, units or the University – the complainant has the right to withhold consent to proceed with an allegation through

Figure 1
Cases and Consultations

Cases	2005	N=29 of 111 (26%)	2006	N=21 of 97 (22%)	2007	N=14 of 81 (17%)
Age	0	0	1	5%	0	0
Disability	4	14%	1	5%	3	21%
Ethnicity(ancestry, colour, race, place of origin)	3	10%	7	33%	4	29%
Family Status	0	0	1	5%	0	0
Marital Status	0	0	0	0%	0	0
Political Belief	1	3%	0	0%	0	0
Religion	1	3%	0	0%	0	0
Sex/Gender	19	66%	14	67%	7	50%
Sexual Orientation	1	3%	1	5%	1	7%
Unrelated Criminal Offense	0	0	0	0%	0	0
Multiple Grounds of Discrimination	n/a	n/a	-4 (included above)	-19%	-1 (included above)	-7%
TOTAL	29	99%	21	101%	14	100%

* In 2006, 3 cases had multiple grounds: 7 grounds over 3 cases so deduct 3 to reach N=21 total cases; in 2007 1 case had 2 grounds so deduct 1 to reach N=14

Consultations	2005	N=71 of 111 (64%)	2006	N=76 of 97 (78%)	2007	N=67 of 81 (83%)
Proceeding in a different process	39	55%	10	13%	14	21%
Outside Time Limit	0	0	0	0	1	2%
Respondent/complainant and/or context not under UBC jurisdiction	11	15%	11	14%	n/a	n/a
NEW - Non-UBC complainant and/or respondent	n/a	n/a	n/a	n/a	6	9%
NEW - Non UBC context	n/a	n/a	n/a	n/a	4	6%
No prohibited ground	21	30%	43	57%	23	34%
Allegation does not meet burden of proof	n/a	n/a	10	13%	11	16%
Complainant does not wish to proceed	n/a	n/a	13	17%	8	12%
NEW - Preventative	n/a	n/a	n/a	n/a	3	4%
* Multiple Reasons Cited	n/a	n/a	-11 (included above)	-14%	-3 (included above)	-4%
TOTAL	71	100%	76	100%	67	100%

case management procedures. This provision, consistent with the *BC Human Rights Code*, is in place to allow members of the University community to consult with the Equity Office before they make an informed decision to proceed, or not, with a case under the Policy.

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, as stated above, 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. In 2007, UBC did not have a policy or prescribed procedures to address such non-human rights 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.

Discrimination & Harassment Report 2007

INFORMAL AND FORMAL COMPLAINT MANAGEMENT PROCEDURES

The Equity Office and HES employ both informal and formal resolution methods in addressing human rights complaints. The vast majority of cases are handled under the informal process by Equity Advisors, often in conjunction with Administrative Heads, who work 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 materials or conduct 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. Two cases were forwarded to the formal process in 2007, but the parties chose to proceed under other procedures provided for by the Policy.

Following is a summary of complaints and consultations received and handled by the Equity Office at UBC's Vancouver campus and Human Rights & Equity Services at UBC's Okanagan campus in 2007. 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 2007

In both 2006 and 2007, changes were made to the tracking forms on which we record complaint summary data at UBC-V, and from which these annual report statistics are generated. These new forms offer an expanded range of options for more detailed reporting. However, since new forms were introduced in both 2006 and 2007, the data generated this year may not directly correspond to that from categories on the earlier forms. Thus, in our 2007 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.

As shown in Figure 1 [Discrimination & Harassment Complaints: Cases and Consultation], the Equity Office at UBC-V received 81 complaints from January-December 2007. Of these, 14 (17%) were mandate cases which employed the complaint resolution procedures provided for in the Policy and 67 (83%) were consultations. (Please see the "Complaint Management" section above for an explanation of what is meant by "case" and "consultation".)

In 2006/2007, with the change in tracking forms, the Equity Office started tracking concerns which have multiple or intersecting grounds of discrimination and harassment. There was 1 mandate complaint in 2007 (7%) which cited two grounds of prohibited discrimination in the same case (Figure 1) and 10 consultations (24%) in which two grounds were cited (Figure 2) per consultation. 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 in Figures 1 and 2 so that the number of times that all the grounds were cited is listed and then the number of grounds from the concerns which involved multiple grounds, minus the number of cases with multiple grounds, is subtracted from this total.

The first chart of Figure 1 shows the grounds of discrimination and harassment that were cited in the 14 cases handled by the Equity Office. As is consistent with previous years, sex/gender was the most prevalent ground cited in cases (7 cases, or 50%), followed by ethnicity (4 cases, or 29%) and disability (3 cases or 21%). There was also one case which cited sexual orientation as the ground of prohibited discrimination (7%). Complaints on the ground of sex, the most commonly reported concerns, 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. The proportion of complaints based on each ground cited does not change when the total number of grounds cited over all of the complaints, and not just the cases, are recorded (see Figure 2 and discussion).

The second chart of Figure 1 offers reasons why a complaint did not proceed to a case, but rather was handled as a consultation. In 2007, as is consistent with 2006, the most prevalent reason for this was that the allegation brought to the Equity Office did not involve a prohibited ground of discrimination (23 consultations or 34%). These may have been concerns of conduct such as

personal harassment, bullying or interpersonal conflict. Fourteen (or 21%) of consultations proceeded in a different process such as a union grievance, Senate appeal process, external process or process within the unit itself. Eleven concerns (16%) did not meet the burden of proof required by the Policy to be a bona fide allegation of discrimination and harassment and, as such, did not proceed to a case. Lastly, in 8 consultations, the complainant did not want to proceed with complaint procedures provided for under the Policy. This may be because the complainant was looking for advice on how to handle the concern themselves, or was concerned about consequences they feared might arise if they made their allegation known to the respondent or within the department. Consultations often required considerable Advisor and staff time and resources on the part of the Equity Office. As stated below, brief consultations which do not take a lot of time or resources from the Equity Office (such as a telephone call or single email) are not recorded in the database. Only those consultations where a greater investment is involved (such as the participation in longer meetings where significant intake and exploration of options are undertaken, the provision of advice and assistance and/or the preparation and delivery of training or formulation of an action or safety plan outside of these procedures) are now recorded as consultations.

By examining the longitudinal case data in Figure 1 from 2005-2007, one may note the general decrease in annual totals, as well as variation within the various grounds of discrimination and harassment. 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 no longer recorded in the computer database from which these annual report numbers are generated. Thus, as stated above, the numbers from this year reflect complaints in which the Equity Office played a more significant role than that of quick sounding board.

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

Figure 2
Grounds of Discrimination

Grounds of Discrimination Cited in 2007 Complaints (Cases and Consultations)		
Ethnicity	15	37%
Family Status	3	7%
Marital Status	1	2%
Disability	8	20%
Religion	3	7%
Sex/Gender	21	51%
Sex. Orientation	1	2%
Multiple Grounds of Discrimination	-11	-27%
TOTAL	41	99%

Figure 3
Context of All Complaints

Context of All Complaints	2005	N=111	2006	N=97	2007	N=81
Academic	57	51%	46	47%	44	54%
Employment	33	30%	33	34%	27	33%
Residence	8	7%	6	6%	3	4%
Clubs/Athletics/Recreation	1	1%	2	2%	0	0
UBC Service	n/a	n/a	7	7%	3	4%
Non-UBC	12	11%	3	3%	4	5%
TOTAL	111	100%	97	99%	81	100%

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. Therefore, these situations 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

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effectiveness with which Policy-related incidents are dealt with in the unit, are likewise varying.

Figure 2 [Grounds of Discrimination Cited in 2007 Complaints] illustrates the total number of concerns (cases and consultations) in which a prohibited ground of discrimination and harassment was alleged. Of the 81 total complaints, 41 complaints cited one (or, in 11 incidences, two) human rights grounds of discrimination or harassment. Thus, 40 of the 67 consultations did not involve an alleged ground of prohibited discrimination when the individual approached the Equity Office. These 40 consultations included the 23 (34%) where no ground was cited, 14 (21%) which were proceeding in a different process and the 3 (4%) consultations which were preventative in nature, as recorded in Figure 1.

Of the 41 consultations where a ground was cited, 14 were acted upon as a case (see Figure 1) and the remaining 27 were treated as consultations (3 of which had two reasons each regarding why they were consultations, not cases). In this latter group of 27 consultations (with 30 reasons cited), the individual who approached the Equity Office felt that a ground (or two) of prohibited discrimination may have been involved in their concern but the complaint remained at the consultation stage for the following reasons: 11 concerns were outside of the jurisdiction of the policy (non-UBC context, non-UBC parties or outside the time limit for making a complaint); 11 concerns did not meet the burden of proof required by the policy; and 8 concerns were ones in which the complainant did not give us permission to proceed and instead chose not to proceed with the complaint as a case. For all of these concerns, the Equity Advisor or Administrative Head of Unit did not provide case management assistance but provided advice and assistance in other ways such as referrals to other departments, agencies or procedures, training and education, safety planning and advice and assistance on how to manage a concern on one's own.

Figure 2 tracks the number of cases and consultations in which a ground (or two) of prohibited discrimination was cited. Of the 41 concerns, 21 (or 51%) cited sex/gender, 15 (or 37%) cited ethnicity (ancestry, colour, place of origin or race) and 8 (or 20%) cited physical or mental disability. While the order of these concerns is consistent with those handled as mandate cases in 2007 (see Figure 1), when the number of cases is subtracted from this data, 14 concerns in which sex/gender were cited, 11 in which ethnicity was a factor and 5 in which disability was cited did not proceed to a case. In addition, none of the concerns which cited family status, marital status or religion proceeded to a case. This data may reflect grounds upon which individuals may feel more reluctant to proceed with a concern under procedures provided for by the Policy, but further analysis would be required to determine how many of these consultations

would have been eligible to proceed to a case (i.e. met the burden of proof and fell within the jurisdiction of the policy) and then which grounds were cited in those concerns before such conclusions can be drawn.

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, employment, residences, clubs/ athletics/recreation and UBC services.

Figure 3 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 three years. Of the 81 complaints handled by the Equity Office in 2007, 44 (54%) fell within the context of academics; whereas 27 (33%) stemmed from the employment context. 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 and may engage with UBC Services, clubs, athletics and recreation).

According to statistics from UBC’s Office of Planning and Institutional Research (PAIR), there were a total of 43,579 undergraduate and graduate students at UBC-Vancouver in the winter academic term of 2007 and a total of 10,655 staff and faculty. Students comprise 80% of the UBC-V community population, while staff and faculty represent 20% 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.

Figure 5
Complaints by Campus Groups

Campus Groups	2005		2006		2007	
Students	65	59%	62	64%	38	47%
Faculty and Faculty Association	12	11%	8	8%	17	21%
Management and Professional	13	12%	10	10%	15	19%
Support, Clerical, Library, Trades, Technical and Service Staff	14	13%	14	14%	6	7%
Non UBC	7	6%	3	3%	1	1%
Unknown	n/a		n/a		4	5%
TOTAL	111	100%	97	100%	81	100%

Figure 4
Gender of All Complainants and Respondents

Complainant	2005	N=111	2006	N=97	2007	N=81
Female	76	69%	72	74%	52	64%
Male	35	32%	24	25%	23	28%
Unknown	0	0	1	1%	5	6%
Both	0	0	0	0	1	1%
TOTAL	111	101%	97	100%	81	99%

Respondents	2005	N=111	2006	N=97	2007	N=81
Female	32	29%	17	18%	17	21%
Male	63	57%	40	41%	34	42%
Unknown	4	4%	5	5%	6	7%
Both	0	0	1	1%	6	7%
Department/ University	12	11%	34	35%	18	22%
TOTAL	111	101%	97	100%	81	99%

Figure 4 illustrates the gender of parties involved in discrimination and harassment complaints over the last three years. Consistently throughout this time period, women have been more likely to bring matters to the Equity Office than have men. In 2007, out of 81 complaints, 52 (64%) women sought assistance from the Equity Office as complainants to a concern, as compared to 23 (28%) men who approached the Equity Office as complainants.

The data in 2007 cites 5 complaints (6%) involving persons of an “unknown” gender. This category includes both concerns where the identity and therefore gender of the complainant are actually unknown (i.e. consultations with administrators looking

for advice on managing cases on their own where the identities of the parties have not been divulged) and also concerns from individuals whose gender identity does not correspond with either the female or male binary gender categories. Although the latter concerns are recorded as coming from persons of an unknown gender, this obviously is a limitation of the database. (Other transgender or gender variant people who do identify as female or male are included as such in the data in Figure 4.) The forms for 2008's annual report have included a transgender/gender-variant category to correct for this error.

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 2007, men were named as respondents in 42% of complaints (n=34), whereas women were named as respondents in 21% of complaints (n=17).

In 2006 and 2007, the number of complaints against a department or the University increased over 2005 data. In 2007, however, 18 complaints (22%) named the department or University as the respondent, down from 34 (35%) of concerns about a department or the University the previous year.

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, transsexual, 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 an accurate 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 have been modified to better reflect a wider range of possible gender identities and expressions in the future.

As previously explained, the Equity Office and the UBC Policy on Discrimination and Harassment serve the students, faculty and staff of UBC-Vancouver. As with previous years, students continue to be the campus group most likely to access the Equity Office. In 2007, students brought 38 (47%) of the 81 complaints. This same group accessed the Equity Office most often in 2006 and 2005 bringing 64% and 59% of all complaints respectively.

Faculty complaints comprised 17 (21%) of the 81 complaints in 2007. This is more than double the 8% brought by this group last year. This increase can be explained, in part, by internal changes made to data collection methods. In previous years, data was reported on the forms in a manner that allowed a distinction between a faculty member and an administrative head of unit. Although we are not able to capture this distinction in 2007, we have made adjustments to allow for it in future years.

Figure 6
Human Rights Based Behavioural Descriptions of Complaints

Interpersonal Complaints	2005	N=75	2006	N=46	2007	N=54
Unwelcome verbal or non-verbal behaviour (insults, slurs, jokes, innuendo)	5	7%	15	33%	16	30%
Unwelcome written or visual behaviour (email, graffiti, video, letter, etc)	10	13%	7	15%	8	15%
Unwelcome physical attention (touching, staring, following – behaviour that is not stalking or assault)	11	15%	7	15%	7	13%
Stalking	0	0	4	9%	1	2%
Threats	18	24%	1	2%	0	0
Assaults	0	0	2	4%	0	0
Retaliation	1	1%	1	2%	3	6%
Biased Academic Decisions	6	8%	7	15%	13	24%
Biased Employment Decisions	11	15%	2	4%	11	20%
Exclusion or Denial of Access	13	17%	7	15%	6	11%
* Multiple behavioural descriptions cited	0	0	-7	-15%	-11	-20%
TOTAL	75	100%	46	100%	54	101%

* In 2006, 6 concerns cited multiple behaviours: 13 behaviours over 6 cases so subtract 7 from total to reach N=46

* In 2007, 11 concerns cited multiple behaviours: 22 behaviours over 11 cases so subtract 11 from total to reach N=54

Figure 7
Non-Human Rights Based Behaviourial Description of Complaints

Non-Human Rights Issue	2005	N=32	2006	N=45	2007	N=25
Interpersonal Conflict	15	47%	15	33%	8	32%
Bullying/Personal Harassment	5	16%	18	40%	13	52%
Other	12	38%	12	27%	4	16%
TOTAL	32	101%	45	100%	25	100%

Behavioural Descriptions of Non-Human Rights Complaints						
Unwelcome verbal or non-verbal behaviour	n/a		23	51%	12	48%
Unwelcome written or visual behaviour (insults, slurs, jokes, inneundo, etc)	n/a		2	4%	4	16%
Unwelcome physical attention (touching, staring, following--not stalking or assault)	n/a		1	2%	0	0
Threats	n/a		1	2%	1	4%
Assault	n/a		1	2%	0	0
Retaliation	n/a		0	0	1	4%
Biased Academic Decisions	n/a		11	24%	6	24%
Biased Employment Decisions	n/a		6	13%	5	20%
Exclusion or Denial of Access	n/a		6	13%	2	8%
*Multiple behavioural descriptions cited			-6	-13%	-6	-24%
TOTAL	32	101%	45	100%	25	100%

* In 2006, 6 concerns cited 2 types of behaviours so subtract 6 from total to reach N=45

* In 2007, 6 concerns cited 2 types of behaviours so subtract 6 from total to reach N=25

Staff brought 21 (26%) of the 81 complaints in 2007, which is consistent with the 25% and 24% of complaints brought by staff in both 2006 and 2005. Management and professional staff brought 15 (19%) of these 21 concerns which is up from the 10% and 12% brought by this group in 2006 and 2005. All other staff brought 6 (7%) of the 21 concerns forward which is lower than the 15% and 13% brought in 2006 and 2005. The forms which were revised for 2007 use did not employ categories which allowed for a more specific breakdown of the broader category of "staff", but this has been rectified for 2008 data.

As in previous years, a relatively small number of complaints in 2007 stemmed from non-UBC complainants 1 (1%) and unknown complainants 4 (5%). Unknown complainants include those who consult with the Equity Office but choose to remain anonymous, consultations from a third party, such as an Administrative Head of Unit, where the identity and affiliation of the complainant is not shared, or those who choose not to disclose their affiliation for other reasons.

Overall, the breakdown of complaints by campus constituents appears to fluctuate from year to year. Students continue to

bring the largest number of complaints however, which reflects the fact that they comprise roughly 80% of the population on the UBC-Vancouver campus. However, although they bring the highest overall number of complaints, proportionally staff and faculty (which comprise roughly 20% of the population) bring a greater proportion of complaints. Due to the change in tracking forms, we do not have a breakdown of respondents by campus group or the position of complainants vis a vis respondents by campus group for 2007 but the forms have been changed to correct for this omission in 2008.

In 2006 our tracking forms changed which allowed us to revise the type of data collected about behavioural descriptions of complaints. Prior to this change, 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, whereas the last category captured complaints without a human rights element that were still brought to the Equity Office. In 2006, we were interested in further exploring the types of behaviours that

constituted allegations with a human rights element so removed the 5 broader categories and instead revised and devised new categories to better reflect the range of behaviours people allege in their complaints.

We were also interested in learning more about the types of behaviours that were alleged in non-human rights based concerns, rather than considering them all in a single category which was not very descriptive. Thus, beginning in 2006, we began to report separately on human-rights based behavioural descriptions of complaints (Figure 6) and on the behavioural description of complaints without a human rights element (Figure 7). Continuing with this new reporting method, 2007 data is directly comparable to 2006 data and adjustments for 2005 data are noted as required.

In 2006, we recorded data on human rights complaints that were either interpersonal or systemic in nature. However, the form in 2007 was revised in such a way that this distinction was not made. The forms for 2008 data have been altered to capture this distinction again. In 2006, there were 6 systemic complaints but, as we do not have comparable data for either 2005 or 2007, these cases are not reflected in the data for this report. Instead, we are making comparisons based on complaints of an interpersonal nature only. In 2006, these constituted 46 of the 52 complaints, and only these 46 concerns are reflected in figure 6.

Figure 6 illustrates the kinds of interpersonal human-rights based behaviour which individuals complain about when they seek assistance from the Equity Office. In 2007, the greatest number of these complaints involved allegations of unwelcome verbal or non-verbal behaviour such as insults, slurs, jokes and innuendo (16 or 30%). The next largest type of alleged behaviour involved biased academic decisions (13 or 24%), followed closely by biased employment decisions (11 or 20%). The proportion of complaints for each type of behaviour has changed from year to year so does not seem to be following a consistent pattern.

Figure 7 shows behavioural descriptions for the 25 complaints which did not have a human-rights based element in 2007. The latter group involves allegations of Interpersonal Conflict (8 complaints or 32%), Bullying and Personal Harassment (13 complaints or 52%) and Other Non-Human Rights Based Complaints (4 complaints or 16%), such as academic misconduct, contract or services issues, inappropriate remarks, academic disputes and unfair dismissal. Although the 25 non-human-rights based complaints brought in 2007 is lower than the 45 non-human-rights based complaints brought in 2006, bullying and personal harassment allegations continue to represent the largest number of non human-rights complaints for both 2007 (52%) and 2006 (40%). This drop in the overall

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number of complaints without an allegation of human rights based behaviour may be accounted for by the increased pre-consultation screening done by our Administrative Assistant to ensure people have come to the right office before she makes appointments for Equity Advisors.

Behavioural descriptions of 2007 non-human rights complaints most often cited unwelcome verbal or non-verbal behaviours (12 complaints or 48%) and biased academic decisions (6 complaints or 24%). These percentages are consistent with the most often cited descriptions in 2006 (and, interestingly, also with the type of behaviours with a human rights based element, as reported in figure 6).

UBC OKANAGAN – COMPLAINTS RECEIVED IN 2007

Human Rights & Equity Services (HES) at UBC Okanagan received 27 complaints during 2007². With such a small number of complaints, there is a danger that providing too much specific information might disclose personal or confidential information. The information reported below covers all complaints brought forward and does not differentiate between cases (where HES or the Administrative Head of Unit acted on a concern) and consultations (where HES provided information and referral only and/or where concerns did not fall under the mandate of the Policy). Grouping data in this way allows the office to provide more details about the types of complaints, context, gender breakdown of the parties and alleged behavioural descriptions brought to the HES office in 2007.

Figure 8 [UBC Okanagan Complaints Covered vs. Not Covered Under UBC's Policy on Discrimination and Harassment] illustrates the total number of concerns (cases and consultations) brought to the HES office. Overall the number of allegations covered under UBC's Policy decreased by 7 complaints from 20 in 2006 to 13 in 2007. Of the thirteen allegations that fell within the jurisdiction of the Discrimination & Harassment Policy, the prohibited grounds cited in these cases were: Age (1), Race (5), Sexual Orientation (5), and Sex/Gender (5). Three complaints involved 2 grounds: age/race; race/sexual orientation; and race/sex.

² Please note that the way in which data is interpreted and reported at UBC-O and UBC-V differs. The emphasis of the data reported from UBC-O is on whether or not concerns met the jurisdictional and definitional requirements for allegations of discrimination or harassment in the Policy (i.e. mandate or non-mandate), not on whether they met the burden of proof or were handled under the procedures of the Policy. UBC-V reports on concerns which proceeded through the procedures in the Policy (cases) and those that did not (consultations), instead of whether or not concerns met the mandate and fell within the jurisdiction of the Policy. In UBC-V's report, all cases also involve mandate concerns and consultations involve concerns that could either be mandate or not. Thus the data reported in this Annual Report may not be directly comparable between the two campuses.

Complaints not covered under the jurisdiction of the UBC Policy increased from 10 in 2006 to 14 in 2007. Of these 14 non-mandate consultations, 1 involved interpersonal conflict, 5 were covered under other UBC policy or procedures, 1 related to personal harassment and 7 involved a respondent or context not under UBC-O jurisdiction.

The UBC Policy on Discrimination and Harassment protects UBC students, staff, and faculty from discrimination and harassment in service, housing and employment. Behaviours alleged to be discriminatory are not tolerated in any programs or services offered at the institution.

Figure 9 [Context of All Complaints UBC-O] illustrates the breakdown of complaints in the various university settings and accounts for situations that occurred outside of UBC-O's jurisdiction. As 2007 is the first year of reporting the context of all complaints at UBC-O, no comparatives can be made about previous year's data.

Of the 27 complaints handled by the HES Office in 2007, 11 (41%) fell within the academic context, 6 (22%) within the employment context, 5 (19%) within the residence context, and 3 (11%) within general UBC Services. The remaining 2 (7%) complaints were of a non-UBC context.

Figure 10 [Gender of All Complainants and Respondents UBC-O] illustrates the gender of parties involved in complaints at UBC-O in 2007. As this is the first year this data is being reported, no comparatives or conclusions can be made to previous years' complaints. This category includes both concerns where the identity and therefore gender of the complainant are actually unknown (i.e. consultations with administrators looking for advice on managing cases on their own where the identities of the parties have not been divulged) and also concerns from individuals whose gender identity does not correspond with either the female or male binary gender categories. Although the latter concerns are recorded as coming from persons of an unknown gender, this obviously is a limitation of the database. (Other transgender or gender variant people who do identify as female or male are included as such in the data in Figure 10.) The forms for 2008's annual report have included a transgender/gender-variant category to correct for this error.

In 2007 out of 27 complaints, 21 (78%) females sought assistance from the HES Office as complainants to a concern while 6 (22%) males approached HES Office as complainants. In 2007, males were named as respondents in 14 (52%) of complaints, a department or the university was cited as the respondent in 8 (29%) of complaints, unknown respondents accounted for 4 (15%) complaints, and a female respondent was cited in 1 (4%) complaint.

Figure 8
UBC OKANAGAN Complaints Covered vs. Not Covered Under UBC's Policy on Discrimination and Harassment

Covered under UBC's Policy	2005	N=2 of 13 total complaints (15%)	2006	N=20 of 30 total complaints (67%)	2007	N=13 of 27 total complaints (48%)
Age	0	0	0	0	1	8%
Race	0	0	9	45%	5	38%
Sexual Orientation	0	0	5	25%	5	38%
Disability	1	50%	3	15%	0	0
Sex	0	0	3	15%	5	38%
Religion	1	50%	0	0	0	0
Multiple Grounds of Discrimination*	n/a	n/a	n/a	n/a	-3	-23%
* In 2007, 3 cases had 2 grounds (therefore deduct 3 from total to reach N = 13 total cases)						(included above)
TOTAL	2	100%	20	100%	13	99%

Not Covered under UBC's Policy	2005	N=11 of 13 total complaints (85%)	2006	N=10 of 30 total complaints (67%)	2007	N=14 of 27 total complaints (52%)
Interpersonal Conflict	0	0	5	50%	1	7%
Behaviour covered under other UBC policy or procedures	8	73%	3	30%	5	36%
Personal Harassment	1	9%	1	10%	1	7%
Respondent and/or context not under UBCO jurisdiction	2	18%	1	10%	7	50%
TOTAL	11	100%	10	100%	14	100%

Figure 11 reports on the number of complaints made by campus group. As this is the first year this data is being reported, no comparatives or conclusions can be made to previous years' complaints. In 2007, students brought forward the most number of complaints at 15 (56%) of the 27 complaints to the HES Office. Faculty complaints and Management and Professional complaints each comprised 5 (19%) of the 27 complaints. The remaining complaints were brought forward by 2 (7%) members in the Support, Clerical, Library, Trades, Technical and Services Staff group.

We do not have a breakdown of respondents by campus group or the position of complainants vis a vis respondents by campus group for 2007 but, as appropriate, this data will be provided about complaints brought to the HES Office in 2008.

While UBC-O data is not available for behavioural descriptions of human rights complaints from 2005 or 2006, figure 12 provides the kinds of behaviours individuals complain about when seeking assistance from the HES Office. In 2007, 8 (62%) of the 13 human-rights based complaints described instances of unwelcome verbal or non-verbal behaviour. The second most identified behaviour, cited 5 (38%) times, was unwelcome written or visual behaviour. Unwelcome physical attention and threats were each cited 3 times (23% each). Six (46%) concerns involved multiple behavioural descriptions in human rights based complaints.

Figure 13 [Non-Human Rights Based Behavioural Description of Complaints UBC-O] shows behavioural descriptions for the 14 complaints which did not have a human-rights based element in 2007. Allegations of Interpersonal Conflict (1) or Personal Harassment (1) account for 14% of complaints, while behaviour covered under other UBC policy or procedures (e.g. academic misconduct, contract or services issues, inappropriate remarks, academic disputes, and unfair dismissal) accounts for 5 (36%) of non-human rights complaints. The remaining 7 (50%) complaints are concerns where a respondent and/or context are not covered under UBC-O jurisdiction.

Behavioural descriptions of 2007 non-human rights complaints most often cited unwelcome verbal or non-verbal behaviours (5 complaints or 36%), consistent with the most often cited behaviour description in human rights complaints. The second most often cited behavioural category of non-human rights complaints was biased employment decisions (4 complaints or 28%).

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Figure 9
UBCO Context of All Complaints

Context of All Complaints	2007	N=27
Academic	11	41%
Employment	6	22%
Residence	5	19%
Clubs/Athletics/Recreation	0	0
UBC Service	3	11%
Non-UBC	2	7%
TOTAL	27	100%

Figure 10
UBCO Gender of All Complainants and Respondents

Complainants	2007	N=27
Female	21	78%
Male	6	22%
Unknown	0	0
Both	0	0
TOTAL	27	100%

Respondents	2007	N=27
Female	1	4%
Male	14	52%
Unknown	4	15%
Both	0	0
Department/University	8	29%
TOTAL	27	100%

Figure 11
UBCO Complaints by Campus Groups

Campus Groups	2007	N=27
Students	15	56%
Faculty and Faculty Association	5	18.5%
Management and Professional	5	18.5%
Support, Clerical, Library, Trades, Technical and Service Staff	2	7%
Non-UBC	0	0
Unknown	0	0
TOTAL	27	100%

Figure 12
UBCO Human Rights Based Behaviourial Description of Complaints

Behavioural Descriptions of Human Rights Complaints	2007	N=13
Unwelcome verbal or non-verbal behaviour	8	62%
Unwelcome written or visual behaviour (insults, slurs, jokes, inneundo, etc)	5	38%
Unwelcome physical attention (touching, staring, following--not stalking or assault)	3	23%
Threats	3	23%
Assault	0	0
Retaliation	0	0
Biased Academic Decisions	0	0
Biased Employment Decisions	0	0
Exclusion or Denial of Access	0	0
*Multiple behavioural descriptions cited	-6	-46%
TOTAL	13	100%

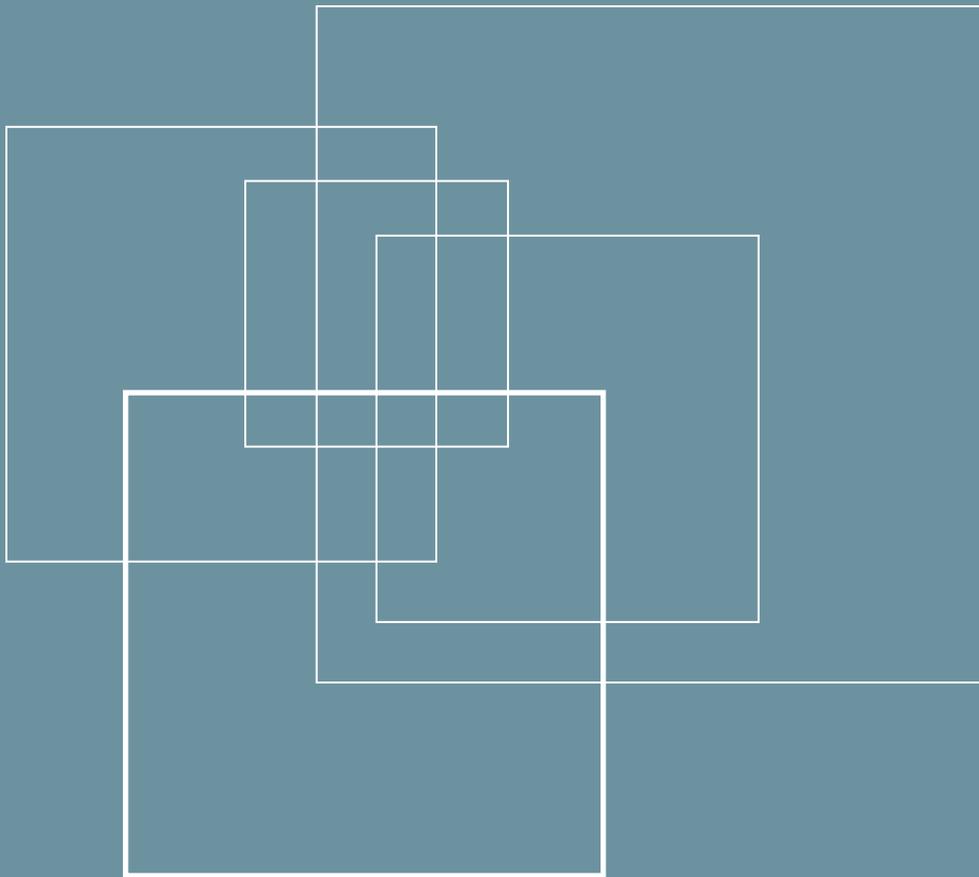
* In 2007, 6 concerns cited 2 types of behaviours so subtract 6 from total to reach N=13

Figure 13
UBCO Non-Human Rights Based Behaviourial Description of Complaints

Non-Human Rights Issue	2005	N=11	2006	N=10	2007	N=14
Interpersonal Conflict	0	0	5	50%	1	7%
Behaviour covered under other UBC policy or procedures	8	73%	3	30%	5	36%
Personal Harassment	1	9%	1	10%	1	7%
Respondent and/or context not under UBCO jurisdiction	2	18%	1	10%	7	50%
TOTAL	11	100%	10	100%	14	100%

Behavioural Descriptions of Non-Human Rights Complaints						
Unwelcome verbal or non-verbal behaviour	n/a		n/a		5	36%
Unwelcome written or visual behaviour (insults, slurs, jokes, inneundo, etc)	n/a		n/a		2	14%
Unwelcome physical attention (touching, staring, following--not stalking or assault)	n/a		n/a		0	0
Threats	n/a		n/a		1	7%
Assault	n/a		n/a		1	7%
Retaliation	n/a		n/a		0	0
Biased Academic Decisions	n/a		n/a		2	14%
Biased Employment Decisions	n/a		n/a		4	28%
Exclusion or Denial of Access	n/a		n/a		1	7%
*Multiple behavioural descriptions cited					-2	-14%
TOTAL	n/a		n/a		14	99%

* In 2007, 2 concerns cited 2 types of behaviours so subtract 2 from total to reach N=14



An important goal of the Equity Office (UBC-V) and Human Rights and Equity Services (UBC-O) is to increase campus awareness and understanding of two University policies, Policy 2 on Employment Equity, and Policy 3 on Discrimination and Harassment.

This goal is achieved through education and outreach initiatives. In 2007 the Equity Office and Human Rights and Equity Services (HES) delivered 30 workshops, 22 presentations, and 13 information displays. Audiences for these presentations, workshops and activities were comprised of university administrators, faculty, staff and students.

Both the Equity Office and HES offer standard and customized programs. Workshops, presentations, and educational partnerships cover a variety of human rights and equity-related topics such as diversity, anti-racism, anti-heterosexism, accommodation under human rights law, and employment equity. In addition, we continue to maintain a strong link to the national context through our membership and participation in the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. (CAPDHHE)

WORKSHOPS, PRESENTATIONS AND INFORMATION FAIRS

In 2007, the Equity Office and HES offered a variety of standard and custom presentations to groups of students, staff, administrators, and faculty. The presentations generally consist of a one-hour long lecture followed by a question and answer period.

Standard Presentations

- "Understanding Employment Equity" for staff attending the "Selection Interviewing: Ensuring Equity" Human Resources MOST Program
- "Welcome to the Equity Office" for graduate and undergraduate students at several orientation events
- Faculty Walking Tour
- "Intro to the Equity Office"

Custom Presentations

- "Trans Awareness"
- "Sexual Harassment: Impacts, Prevention and Remedies"
- Keynote Address for the National Day Against Homophobia Breakfast
- "Queer and Trans Orientation"
- "Discrimination and Harassment/Safe Classrooms"

Standard and custom workshops were also delivered. These workshops generally consist of a two to three hour interactive session involving a mixture of lecture, question and answer, case studies, video and discussion, and role plays.

Standard Workshops

- "Positive Space"
- "Discrimination and Harassment Awareness"

Custom Workshops

- "Gender Inclusive Signage" Symposium
- "Intersectionality" for the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education
- "Sexual Orientation and Gender Identity and the Hobgoblins of Equity in Higher Education: Policy into Practice" for CAPDHHE
- "Working with the Equity Office"
- "Personal Boundaries and Professional Relationships"
- Equity Representatives Training
- "Gender Transitions"
- "Transgender Day of Remembrance Event"
- "Bullying"
- Dialogue on Diversity Forum
- "Diversity and Stereotypes"
- "Equity and Faculty Recruitment"

At UBC, we 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 and Outweek Resource Fairs. In 2007, we also provided displays at the Student Leadership Summit, AMS Safety and AIDS Awareness Days, and the First Nations Long House Welcome Back Barbeque.

EQUITY OFFICE PROGRAMS

Equity Representatives

UBC is committed to providing its employees and students with the best possible environment for working and learning; an environment that respects difference, practices equity and encourages diversity.

The Equity Office and Human Rights & Equity Services at UBC Okanagan are committed to promoting and supporting efforts to advance human rights and equity and to create and sustain respectful work and study environments.

In order to help achieve this commitment, we have established the Equity Representatives Program to help provide a stronger communication link between the Equity Office, Human Rights & Equity Services and the university community. Equity Representatives receive introductory and on-going training on UBC's equity-related policies and procedures as well as more general education related to equity and diversity.

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 (LGBTQTTI) 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 are facilitated by Anne-Marie Long, Equity Office, and Vanita Sabharwal, Counselling Services. These workshops 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. In 2007, 10 regular and customized workshops were offered to new and returning potential Resource Persons, usually for groups of 12-15 people each. The general workshops are open to any UBC student, staff or faculty and customized workshops are offered to intact groups, such as Counseling Services interns or AMS Student Leaders.

Positive Space regularly partners with other groups on campus to organize or co-organize events such as activities during Pride UBC's Outweek. In 2007, we organized workshops and a resource table for Outweek, co-facilitated the Queer/Trans student orientation program, continued our work on the accessible washroom project which culminated in a Gender Inclusive Signage Symposium/community forum and arranged guest speakers to speak to the campus community on topics such as trans awareness. In addition, we worked with Pride UBC to host a well-received storytelling event for Trans Day of Remembrance and Anne-Marie Long, as coordinator of the Positive Space Program, was an invited keynote speaker for the National Day Against Homophobia Breakfast in Vancouver.

By the end of 2007, there were 576 resource people at UBC-Vancouver. (The total of everyone who has even been a resource person is higher, but numbers of active resource persons fluctuate when people graduate or leave the university, for example.) Since the program's conception, we have offered over 100 workshops to UBC students, staff and faculty, many of whom have then chosen to become Resource Persons for the Campaign.





Equity Ambassadors Program

The Equity Ambassadors Program is a collaboration of the Equity Office and the Access and Diversity Office. The Equity Ambassadors Program was developed in 2001 and is based on the Social Change Model of Leadership, developed by the University of California Los Angeles. The program focuses on core values such as self-knowledge, service, and collaboration with social justice as a core guiding principle. The Equity Ambassadors are student leaders who are committed to the promotion of human rights, inclusivity and the development of social change skills for students, staff and faculty at UBC.

The Equity Ambassadors Program operates between the months of September and April. The goals of the program are achieved through a number of activities and initiatives to raise awareness around various social justice issues. The Equity Ambassadors publish two newsletters a year which are available on the web at: www.students.ubc.ca/thinkequity.

From September to December, the Equity Ambassadors Program worked with Residence Life staff to assist in the development of the Residence Equity Ambassadors Program in the Totem Park and Place Vanier residences. Consistent with the core values of the Equity Ambassadors Program, the Residence Equity Ambassadors Program focuses on raising awareness of various social justice issues within their respective residences.

The Equity Ambassadors delivered a workshop about Discrimination and Harassment Awareness as part of Place Vanier's Equity Committee's training. The Equity Ambassadors partnered with the Residence Equity Ambassadors from Place

Vanier on a Halloween event to raise awareness about the issues of homelessness where the documentary film *"It Was a Wonderful Life"* was screened and an apple bobbing contest was held. Candygrams with attached facts related to homeless in Vancouver were sold and distributed throughout Place Vanier Residence in order to raise funds that were later donated to the Vancouver Food Bank.

The Equity Ambassadors partnered with the Residence Equity Ambassadors from Totem Park Residence on a "Coffee House to End Violence Against Women" event to raise awareness about issues of violence against women. Informational bulletin boards were created and displayed containing information about violence against women. Participants at the event engaged in poetry and monologue readings, singing and a dance related to this issue was performed.

The Equity Ambassadors developed a button campaign to raise awareness of the National Transgender Day of Remembrance on November 20. The Equity Ambassadors worked closely with Communications Services to design the buttons which features the Trans Symbol and handbills to accompany the buttons. Hundreds were produced and distributed throughout the campus and were worn by students, staff and faculty in a show of support for all forms of gender identities and expressions.

In a collaboration with Pride UBC, the Equity Ambassadors developed a poster series to raise awareness of issues relating to sexual orientation, gender stereotypes and inclusivity on campus. Each poster in the series has its own unique focus and message addressing the difficulties in the slang usage of the

word “gay”, promoting inclusivity of various forms of sexuality and gender expression and providing information on resources and support available to individuals who are questioning their sexual orientation or gender.

These posters were distributed throughout UBC’s Vancouver campus during UBC’s Outweek from February 11 to 15. Upon request from UBC Okanagan’s Pride Committee, the poster campaign was extended to the Okanagan campus. The posters were well received on both campuses.

Campus Partnerships

As part of our objective to encourage dialogue on equity and inclusivity on campus, the Equity Office and the Faculty of Education sponsored *“The Church of 80% Sincerity”*. Presented by humorist David Roche, his widely acclaimed signature piece is an award-winning, one-man show that has played to enthusiastic audiences across the U.S., Canada, and in Australia and England – and at the White House. David Roche was born with a severe facial disfigurement. His performance traces his personal journey from shame to self-acceptance and, in doing so, helps the audience come to terms with their response to disability. The event was part of the celebrations of the 50th Anniversary of the Faculty of Education.

As well, a one-day symposium on anti-racism was held on April 2, 2007 at St. John’s College. The symposium *“Multiculturalism With(out) Guarantees: The Anti-Racism Alternative”* was also part of the 50th Anniversary celebrations of the Faculty of Education. Organized by the Centre for Culture, Identity and Education and the David Lam Chair of Multicultural Education, the one-day symposium with support from the Equity Office featured various speakers on topics ranging from Faculty and Student Activism to Anti-Racism in a Social Justice Framework.

At UBC Okanagan a small group of students, staff, and faculty gathered over the summer to organize a Dialogue on Diversity Forum for September 2007. The aim of this gathering was for people to come together and speak out about experiences of discrimination and harassment. A group of 5 panelists, made up of faculty, staff and students shared their personal experiences of diversity and discrimination at the UBC Okanagan campus and in Kelowna. Subsequently, 50 participants gathered into smaller discussion groups to further share examples of diversity and discrimination. Participants then presented suggestions of ways to improve the campus environment. Given the strong level of interest from September participants, a second forum was held in November, with over 40 participants. The collaboration and commitment from the organizing committee and forum participants to continue the Diversity Forum series demonstrated the need for these important discussions and to be part of building a safe, respectful environment at UBC Okanagan.

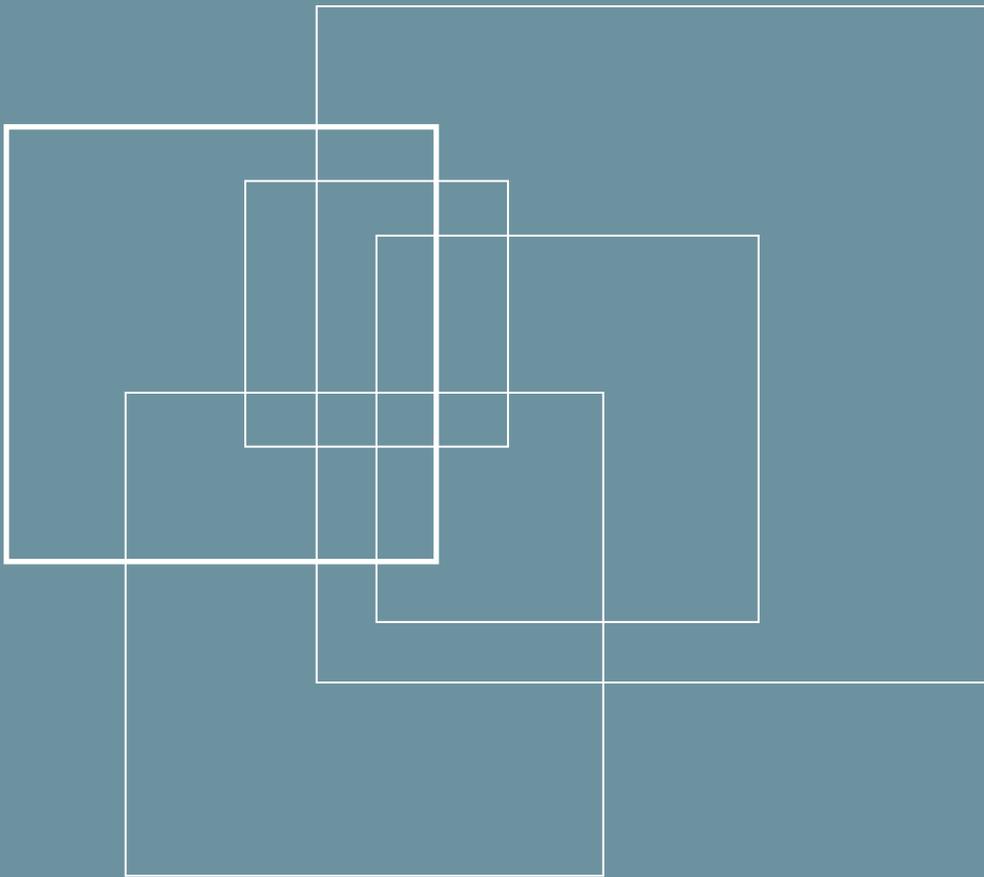
HES and the Disability Resource Centre (DRC) worked in partnership to develop a campaign for building a more welcoming campus. The project aims to do this by providing resolution assistance should people encounter architectural or access barriers on campus, experience or witness discrimination, or encounter offensive graffiti. Working together with, and seeking support from, offices responsible for student services, facilities, equity, and research, the DRC and HES will seek endorsement for the initiative from the Deputy Vice Chancellor’s Human Rights and Equity Committee. It is expected the *Creating an Inclusive Campus Community initiative* will be ready for implementation by mid-2008.

Community Initiatives

On April 10-13, 2007, facilitated by the Equity Office, Vancouver was host to the 22nd annual conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. Entitled, *Rhetoric, Reality and the Places In Between: Exploring the Complex Intersections of Human Rights in Higher Education and the Workplace*, the diverse conference program helped delegates to explore the current landscape of human rights and social justice issues on our campuses and in our workplaces. The program aimed to highlight human rights best practices, paradigm shifts, legal and legislative updates, and practical, innovative strategies for change, inspiration and renewal in policy, prevention, education, programming and campus/workplace climate.

UBC’s Equity Office is one of six participating universities in the International Equity Benchmarking Project along with Auckland University, The University of Melbourne, The University of Queensland, Queensland University of Technology, and The University of Western Australia. This project aims at using comparable data from universities with very different contexts to identify common problems and potential solutions for equity-related issues. This work is ongoing.

Appendices



EQUITY OFFICE & HES STAFF (2007)

Nythalah Baker, *Acting HES Advisor (w.e.f. September 1, 2007)*
 Wendy Liew, *Equity Advisor*
 Anne-Marie Long, *Equity Advisor*
 Christine McKay, *Administrative Assistant*
 Marie Molloy, *HES Advisor (on leave from September 1, 2007)*
 Tom W. Patch, *Associate Vice President, Equity*
 Margaret Sarkissian, *Senior Equity Advisor (Until July 2007)*
 Poh Peng Wong, *Administrator*

PRESIDENT'S ADVISORY COMMITTEE ON EQUITY, DISCRIMINATION & HARASSMENT (2006-2007)

Martin Adamson, *Professor of Zoology*
 Nythalah Baker, *Acting HES Advisor (w.e.f. September 1, 2007)*
 William Black, *Professor Emeritus of Law*
 Lisa Castle, *Associate Vice President, Human Resources*
 Barbara Crocker, *President, Association of Admin. and Professional Staff*
 Linc Kesler, *Director, First Nations Studies Program*
 Hubert Lai, *Chair University Counsel*
 David Lance, *Vice President, CUPE 116*
 Anne-Marie Long, *Equity Advisor*
 Madeleine McIvor, *Associate Director, First Nations House of Learning*
 Marie Molloy, *HES Advisor (on leave from September 1, 2007)*
 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*

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*
 Leanne Bilodeau, *Health Promotions/Return to Work Coordinator*
 Claire Budgen, *Director, Campus Health & Wellness*
 John Burton, *Instructor, Ethics & General Management, Management*
 Jodey Castricano, *Associate Professor, English*
 Ian Cull, *Associate Vice President, Student Services*
 Mary Demarinis, *Manager, Student Development*
 Doug Findlater, *Community Representative*
 Terri Flanagan, *International Student Advisor*
 Vicki Green, *Associate Professor, Education*
 David Jefferess, *Assistant Professor, English*
 Leanne Perry, *Acting Residence Life Manager*
 Susan MacRae, *Graduate Student*
 Tena McKenzie, *Human Resources Associate*
 Laura Mandelbaum, *Student*
 Marie Molloy, *Human Rights & Equity Advisor*
 Lyle Mueller, *Coordinator, Aboriginal Student Services*
 Doug Oworm, *Deputy Vice Chancellor*
 Debora Palsson, *Faculty Recruitment Manager*
 Tom Patch, *Associate Vice President, Equity*
 Dana Reiter, *International Student Advisor*
 Jess Roebuck, *Disability Advisor*
 Patricia Tomic, *Associate Professor, Sociology*
 Val Whitten, *Executive Assistant, Deputy Vice-Chancellor Office*
 Lindsay Winger, *Residence Life Manager*



President's Advisory Committee on Equity, Discrimination & Harassment in session



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