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THE UNIVERSITY OF BRITISH COLUMBIA

Employment Equity Report 2013

Prepared by the UBC Equity and Inclusion Office

EXECUTIVE SUMMARY

UBC has recently communicated a strategic direction to strive and celebrate entrepreneurship, act in community, and achieve success for students. In order to foster growth and opportunity for faculty and staff who are acting in community, we must reflect our community. In order to be a leader in social change, we must empathize with regional and global communities and express a sense of connection to a diverse population.

This Employment Equity Report constitutes UBC's commitment towards compliance with the Federal Contractors Program (FCP), which requires that employers of a certain size must survey their equity profile and develop an equity plan.

For the Vancouver Campus, the percentage of those self-identifying as Women in our survey is above the Census Canada comparison group for almost half of the levels of position. The percentage representation is at least ten percent higher than the Census Canada comparison for Professionals, Semi-Professionals and Technicians, and Supervisors. The percentage of employees who self-identified as Aboriginal Peoples in UBC's Equity Census is 1.8% overall, and the number has increased from the previous year's representation of 1.6%. Our representation of 1.8% is equal to that of the Census Canada representation for the Vancouver Workforce Population.

For the Vancouver Campus, the percentage of people self-identifying as Visible Minorities in our survey is at a level above their representation in the broader Canadian workforce, yet below that of the Vancouver workforce. The percent self-identifying in our survey as Visible Minorities has increased from 32.4% in 2012 to 32.8% in 2013. The representation of Persons With Disabilities remains below the external labour market, where the Vancouver workforce reports 6.2% of the population being Persons With Disabilities, and by comparison UBC has 5.0% representation amongst faculty and staff self-identifying in our survey at the Vancouver Campus. People who self-identify within our Gender/Sexual Diversity group represent 6.1% of faculty and staff completing our survey on the Vancouver Campus.

Amongst those new hires completing our questionnaire, UBC Vancouver Campus hires those self-identifying as Women at a higher rate than the external market, and we hire those self-identifying as Aboriginal Peoples and Visible Minorities at a higher rate than our pre-existing representation. Amongst those completing our questionnaire, we hire those self-identifying as Persons With Disabilities at a percentage rate that is lower than our pre-existing representation, which is itself lower than the external labour market when compared to Canadian Census data. The percentage of new hires self-identifying in our survey within Gender/Sexual Diversity is above the percentage of our pre-existing representation on the Vancouver Campus.

Employees at the UBC Okanagan Campus self-identifying as Women in our questionnaire are represented at a percentage rate that is above the Census Canada comparison for seven levels

of position, including such levels as Senior Managers, Middle and Other Managers, University Professors, Professionals, Semi-Professionals & Technicians, Administrative and Senior Clerical, and Clerical Personnel. The number of employees who self-identified as Aboriginal Peoples in our questionnaire is 2.8% overall, and is below the Census Canada Kelowna average of 3.6%, although UBC's representation has increased from the year prior.

At the Okanagan Campus, the percentage of people self-identifying as Visible Minorities in our questionnaire is higher than the Census Canada comparison group for all eight levels of position for which we can report data. Those self-identifying as Persons With Disabilities in our questionnaire have a level of representation on the Okanagan Campus which is higher than the national workforce average, and below the Kelowna workforce average. People who self-identify within our Gender/Sexual Diversity group represent 4.1% of faculty and staff completing our survey on the Okanagan campus.

Amongst those new hires completing our questionnaire, the UBC Okanagan Campus hires those self-identifying as Women or as Aboriginal Peoples at a higher rate than the Census Canada external market comparison group. Amongst those self-identifying in our questionnaire, we hire Visible Minorities at a percentage that is higher than our pre-existing representation, and also above the Census Canada comparison group for both Kelowna and the national labour market. We hire those self-identifying on our survey as Persons With Disabilities at a percentage rate that is higher than our pre-existing representation, and also above the national labour market comparison group. The percentage of new hires self-identifying in our survey within Gender/Sexual Diversity is below the percentage of our pre-existing representation on the Okanagan Campus.

This Report provides information on all University Professors combined; for a detailed breakdown of equity representation of faculty by academic rank, please see the Companion Tables which are concurrently made available, but outside of this Report.

We have provided appendices which include a Table Conversion Key (explaining changes from prior reports), information on our Return Rate (i.e. participation rate in our survey), an explanation on our terminology for Gender/Sexual Diversity, plus Methodology Notes.

This 2013 report incorporates several changes from the 2012 and 2011 report. We have provided a Table Conversion Key, in the Appendix, for reference purposes to assist those who are comparing this year's tables to years prior.

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Introduction

The Equity and Inclusion 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 and Inclusion Office will further UBC's commitment to excellence, equity and mutual respect.

Vision & Mission Statements, Equity and Inclusion Office

UBC treats employment equity and human rights as areas of focus that are integrated into our broader commitment to excellence and mutual respect. We also regard equity and human rights as integrated into our academic pursuits, our working lives, and our involvement in the larger campus community.

The efforts of the Equity and Inclusion Office are part of a broader effort to advance a series of related goals and strategic objectives highlighted in the Installation Speech of Prof. Arvind Gupta on Sept 12, 2014. These include our commitments to be a trusted partner and a good neighbour to the Musqueam people, our desire to contribute to Metro Vancouver as a centre of culture and innovation, to support regional development from the Okanagan campus, and the expectation that we will leverage UBC's global network of partnerships. Those who work at UBC are expected to operate in a manner which reflects our heritage, our geography, our history, and with compassion for those in our own families, while we strive to celebrate and support entrepreneurship, act in community, and achieve success for students.

In order to pursue excellence in research, innovation, and student success, we must foster opportunity for the widest possible pool of job applicants. In order to act in community, we must reflect our community. In order to continue our role of leading change in society, we must exceed minimal expectations required by legislation, empathize with regional and global communities, and express a deep sense of connection to a diverse population.

Amongst our key efforts is this Employment Equity Report, where we track and report on the representation of equity groups amongst different levels of position for faculty and staff. By "equity groups" we are referring to the four groups designated in the federal Employment Equity legislation; Women, Aboriginal Peoples, Visible Minorities, and Persons With Disabilities. In addition, we report on those self-identifying within Gender/Sexual Diversity. By "levels of position" we are referring to Employment Equity Occupational Group (EEOG), a grouping of all staff into 15 categories based on National Occupational Codes.

The way we track and report this information, is to conduct the UBC Employment Equity Census Questionnaire which asks people to self-identify whether they regard themselves as members of

one of the five equity groups. We provide cross-sectional analysis of this data by level of position, equity group, campus (Vancouver or Okanagan), and bargaining unit, in order to identify areas where our representation is higher than, or lower than, the Canadian Census population. We also track our hiring trends, and we collect and report information on supplemental categories such as ethnicity and type of disability.

This report also constitutes UBC's commitment towards compliance with the Federal Contractors Program, which requires that employers of a certain size must survey their equity profile and develop an equity plan, in order to receive federal contracts beyond a certain dollar amount. As UBC receives significant funding from the Government of Canada, we are committed to compliance to the legislation at the very least, and we will continue to pursue our own equity goals which are above and beyond those required by the legislation.

In tandem with the publication on this year's report, UBC is also making available four Companion Tables on equity representation of faculty, broken down by academic rank and Campus. These Companion Tables include detailed information on those who have self-identified in a given equity category, broken into various levels of academic managers, tenure-stream appointments, and a number of term, part-time, or other faculty appointments. These Tables are will outside of this actual Report, but will be released in tandem with this report.

This 2013 Report incorporates several changes from the 2011 and 2012 reports, and for those readers who are comparing reports between years, we point you to our table key in Appendix A to match table numbers and page numbers.

Regarding the level of participation in UBC's Employment Equity Census (also known as "return rate"), we should note that the 2013 questionnaire had a higher rate of participation than the year prior. For the Vancouver Campus, participation increased from 57.3% in 2012 to 58.5% in 2013. For the Okanagan Campus, participation increased from 70.6% in 2012 to 73.0% in 2013. For more information, detailed tables regarding the return rate are provided in Appendix B.

Employment Equity Occupational Groups at UBC

All positions at UBC, either faculty or staff, are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by the federal government. Table 1 (below) lists these groups, examples of UBC positions in each category, and the geographic area from which we would normally recruit staff. Please note that some of the groups do not apply to the Okanagan Campus.

Table 1**Employment Equity Occupational Groups (EEOGs)**

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

¹ Area of Recruitment: National = "Canada" for both Campuses. Municipal = "Vancouver" for Vancouver Campus and "Kelowna" for the Okanagan Campus.

² Because this report makes comparison to Census Canada data, the broadest available geographic category for labour market comparison is national. Comparisons to the international labour market may be appropriate for University Professors, however that comparison is outside of the scope of this report.

Representation of Designated Equity Group Members Amongst Staff and Faculty Vancouver Campus

In Tables 2-5 we provide information on representation of equity groups amongst UBC Vancouver Campus faculty and staff. The data is presented for each designated equity group in a separate table, and includes both 2012 and 2013 data. We also provide hiring trend data in Table 7 with additional analysis of the dynamic between our hiring and our pre-existing representation of equity groups. These tables are created as described in the Methodology Notes in Appendix D of this Report. Please also note that the tables below provide information on all University Professors combined; for a detailed breakdown of equity representation of faculty by academic rank, please see the Companion Tables which are made available outside of this Report.

Women at the Vancouver Campus

Table 2
Representation of Women (October 31, 2013)
UBC Vancouver Campus

#	Level of Position (EEOG)	Gender					
		2013			% Women 2012	% Women 2013	Comparison to Census
		Women	Men	Total			
1.	Senior Managers	15	23	38	36.1%	39.5%	24.2%
2.	Middle and Other Managers	421	372	793	54.2%	53.1%	38.1%
3.	University Professors	1,322	2,053	3,375	38.8%	39.2%	39.6%
4.	Professionals	1,850	1,072	2,922	63.0%	63.3%	50.6%
5.	Semi-Professionals & Technicians	1,109	626	1,735	64.2%	63.9%	50.5%
6.	Supervisors	135	77	212	63.5%	63.7%	52.5%
7.	Supervisors: Crafts & Trades	0	32	32	0.0%	0.0%	17.9%
8.	Administrative & Senior Clerical	871	125	996	87.8%	87.4%	80.5%
9.	Skilled Sales and Service	41	91	132	26.5%	31.1%	41.1%
10.	Skilled Crafts and Trades	4	243	247	1.6%	1.6%	5.9%
11.	Clerical Personnel	524	133	657	79.0%	79.8%	71.6%
12.	Intermediate Sales & Service	338	163	501	65.2%	67.5%	66.2%
13.	Semi-Skilled Manual Workers	12	38	50	12.2%	24.0%	20.4%
14.	Other Sales and Service	380	390	770	48.6%	49.4%	55.7%
15.	Other Manual Workers	4	53	57	6.0%	7.0%	29.0%
Total		7,026	5,491	12,517	55.8%	56.1%	n.a.
National Workforce Population (All Levels of Position)							47.9%
Vancouver Workforce Population (All Levels of Position)							48.4%

n.a.= not applicable or not available

As we can see in Table 2 above, Women at the UBC Vancouver Campus self-identify in our Equity Census at a percentage rate which is higher than our Canada Census comparison group for almost half of levels of position (EEOG), including such levels as Senior Managers, Middle and Other

Managers, Professionals, Semi-Professionals & Technicians, Supervisors, Administrative and Senior Clerical, Clerical Personnel, Intermediate Sales & Service, and Semi-Skilled Manual Workers. The percentage representation is at least ten percent higher than the Census Canada comparison for Professionals, Semi-Professionals and Technicians, and Supervisors. Women also self-identify in our Equity Census at a rate which is below the Census Canada comparison in such areas as Supervisors: Crafts & Trades, Skilled Sales and Service, Skilled Crafts and Trades, Other Sales & Service, and Other Manual Workers.

Aboriginal Peoples at the Vancouver Campus

Table 3
Representation of Aboriginal Peoples (October 31, 2013)
UBC Vancouver Campus

#	Level of Position (EEOG)	Aboriginal Peoples			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2013	2012%	2013%	
1.	Senior Managers	0	0.0%	0.0%	2.4%
2.	Middle and Other Managers	10	1.3%	2.0%	1.0%
3.	University Professors	24	1.4%	1.6%	0.9%
4.	Professionals	28	1.7%	1.5%	1.0%
5.	Semi-Professionals & Technicians	13	1.2%	1.6%	2.1%
6.	Supervisors	1	0.0%	0.8%	1.9%
7.	Supervisors: Crafts & Trades	0	0.0%	0.0%	2.3%
8.	Administrative & Senior Clerical	15	2.5%	2.3%	1.4%
9.	Skilled Sales and Service	0	0.0%	0.0%	1.7%
10.	Skilled Crafts and Trades	3	4.9%	3.5%	2.4%
11.	Clerical Personnel	6	0.6%	1.7%	2.1%
12.	Intermediate Sales & Service	6	3.1%	3.0%	1.7%
13.	Semi-Skilled Manual Workers	0	0.0%	0.0%	2.2%
14.	Other Sales and Service	5	2.2%	2.2%	2.2%
15.	Other Manual Workers	2	8.0%	8.3%	3.3%
Total		113	1.6%	1.8%	n.a.
National Workforce Population (All Levels of Position)					3.1%
Vancouver Workforce Population (All Level of Position)					1.8%

n.a.= not applicable or not available

As shown in Table 3 above, the percentage of employees who self-identified as Aboriginal Peoples in UBC's Equity Census is 1.8% overall, and the number has increased from the previous year's representation of 1.6%. Our representation of 1.8% is equal to that of the Census Canada representation for the Vancouver Workforce Population. Six Levels of Position have seen an increase in the percentage representation while four Levels of Position have seen a decline.

Visible Minorities at the Vancouver Campus

The percentage of people self-identifying as Visible Minorities in UBC's Equity Census (Table 4, below) is at a level above their representation in the broader Canadian workforce, yet below that of the Vancouver workforce. The percent self-identifying as Visible Minorities in our Equity Census has increased from 32.4% in 2012 to 32.8% in 2013.

Looking at the breakdown by Level of Position, persons self-identifying as Visible Minorities in UBC's Equity Census remains at or above the percentage representation in the Canadian Census population for ten of fifteen levels. Levels of position where Visible Minorities are self-reporting at a rate below the comparison group include Senior Managers, Middle and Other Managers, Supervisors: Skilled Crafts and Trades, Semi-Skilled Manual Workers and Other Manual Workers.

Table 4
Representation of Visible Minorities (October 31, 2013)
UBC Vancouver Campus

#	Level of Position (EEOG)	Visible Minorities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2013	2012%	2013%	
1.	Senior Managers	0	0.0%	0.0%	8.7%
2.	Middle and Other Managers	117	22.7%	23.7%	34.0%
3.	University Professors	288	18.0%	18.6%	15.1%
4.	Professionals	612	32.7%	33.7%	33.2%
5.	Semi-Professionals & Technicians	325	39.5%	40.0%	33.3%
6.	Supervisors	72	60.5%	57.6%	38.0%
7.	Supervisors: Crafts & Trades	2	14.3%	18.2%	27.6%
8.	Administrative & Senior Clerical	219	32.5%	33.4%	30.8%
9.	Skilled Sales and Service	24	78.1%	77.4%	45.3%
10.	Skilled Crafts and Trades	26	29.6%	30.2%	29.0%
11.	Clerical Personnel	165	48.9%	45.6%	38.9%
12.	Intermediate Sales & Service	103	49.5%	51.5%	43.1%
13.	Semi-Skilled Manual Workers	6	28.6%	35.3%	47.6%
14.	Other Sales and Service	147	62.9%	64.2%	51.3%
15.	Other Manual Workers	7	32.0%	29.2%	45.6%
Total		2,113	32.4%	32.8%	n.a.
National Workforce Population (All Levels of Position)					15.3%
Vancouver Workforce Population (All Levels of Position)					38.4%

n.a.= not applicable or not available

Persons With Disabilities at the Vancouver Campus

Based on self-identification in UBC's Equity Census, Persons With Disabilities (Table 5, below) are represented across all Levels of Position at UBC's Vancouver Campus, except for Supervisors: Crafts & Trades. The representation of Persons With Disabilities remains below the external labour market, where the Vancouver workforce reports 6.2% of the population being Persons With Disabilities and UBC reports 5.0% representation amongst faculty and staff self-identifying in our survey at the Vancouver Campus.

Table 5
Representation of Persons With Disabilities (October 31, 2013)
UBC Vancouver Campus

#	Level of Position (EEOG)	Persons with Disabilities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2013	2012%	2013%	
1.	Senior Managers	1	6.5%	3.1%	3.2% ^a
2.	Middle and Other Managers	23	4.1%	4.7%	3.2% ^a
3.	University Professors	60	3.7%	3.9%	4.5%
4.	Professionals	75	3.9%	4.1%	4.5%
5.	Semi-Professionals & Technicians	54	7.7%	6.6%	6.8%
6.	Supervisors	4	4.0%	3.2%	6.2% ^b
7.	Supervisors: Crafts & Trades	0	7.1%	0.0%	6.2% ^b
8.	Administrative & Senior Clerical	27	4.0%	4.1%	6.2% ^b
9.	Skilled Sales and Service	2	6.3%	6.5%	6.2% ^b
10.	Skilled Crafts and Trades	8	8.6%	9.3%	6.2% ^b
11.	Clerical Personnel	23	7.7%	6.4%	6.2% ^b
12.	Intermediate Sales & Service	14	9.4%	7.0%	6.2% ^b
13.	Semi-Skilled Manual Workers	4	28.6%	23.5%	6.2% ^b
14.	Other Sales and Service	21	9.1%	9.2%	6.2% ^b
15.	Other Manual Workers	3	12.0%	12.5%	6.2% ^b
Total		319	5.1%	5.0%	n.a.
National Workforce Population (All Levels of Position)					4.9%
Vancouver Workforce Population (All Levels of Position)					6.2%

Footnotes:

^a = For Comparison to Census data, the data combines Senior Managers with Middle and Other Managers.

^b = Due to small sample size and lack of reliability of comparison to census data for each level of position, we have only provided the average for all levels in the Vancouver area.

n.a. = Not applicable or not available.

Gender/Sexual Diversity at the Vancouver Campus

People who self-identify within our Gender/Sexual Diversity group represent 6.1% of faculty and staff on the Vancouver campus (Table 6, below).

Table 6
Representation of Gender/Sexual Diversity (October 31, 2013)
UBC Vancouver Campus

#	Level of Position (EEOG)	Gender/Sexual Diversity ^a		
		Respondents to the UBC EE Census Questionnaire		
		# 2013	2012% ^b	2013%
1.	Senior Managers	4	n.a.	12.5%
2.	Middle and Other Managers	31	n.a.	6.3%
3.	University Professors	98	n.a.	6.3%
4.	Professionals	113	n.a.	6.2%
5.	Semi-Professionals & Technicians	57	n.a.	7.0%
6.	Supervisors	6	n.a.	4.8%
7.	Supervisors: Crafts & Trades	0	n.a.	0.0%
8.	Administrative & Senior Clerical	40	n.a.	6.1%
9.	Skilled Sales and Service	4	n.a.	12.9%
10.	Skilled Crafts and Trades	0	n.a.	0.0%
11.	Clerical Personnel	15	n.a.	4.2%
12.	Intermediate Sales & Service	14	n.a.	7.0%
13.	Semi-Skilled Manual Workers	0	n.a.	0.0%
14.	Other Sales and Service	11	n.a.	4.8%
15.	Other Manual Workers	2	n.a.	8.3%
Total		395	6.3%	6.1%

Footnotes:

n.a. = Not applicable or not available.

a = The Gender/Sexual Diversity category includes people who self-identify within gender/sexual diversity, including lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual+, or other analogous term. We have omitted the comparison to Canadian census due to limited external data.

b = This year's report is the first report where we are reporting on gender/sexual diversity by various categories of position. As such, comparisons to year prior are limited.

Persons from this broadly-defined gender/sexual diversity community can be found in most levels of position, with the exception of Supervisors: Crafts & Trades, Skilled Crafts and Trades, and Semi-Skilled Manual Workers. Otherwise, representation is between 4.2% and 12.9%. The highest representation is amongst Senior Managers and Skilled Sales and Service, in both cases above 12%.

Within this larger 6.1% of the workplace, 5.7% identify as lesbian, gay, bisexual, queer or an analogous term. An additional 0.4% of respondents self-identify as trans, transgender, gender-fluid, or an analogous term. We have combined these two categories in order to ensure greater

confidentiality while we report on sub-categories for which the size of the general population and the self-identifying populations may be small.

For this equity category, external labour market comparisons are not readily available in the same format, and as such we cannot comment on our comparison to the Census Canada. We are reporting on gender/sexual diversity by employee category for the first time in 2013, and as such we do not have comparisons for the prior year, which limits our opportunity to comment on year-over-year trends. We would note that representation of gender/sexual diversity declined from 6.3% in 2012 to 6.1% in 2013, mostly due to a slight drop in the percentage of faculty and staff self-identifying as lesbian, gay, bisexual, queer, or analogous term.

New Hires at the Vancouver Campus

In this section, we review our hiring rates (Table 7 below), in comparison to our pre-existing representation of staff and faculty by equity group. New hires data is based on those new hires self-identifying as members of a particular equity group on UBC's Equity Census Questionnaire.

Amongst those completing our Equity Census questionnaire, for Women, UBC Vancouver Campus hires at a higher rate than the external market; 64.8% of our new staff and faculty self-identify as Women, compared to 47.9% of Canadian workers and 48.4% of Vancouver workers.

We hire people who self-identify as Aboriginal peoples at a percentage rate that is typically higher than our external markets; 2.4% of our new faculty and staff self-identify as Aboriginal Peoples compared to 1.8% of the Vancouver Workforce Population. Vancouver is our target recruiting market for most levels of positions (i.e. excluding Senior Managers which is a national labour market, and University Professors, which are compared to the national labour market for this report but might normally be regarded as an international labour market). Our estimated representation of Aboriginal Peoples amongst new hires is higher than the Census Canada benchmark for such levels as Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Supervisors, Administrative & Senior Clerical, and Clerical Personnel.

We hire people who self-identify in our questionnaire as Visible Minorities, at a higher rate (33.2% overall) than our pre-existing representation (32.8% overall) but which is still below the Vancouver labour market (38.4% overall).

For University Professors, the results are more nuanced, in that 18.6% of our current faculty and 22.0% of new hires self-identify as Visible Minority in our Equity Census questionnaire, which in both cases exceeds our Canadian Census national labour market comparison of 15.3%. While this report compares UBC's representation to the Canadian Census, for which the broadest possible comparison group is national, many faculty are recruited internationally. It is possible to seek additional information and make comparisons to the international labour market, however that analysis is beyond the scope of this compliance report.

Table 7

New Hires by Level of Position and by Designated Equity Group (October 31, 2013)

UBC Vancouver Campus

#	Level of Position (EEOG)	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities			Gender/ Sexual Diversity ^b	
		Women	Men	Total	% Women	Comparison to Census	Number	Percent	Comparison to Census	Number	Percent	Comparison to Census	Number	Percent	Comparison to Census	Number	Percent
1.	Senior Managers	n.a.	n.a.	n.a.	n.a.	24.2%	n.a.	n.a.	2.4%	n.a.	n.a.	8.7%	n.a.	n.a.	6.2% ^a	n.a.	n.a.
2.	Middle and Other Managers	37	32	69	53.6%	38.1%	2	4.5%	1.0%	12	27.3%	34.0%	1	2.3%	6.2% ^a	3	6.8%
3.	University Professors	85	95	180	47.2%	39.6%	n.a.	n.a.	0.9%	18	22.0%	15.1%	4	4.9%	4.5%	5	6.1%
4.	Professionals	269	162	431	62.4%	50.6%	3	1.3%	1.0%	78	34.2%	33.2%	10	4.4%	4.5%	18	7.9%
5.	Semi-Professionals & Technicians	268	93	361	74.2%	50.5%	4	2.7%	2.1%	57	38.3%	33.3%	7	4.7%	6.8%	8	5.4%
6.	Supervisors	8	5	13	61.5%	52.5%	1	14.3%	1.9%	3	42.9%	38.0%	0	0.0%	6.2% ^a	n.a.	n.a.
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	17.9%	n.a.	n.a.	2.3%	n.a.	n.a.	27.6%	n.a.	n.a.	6.2% ^a	n.a.	n.a.
8.	Administrative & Senior Clerical	132	27	159	83.0%	80.5%	2	2.1%	1.4%	29	30.2%	30.8%	3	3.1%	6.2% ^a	6	6.3%
9.	Skilled Sales and Service	14	22	36	38.9%	41.1%	n.a.	n.a.	1.7%	1	50.0%	45.3%	0	0.0%	6.2% ^a	n.a.	n.a.
10.	Skilled Crafts and Trades	0	24	24	0.0%	5.9%	n.a.	n.a.	2.4%	3	33.3%	29.0%	0	0.0%	6.2% ^a	n.a.	n.a.
11.	Clerical Personnel	83	24	107	77.6%	71.6%	5	9.8%	2.1%	22	43.1%	38.9%	0	0.0%	6.2% ^a	2	4.0%
12.	Intermediate Sales & Service	62	12	74	83.8%	66.2%	n.a.	n.a.	1.7%	10	45.5%	43.1%	0	0.0%	6.2% ^a	1	4.5%
13.	Semi-Skilled Manual Workers	8	8	16	50.0%	20.4%	n.a.	n.a.	2.2%	n.a.	n.a.	47.6%	n.a.	n.a.	6.2% ^a	n.a.	n.a.
14.	Other Sales and Service	38	39	77	49.4%	55.7%	n.a.	n.a.	2.2%	2	14.3%	51.3%	1	7.1%	6.2% ^a	1	7.1%
15.	Other Manual Workers	x	x	x	x	29.0%	n.a.	n.a.	3.3%	n.a.	n.a.	45.6%	n.a.	n.a.	6.2% ^a	x	x
Total		1,004	545	1,549	64.8%	n.a.	17	2.4%	n.a.	235	33.2%	n.a.	26	3.7%	n.a.	45	6.4%
National Workforce Population (All Levels)						47.9%	3.1%			15.3%			4.9%				
Vancouver Workforce Population (All Levels)						48.4%	1.8%			38.4%			6.2%				

Footnotes:

a = Due to small sample size and lack of reliability of comparison to census data for each level of position, we have only provided the average for all levels in the Vancouver area.

b = The Gender/Sexual Diversity category includes those who have self-identified as lesbian, gay, bisexual, queer, trans-gender, or other analogous term. We have omitted the comparison to census due to limited external data.

n.a. = Not applicable or not available. x = data suppressed due to insufficient data to report.

We recruit people who self-identify as Persons With Disabilities in our questionnaire at a rate that is lower (at 3.7%) than our pre-existing representation (at 5.0%), which is itself lower than the external comparison market of 6.2%.

For the Gender/Sexual Diversity community, we are recruiting new staff who self-identify at a rate of 6.4%, which is higher than our pre-existing population of 6.1%.

Representation of Designated Equity Group Members among Staff and Faculty Okanagan Campus

In Tables 8-13 we provide information on representation of equity groups amongst UBC Okanagan Campus faculty and staff. The data is presented for each designated equity group in a separate table, and includes both 2012 and 2013 data. We also provide hiring trend data in Table 13 with additional analysis of the dynamic between our hiring and our pre-existing representation of equity groups. These tables are created based on the methodology described in the Methodology Notes in Appendix D of this Report. Please also note that the tables below provide information on all University Professors combined; for a detailed breakdown of equity representation of faculty by academic rank, please see the Companion Tables which are made available outside of this Report.

Women at the Okanagan Campus

As we can see in Table 8 below, employees at the UBC Okanagan Campus self-identifying as Women in our questionnaire are represented at a percentage rate that is above the Census Canada comparison for seven levels of position (EEOG), including such levels as Senior Managers, Middle and Other Managers, University Professors, Professionals, Semi-Professionals & Technicians, Administrative and Senior Clerical, and Clerical Personnel. The percentage representation is at least ten percent higher than the Census Canada comparison for Senior Managers, Middle and Other Managers, and Semi-Professionals and Technicians.

For the Okanagan Campus, there are four different levels of position for which we cannot report data (designated as “n.a.”). Although we report 0% Women for the categories of Skilled Crafts and Trades and Other Sales and Service, we should note that because of the low response rate, and the fact that faculty and staff are being placed in this level of position for the first time in 2012, we should be cautious about interpreting the representation of Women.

Table 8
Representation of Women (October 31, 2013)
UBC Okanagan Campus

#	Level of Position (EEOG)	Gender					
		2013			% Women 2012	% Women 2013	Comparison to Census
		Women	Men	Total			
1.	Senior Managers	5	6	11	36.4%	45.5%	24.2%
2.	Middle and Other Managers	29	28	57	57.7%	50.9%	37.3%
3.	University Professors	193	236	429	45.2%	45.0%	39.6%
4.	Professionals	125	65	190	65.7%	65.8%	56.4%
5.	Semi-Professionals & Technicians	104	42	146	67.9%	71.2%	51.6%
6.	Supervisors	x	x	x	x	x	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	83	9	92	92.2%	90.2%	83.9%
9.	Skilled Sales and Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts and Trades	0	7	7	0.0%	0.0%	5.1%
11.	Clerical Personnel	54	15	69	82.1%	78.3%	77.7%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Worker	x	x	x	x	x	x
14.	Other Sales and Service	0	17	17	0.0%	0.0%	60.8%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total		593	429	1,022	58.3%	58.0%	n.a.
National Workforce Population (All Levels of Position)							47.9%
Kelowna Workforce Population (All Levels of Position)							48.6%

Footnotes:

n.a. = not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to level of position (EEOG) number 6, 7, 9, 12, 13 and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

x = data suppressed due to insufficient data to report.

Aboriginal Peoples at the Okanagan Campus

As shown in Table 9 below, the number of employees who self-identified as Aboriginal Peoples in our Equity Census questionnaire is 2.8% overall, and is below the Kelowna average of 3.6%. However the number has increased from the year prior.

Table 9
Representation of Aboriginal Peoples (October 31, 2013)
UBC Okanagan Campus

#	Level of Position (EEOG)	Aboriginal Peoples			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2013	2012%	2013%	
1.	Senior Managers	1	14.3%	12.5%	2.4%
2.	Middle and Other Managers	3	7.9%	7.1%	1.9%
3.	University Professors	4	1.2%	1.5%	0.9%
4.	Professionals	6	2.6%	4.4%	1.8%
5.	Semi-Professionals & Technicians	2	1.1%	2.0%	3.5%
6.	Supervisors	n.a.	x	n.a.	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	2	2.8%	2.7%	n.a.
9.	Skilled Sales and Service	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts and Trades	1	x	20.0%	x
11.	Clerical Personnel	0	0.0%	0.0%	3.4%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Worker	n.a.	x	n.a.	x
14.	Other Sales and Service	0	0.0%	0.0%	7.7%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.
Total		19	2.2%	2.8%	n.a.
National Workforce Population (All Levels of Position)					3.1%
Kelowna Workforce Population (All Levels of Position)					3.6%

Footnotes:

n.a. = not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to level of position (EEOG) number 7, 9, 12, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

x = data suppressed due to insufficient data to report.

Visible Minorities at the Okanagan Campus

The percentage of people self-identifying as Visible Minorities in UBC's Equity Census questionnaire (Table 10, below) is higher than the Census Canada comparison group for all eight levels of position for which we can report data.

Table 10
Representation of Visible Minorities (October 31, 2013)
UBC Okanagan Campus

#	Level of Position (EEOG)	Visible Minorities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2013	2012%	2013%	
1.	Senior Managers	1	14.3%	12.5%	8.7%
2.	Middle and Other Managers	3	7.9%	7.1%	4.4%
3.	University Professors	51	17.4%	18.5%	15.1%
4.	Professionals	10	6.0%	7.3%	5.0%
5.	Semi-Professionals & Technicians	7	9.8%	7.1%	4.4%
6.	Supervisors	n.a.	x	n.a.	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	5	5.6%	6.8%	3.6%
9.	Skilled Sales and Service	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts and Trades	x	x	x	x
11.	Clerical Personnel	4	14.7%	11.8%	3.4%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	x	n.a.	x
14.	Other Sales and Service	1	0.0%	10.0%	7.7%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.
Total		82	11.7%	12.0%	n.a.
National Workforce Population (All Levels of Position)					15.3%
Kelowna Workforce Population (All Levels of Position)					5.2%

Footnotes:

n.a. = not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to level of position (EEOG) number 7, 9, 12, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

x = data suppressed due to insufficient data to report.

Persons With Disabilities at the Okanagan Campus

Those self-identifying as Persons With Disabilities (Table 11, below) in our questionnaire have a level of representation on the Okanagan Campus at 5.0%, which is above the national workforce average of 4.9% and below the Kelowna workforce average of 6.2%. Our percent representation in the questionnaire is below our comparison market in all Levels of Position with the exception of University Professors and Professionals, where we have 6.5% and 5.8% representation compared to the national average of 4.5%, respectively.

Table 11
Representation of Persons With Disabilities (October 31, 2013)
UBC Okanagan Campus

#	Level of Position (EEOG)	Persons With Disabilities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2013	2012%	2013%	
1.	Senior Managers	0	0.0%	0.0%	3.2% ^a
2.	Middle and Other Managers	0	2.6%	0.0%	3.2% ^a
3.	University Professors	18	6.6%	6.5%	4.5%
4.	Professionals	8	3.4%	5.8%	4.5%
5.	Semi-Professionals & Technicians	4	3.3%	4.0%	6.2% ^b
6.	Supervisors	n.a.	x	n.a.	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	3	4.2%	4.1%	6.2% ^b
9.	Skilled Sales and Service	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts and Trades	0	x	0.0%	x
11.	Clerical Personnel	1	2.9%	2.9%	6.2% ^b
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	x	n.a.	x
14.	Other Sales and Service	0	0.0%	0.0%	8.7%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.
Total		34	4.6%	5.0%	n.a.
National Workforce Population (All Levels of Position)					4.9%
Kelowna Workforce Population (All Levels of Position)					6.2%

Footnotes:

^a = For Comparison to Census data, the data combines Senior Managers with Middle and Other Managers.

^b = Due to small sample size and lack of reliability of comparison to census data for each level of position, we have only provided the average for all levels in the Kelowna area.

n.a. = Not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to Level of Position (EEOG) number 7, 9, 12, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

x = data suppressed due to insufficient data to report.

Gender/Sexual Diversity at the Okanagan Campus

People who self-identify within our Gender/Sexual Diversity group represent 4.1% of faculty and staff completing the Equity Census questionnaire on the Okanagan campus (Table 12, below).

Table 12
Representation of Gender/Sexual Diversity (October 31, 2013)
UBC Okanagan Campus

#	Level of Position (EEOG)	Gender/Sexual Diversity ^a		
		Respondents to the UBC EE Census Questionnaire		
		# 2013	2012%	2013%
1.	Senior Managers	1	n.a.	12.5%
2.	Middle and Other Managers	2	n.a.	4.8%
3.	University Professors	19	n.a.	6.9%
4.	Professionals	3	n.a.	2.2%
5.	Semi-Professionals & Technicians	1	n.a.	1.0%
6.	Supervisors	0	n.a.	0.0%
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	1	n.a.	1.4%
9.	Skilled Sales and Service	n.a.	n.a.	n.a.
10.	Skilled Crafts and Trades	0	n.a.	0.0%
11.	Clerical Personnel	1	n.a.	2.9%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	0	n.a.	0.0%
14.	Other Sales and Service	0	n.a.	0.0%
15.	Other Manual Workers	n.a.	n.a.	n.a.
	Total	28	4.0%	4.1%

Footnotes:

n.a. = Not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to Level of Position (EEOG) number 7, 9, 12, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

a = The Gender/Sexual Diversity category includes people who self-identify within gender/sexual diversity, including lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual+, or other analogous term. We have omitted the comparison to Canadian census due to limited external data.

b = This year's report is the first report where we are reporting on gender/sexual diversity by various categories of position. As such, comparisons to year prior are limited.

Persons from this broadly-defined Gender/Sexual Diversity community are found to have a higher representation amongst Senior Managers, Middle and Other Managers, and University Professors. Due to the current state of the external data, we cannot comment on the degree to which Gender/Sexual Diversity is representative of the local workforce. However, we can comment that representation has gone up from 4.0% to 4.1%. As with the prior year, the gender/sexual diversity community includes no persons self-identifying as transgender on the UBC Okanagan campus.

New Hires at the Okanagan Campus

In this section, we review our hiring rates (Table 13 below), in comparison to our pre-existing representation of staff and faculty by equity group, for the Okanagan Campus.

For Women self-identifying in our questionnaire, UBC hires at a higher rate than the external market; 57.4% of our new staff and faculty are Women, compared to 47.9% of Canadian workers and 48.6% of Kelowna workers being Women.

For those self-identifying as Aboriginal Peoples in our questionnaire, we hire at a higher rate than our external markets; 3.9% of our new staff and faculty self-identify as Aboriginal Peoples compared to 3.1% of the national workforce and 3.6% of the Kelowna workforce. Our percentage representation of Aboriginal Peoples amongst new hires completing our questionnaire is higher than the Census Canada comparison group for such levels as Middle and Other Managers, University Professors, Professionals, and Semi-Professionals & Technicians.

We hire people who self-identify as Visible Minorities, at a higher rate (16.5% overall) than our pre-existing representation (12.0% overall) and above the nation and Kelowna workforce average of 15.3% and 5.2%, respectively.

For Persons With Disabilities, we recruit people who self-identify in our questionnaire at a higher level (at 5.8%) than our pre-existing representation (at 5.0%), which is, however, lower than the Census Canada comparison group of 6.2%.

For Gender/Sexual Diversity, we are recruiting at a lower level (1.9%) than our pre-existing representation (at 4.1%).

Table 13

New Hires by Level of Position and by Designated Equity Group (October 31, 2013)

UBC Okanagan Campus

#	Level of Position (EEOG)	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities			Gender/ Sexual Diversity ^b		
		Women	Men	Total	% Women	Comparison to Census	Number	Percent	Comparison to Census	Number	Percent	Comparison to Census	Number	Percent	Comparison to Census	Number	Percent	
1.	Senior Managers	n.a.	n.a.	n.a.	n.a.	24.2%	n.a.	n.a.	2.4%	n.a.	n.a.	8.7%	n.a.	n.a.	6.2% ^a	n.a.	n.a.	
2.	Middle and Other Managers	3	4	7	42.9%	37.3%	1	20.0%	2.4%	1	20.0%	4.4%	2	6.9%	6.2% ^a	x	x	
3.	University Professors	26	31	57	45.6%	39.6%	1	0	0.9%	9	31.0%	15.1%	3	9.4%	4.5%	n.a.	n.a.	
4.	Professionals	29	17	46	63.0%	56.4%	1	3.1%	1.8%	3	9.4%	5.0%	1	6.7%	4.5%	1	3.1%	
5.	Semi-Professionals & Technicians	21	9	30	70.0%	51.6%	1	6.7%	3.5%	3	20.0%	4.4%	n.a.	n.a.	6.2% ^a	n.a.	n.a.	
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
8.	Administrative & Senior Clerical	11	2	13	84.6%	83.9%	n.a.	n.a.	3.6%	n.a.	n.a.	3.6%	n.a.	n.a.	6.2% ^a	n.a.	n.a.	
9.	Skilled Sales and Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
10.	Skilled Crafts and Trades	x	x	x	x	5.1%	n.a.	n.a.	4.0%	n.a.	n.a.	4.0%	n.a.	n.a.	6.2% ^a	n.a.	n.a.	
11.	Clerical Personnel	19	11	30	63.3%	77.7%	n.a.	n.a.	3.4%	n.a.	n.a.	3.4%	n.a.	n.a.	6.2% ^a	n.a.	n.a.	
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	x	n.a.	n.a.	x	n.a.	n.a.	x	n.a.	n.a.	
14.	Other Sales and Service	x	x	x	x	60.8%	n.a.	n.a.	7.7%	1	25.0%	7.7%	n.a.	n.a.	0.09	n.a.	n.a.	
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
Total		109	81	190	57.4%		4	3.9%		17	16.5%		6	5.8%		2	1.9%	
National Workforce Population (All Levels)						47.9%				3.1%				15.3%				4.9%
Kelowna Workforce Population (All Levels)						48.6%				3.6%				5.2%				6.2%

Footnotes:

a = Due to small sample size and lack of reliability of Comparison to Census data for each Level of Position, we have only provided the average for all levels in the Kelowna area.

b = The Gender/Sexual Diversity category includes people who self-identify within gender/sexual diversity, including lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term. We have omitted the comparison to Canadian census due to limited external data. While 2 (1.9%) of the respondents self-identified as a person who is lesbian, gay, bisexual, queer or an analogous term, no one (0.0%) self-identified as a person who is transgender or an analogous term.

n.a. = Not applicable or not available. x = data suppressed due to insufficient data to report.

Supplementary Survey Questions

The UBC Employment Equity Census Questionnaire includes five supplementary questions which are not requirements of the Federal Contractors Program, and UBC has chosen to survey. For supplementary questions, we survey Race/Ethnicity, and Details Regarding Persons With Disabilities, both of which we report below. Questions on Gender/Sexual Diversity have been reported on in the prior sections of this Report.

These tables are created based on a methodology described in the Methodology Notes in Appendix D of this Report.

Staff and faculty may decline to answer any or all of the supplementary questions, and all responses are confidential. The response rate for the supplementary questions tends to be lower than that of the designated equity groups.

Representation by Race/Ethnicity

Vancouver Campus

Comparing the faculty and staff representation by race and ethnicity (Table 14 below), we find that UBC reports a workforce that self identifies in our questionnaire as 65.0% White compared to a labour market comparison of 58.3%, which is a difference of 6.7%. In the Vancouver region 18.2% of the local workforce is Chinese, and UBC has 15.8% of staff and faculty self-identifying in our questionnaire as Chinese. Employees self-identifying in our questionnaire as members of individual race or ethnicities are below the Vancouver workforce for such groups as Aboriginal Peoples, Chinese (as discussed), Korean, and South Asian. By contrast, our staff and faculty self-identify in our questionnaire at a percentage rate which is higher than the Census Canada data for the Vancouver Campus, for such ethnicities as Arab, Black, Filipino, Japanese, Latin American, South East Asian, and West Asian.

Okanagan Campus

Comparing the faculty and staff representation by race and ethnicity (Table 15 below), we find that UBC staff and faculty self-identify in our questionnaire as 83.8% White compared to a local labour market which is 94.8% White. UBC faculty and staff who completed this portion of the survey are lower than the Census Data for the Kelowna workforce for Aboriginal Peoples, and higher for all other races and ethnicities.

Table 14**Representation by Race/Ethnicity (October 31, 2013)****UBC Vancouver Campus**

Race/Ethnicity	Faculty and Staff					Comparison to Census
	2009	2010	2011	2012	2013	
Aboriginal Peoples	1.3%	1.3%	1.3%	1.5%	1.5%	1.9%
Arab	0.9%	0.6%	0.5%	0.6%	0.6%	0.4%
Black	0.8%	0.8%	0.9%	1.0%	1.0%	1.0%
Chinese	15.4%	15.3%	15.3%	15.5%	15.8%	18.2%
Filipino	3.2%	3.7%	3.8%	4.1%	4.3%	3.8%
Japanese	1.6%	1.6%	1.5%	1.5%	1.7%	1.2%
Korean	0.7%	0.9%	0.9%	0.9%	1.0%	2.1%
Latin American	1.9%	2.3%	2.2%	2.3%	2.5%	1.0%
South Asian	3.9%	4.2%	4.3%	4.5%	4.6%	9.9%
South East Asian	2.3%	2.2%	2.2%	2.0%	2.0%	1.6%
West Asian	1.0%	1.2%	1.2%	1.3%	1.5%	1.3%
White	68.4%	67.3%	67.1%	66.4%	65.0%	58.3%

Table 15**Representation by Race/Ethnicity (October 31, 2013)****UBC Okanagan Campus**

Race/Ethnicity	Faculty and Staff					Comparison to Census
	2009	2010	2011	2012	2013	
Aboriginal Peoples	2.1%	1.7%	1.5%	2.3%	2.4%	3.8%
Arab	0.9%	0.7%	0.7%	0.6%	0.7%	0.0%
Black	0.3%	0.5%	0.7%	1.0%	1.3%	0.4%
Chinese	2.4%	3.1%	2.8%	2.5%	2.7%	0.9%
Filipino			0.2%	0.2%	0.7%	0.3%
Japanese	50.0%	0.7%	1.1%	1.4%	1.1%	0.8%
Korean	0.5%	0.7%	0.7%	0.8%	0.7%	0.2%
Latin American	0.3%	1.2%	1.1%	0.8%	0.9%	0.3%
South Asian	2.7%	2.6%	2.2%	2.9%	2.4%	1.5%
South East Asian	0.3%	0.2%	0.2%	0.2%	0.5%	0.5%
West Asian	2.7%	2.4%	1.5%	1.8%	2.0%	0.1%
White	83.5%	84.7%	86.3%	84.9%	83.8%	94.8%

Representation by Sexual Orientation and Gender Identity

As discussed in the introduction of this Report when describing the supplementary questions, we are reporting on Gender/Sexual Diversity throughout the Report, in a manner that is similar in nature to those categories UBC is required to report on by legislation. For more detailed information on representation by Gender/Sexual Diversity, please refer to tables 6 and 7 for the Vancouver Campus and tables 12 and 13 for the Okanagan Campus. In addition, information on Gender/Sexual Diversity (alongside other equity categories) by bargaining-unit is reported below in tables 17 and 18 for the Vancouver and Okanagan campuses respectively.

Representation of Persons With Disabilities by Type of Disability

Of the staff and faculty who participated in the UBC Employment Equity Census Questionnaire, those who had self-identified as Persons With Disability were also asked to respond to four supplementary questions (Table 16 below).

Of those on the Vancouver Campus self-identifying as Persons With Disabilities and providing additional information on their disability type, 31% indicated that they had a physical disability or impairment, 37% indicated they had an invisible disability or impairment, 43% indicated that they had an ongoing medical condition, and 37% indicated that their disability requires some kind of workplace accommodation.

Of those on the Okanagan Campus self-identifying as Persons With Disabilities and providing additional information on their disability type, 26% indicated that they had a physical disability or impairment, 33% indicated they had an invisible disability or impairment, 31% indicated that they had an ongoing medical condition, and 51% indicated that their disability requires some kind of workplace accommodation.

Table 16

Representation of Persons With Disability by Type of Disability (October 31, 2013)

UBC Vancouver and Okanagan Campuses

Question	Faculty and Staff									
	UBC Vancouver Campus					UBC Okanagan Campus				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Physical Disability or Impairment	28%	29%	29%	31%	31%	31%	34%	31%	29%	26%
Invisible Disability or Impairment	34%	34%	35%	41%	37%	49%	46%	44%	30%	33%
Ongoing Medical Condition	57%	57%	57%	62%	43%	46%	46%	46%	46%	31%
Does Your Disability Require Workplace Accommodation?	34%	37%	35%	37%	37%	49%	54%	46%	58%	51%

Representation of Designated Equity Groups by Bargaining Unit

Tables 17 and 18 (below) show the representation by the equity groups according to bargaining unit. These tables are created based on a methodology described in the Methodology Notes in Appendix D of this Report. Please also note that the tables below provide information on all faculty separated only by bargaining unit status; for a detailed breakdown of equity representation of faculty by academic rank, please see the Companion Tables which are made available outside of this Report.

Vancouver Campus

Amongst those completing our Equity Census questionnaire at UBC's Vancouver Campus (Table 17, below) 60.8% of staff and faculty self-identify as Women. Representation amongst Women is above 60.8% of survey respondents for such bargaining units as BCGEU (Child Care), CUPE 2278 (Non-Credit Instructors / English Language Institute), CUPE 2950, Excluded M&P, Exec Admin, AAPS, and Technicians & Research Assistants (Non-Union Techs).

A baseline of 1.8% of faculty and staff self-identify in our survey as Aboriginal Peoples, and representation is above 1.8% in such groups as BCGEU (Child Care), CUPE 116, CUPE 2950, Excluded M&P, IUOE 882, and AAPS.

Those self-identifying as Visible Minorities make up 32.9% of those who complete our questionnaire, and are more highly represented amongst BCGEU (Child Care), CUPE 116, CUPE 2950, IUOE 882, and Technicians & Research Assistants (Non-Union Techs).

Faculty and staff self-identifying as Persons With Disabilities represent 5.0% of those who submit an equity questionnaire, and are represented at a rate above 5.0% in such bargaining units as BCGEU (Child Care), CUPE 116, CUPE 2278 (Non-Credit Instructors / English Language Institute), Exec Admin, Senior Executives, and Technicians & Research Assistants (Non-Union Techs).

A baseline of 6.1% of faculty and staff in Vancouver self-identify in our survey as part of our broader Gender/Sexual Diversity category. Representation is within one-half-of-one percent of this 6.1% baseline for BCGEU Child Care, CUPE 116, CUPE 2278 non-credit instructors, both faculty categories, AAPS, Technicians and Research Assistants, and Senior Executives.

Table 17
Representation of Equity Groups by Bargaining Unit (October 31, 2013)
UBC Vancouver Campus

Bargaining Unit	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Gender/Sexual Diversity ^d	
	Women	Men	Total	% Women	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BCGEU UBC - Vancouver ^a	132	8	140	94.3%	3	10.0%	15	44.1%	2	6.7%	2	5.9%
CUPE116 ^b	918	1,249	2,167	42.4%	16	1.9%	421	50.8%	75	9.0%	50	6.1%
CUPE2278 (Non-CR Instructors)	50	17	67	74.6%	0	0.0%	2	11.1%	1	5.6%	1	5.6%
CUPE2950 ^c	1,333	227	1,560	85.4%	18	2.0%	389	42.3%	41	4.5%	51	5.5%
Excluded Management & Professional	41	13	54	75.9%	1	2.9%	8	22.9%	1	2.9%	1	2.9%
Executive Admin (non-union clerical)	39	3	42	92.9%	0	0.0%	7	28.0%	4	16.0%	2	8.0%
Faculty (Faculty Association)	1,216	1,870	3,086	39.4%	23	1.5%	269	17.9%	59	3.9%	94	6.3%
Faculty (Non-Faculty Association)	345	468	813	42.4%	5	1.6%	87	28.2%	11	3.6%	20	6.5%
International Union of Operation Engineers 882	2	66	68	2.9%	1	4.3%	9	39.1%	0	0.0%	0	0.0%
Management & Professional (AAPS)	2,209	1,251	2,460	63.8%	41	1.8%	722	32.3%	91	4.1%	143	6.4%
Service Unit Directors	26	27	53	49.1%	0	0.0%	4	9.5%	1	2.4%	3	7.1%
Sr. Executives	10	11	21	47.6%	0	0.0%	0	0.0%	1	10.0%	1	5.9%
Technicians & Research Assistants	611	256	867	70.5%	5	1.2%	177	41.7%	31	7.3%	25	5.9%
Grand Total	6,932	5,466	11,398	60.8%	113	1.8%	2,110	32.9%	318	5.0%	393	6.1%

Footnotes:

a = BCGEU UBC-Vancouver includes BCGEU UBC-Vancouver and BCGEU UBC-Vancouver Kids Club.

b = CUPE116 includes CUPE116 (Aquatic Centre), CUPE116 (Clerk, Secretary, Bookstore), and CUPE116 (Service, Techns, Trades).

c = CUPE2950 includes CUPE2950 (Chan Centre) and CUPE2950 (Clerk, Secretary, Library).

Please note that for reasons of small sample size the following groups have been excluded: Agassiz Farm Workers and Non Union Childcare Auxiliary.

d = The Gender/Sexual Diversity category includes people who self-identify within gender/sexual diversity, including lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analagous term.

Table 18**Representation of Equity Groups by Bargaining Unit (October 31, 2013)****UBC Okanagan Campus**

Bargaining Unit	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Gender/Sexual Diversity^a	
	Women	Men	Total	% Women	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BCGEU UBC-Okanagan	193	74	267	72.3%	3	1.7%	13	7.6%	4	2.3%	1	0.6%
Executive Admin (non-union clerical)	10	0	10	100.0%	1	12.5%	0	0.0%	1	12.5%	0	0.0%
Faculty (Faculty Association)	194	233	427	45.4%	4	1.4%	51	18.1%	18	6.4%	20	7.1%
Faculty (Non-Faculty Association)	9	8	17	52.9%	0	0.0%	1	16.7%	0	0.0%	1	16.7%
Management & Professional (AAPS)	178	103	281	63.3%	10	5.0%	16	8.0%	11	5.5%	6	3.0%
Grand Total	584	418	1,002	58.3%	18	2.7%	81	12.1%	34	5.0%	28	4.1%

Footnotes:

The following groups have been excluded for privacy reasons due to the small number of incumbents: Excluded M&P, Service Unit Directors, Sr. Executives.

a = The Gender/Sexual Diversity category includes people who self-identify within gender/sexual diversity, including lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term.

Okanagan Campus

At UBC's Okanagan Campus (Table 18, above) 58.3% of those completing our questionnaire self-identify as Women, and representation is above this percentage for such bargaining units as BCGEU Okanagan, Exec Admin, and AAPS. A baseline of 2.7% of faculty and staff completing the questionnaire self-identify as Aboriginal Peoples, with representation higher than 2.7% in such groups as Exec Admin and AAPS. Visible Minorities, which make up 12.1% of faculty and staff who self-identify in the questionnaire, are more represented at a rate above 12.1% amongst Faculty (Faculty Association), and Faculty (Non-Faculty Association). A baseline of 5.0% of staff and faculty completing our questionnaire self-identify as Persons With Disabilities, with representation above this percentage rate for such bargaining units as Exec Admin, Faculty (Faculty Association), and AAPS. Faculty and staff self-identifying in our questionnaire within Gender/Sexual Diversity are 4.1% of the total, and representation is higher than this percentage for both Faculty groups.

Conclusion

In keeping with UBC's commitments to achieve its strategic goals and also to comply with the requirements of the Federal Contractors Program, this report provides several insights about our profile of faculty and staff based on equity designated groups and levels of position.

For the Vancouver Campus, Women self-identify in our survey at a rate that is above the Canada Census comparison for almost half of levels of position. The percentage of survey participants self-identifying as Aboriginal Peoples at the same level as the regional workforce, and has increased from the year prior. The percentage of survey participants self-identifying as Visible Minorities is at a level above that of the Canadian workforce but below that of the Vancouver workforce. The percent self-identifying as Visible Minorities increases year-over-year. Persons With Disabilities self-identify in our questionnaire at a level that is above the national labor market, but below the Vancouver labour market.

Regarding our hiring trends on the Vancouver Campus, new hires self-identify in our questionnaire as Women at a percentage rate which is higher than the Census Canada comparison market. The Vancouver Campus hires those who self-identify in our questionnaire as Aboriginal Peoples at a rate that is above the Vancouver labour market. Those who self-identify in our questionnaire as Visible Minorities are hired at a level that is lower than the local labour market.

For University Professors on the Vancouver Campus, we should note that amongst those self-identifying as such within our Equity Census questionnaire, 18.6% of our current faculty and 22.0% of new hires are Visible Minority, which in both cases exceed our national labour market comparison of 15.3%. Many University Professors are recruited from the international labour market, and it might be suitable to consider international data for a comparison. However, the broadest possible labour market from the Canadian Census data is the national market, and international comparisons are beyond the scope of this compliance report.

For those self-identifying their equity status in our questionnaire, for the Okanagan Campus, Women are represented above the level of the external market both overall and for several levels of position. For Aboriginal Peoples, amongst those self-identifying in our questionnaire, representation is below the Kelowna average, but has increased from the year prior. For those self-identifying as Visible Minorities in our questionnaire, UBC has representation above the Kelowna workforce and this representation has increased over the year prior. In addition those self-identifying in our questionnaire as Persons With Disabilities are represented at a rate which is below our comparison group overall and for most levels of position, although their percentage representation has increased over the year prior.

Regarding our hiring trends on the Okanagan Campus, amongst those self-identifying in our questionnaire, we hire at a percentage rate that is higher than our Census Canada comparison market for both Women and Aboriginal Peoples. We are recruiting staff who self-identify in our survey as Visible Minorities at a higher rate than our pre-existing complement of faculty and staff,

and also above the average for the Kelowna labour market. For Persons With Disabilities, we recruit staff who self-identify in our survey at a higher percentage rate than our pre-existing representation, and also above the average for the national labour market.

Regarding those self-identifying in our survey as within Gender/Sexual Diversity, 6.1% of the Vancouver Campus and 4.1% of the Okanagan Campus are part of this equity group. We hire candidates who self-identify in our survey as a part of this community at a percentage rate that exceeds our baseline population in the Vancouver Campus, and below our baseline population in the Okanagan Campus.

APPENDIX A – TABLE CONVERSION KEY

In this table (Table 19 below), we list the tables provided in this year's report in sequential order, and also provide the table number and title in the prior year's report (i.e. 2012 and 2011). This table is intended to assist those who are comparing data year-over-year. We should note that between 2011 and 2012 UBC chose to shorten the Report to mostly focus on data that was required by the Federal Contractors Program. Additional tables were generated and are available on request, but they were not included in this Report. These include a variety of tables regarding women and faculty, and distribution of those in equity groups based on administrative unit. Please note that we have also dropped any comparisons of students to faculty and staff; while meaningful in many respects, this information is not directly relevant to the purposes of this Report.

Table 19**Table Conversion Key - List of Tables From This 2013 Report and the 2011 and 2012 Counterpart**

Current Table No. (2013 Report)	New Name of Table	Old Table No. (2012 Report)	Old Table No. (2011 Report)	Title of Old Table (From 2011 Report, or 2012 report where noted)
Table 1	Employment Equity Occupational Groups (EEOGs)	Table 1	Figure 1	Employment Equity Occupational Groups (EEOGs)
Table 2	Representation of Women - Vancouver Campus	Table 2	Figure 3 (i)	UBC V Representation of Women among Staff and Faculty
Table 3	Representation of Aboriginal Peoples - Vancouver Campus	Table 3	Figure 3 (ii)	UBC V Representation of Aboriginal Peoples among Staff and Faculty
Table 4	Representation of Visible Minorities - Vancouver Campus	Table 4	Figure 3 (iii)	UBC V Representation of Visible Minorities among Staff and Faculty
Table 5	Representation of Persons With Disabilities - Vancouver Campus	Table 5	Figure 3 (iv)	UBC V Representation of Persons with Disabilities among Staff and Faculty
Table 6	Representation of Gender/Sexual Diversity - Vancouver Campus	n.a.	n.a.	Table not provided in 2012 or 2011 reports.
Table 7	New Hires by Level of Position and by Designated Equity Group - Vancouver Campus	Table 6	Appendix 6	Representation of New Hires of Staff and Faculty at UBC V by Designated Equity Group and by Employment Equity Occupational Group
Table 8	Representation of Women - Okanagan Campus	Table 7	Figure 3a (i)	UBC O Representation of Women among Staff and Faculty
Table 9	Representation of Aboriginal Peoples - Okanagan Campus	Table 8	Figure 3a (ii)	UBC O Representation of Aboriginal Peoples among Staff and Faculty
Table 10	Representation of Visible Minorities - Okanagan Campus	Table 9	Figure 3a (iii)	UBC O Representation of Visible Minorities among Staff and Faculty
Table 11	Representation of Persons with Disabilities - Okanagan Campus	Table 10	Figure 3a (iv)	UBC O Representation of Persons with Disabilities among Staff and Faculty
Table 12	Representation of Gender/Sexual Diversity - Okanagan Campus	n.a.	n.a.	Table not provided in 2012 or 2011 reports.
Table 13	New Hires by Level of Position and by Designated Equity Group - Okanagan Campus	Table 11	Appendix 6a	Representation of New Hires of Staff and Faculty at UBC O by Designated Equity Group and by Employment Equity Occupational Group
Table 14	Representation by Race/Ethnicity - Vancouver Campus	Table 12	Figure 11	Representation of Students, Faculty and Staff by Race/Ethnicity at UBC V
Table 15	Representation by Race/Ethnicity - Okanagan Campus	Table 13	Figure 11a	Representation of Students, Faculty and Staff by Race/Ethnicity at UBC O
n.a.	Table deleted and replaced by more comprehensive Tables 6 and 12 of the 2013 Report.	Table 14	Figure 12	Representation of Faculty and Staff by Sexual Orientation and Gender Identity
Table 16	Representation of Persons with Disabilities by Type of Disability	Table 15	Figure 13	Representation of Persons with Disability by Type of Disability
Table 17	Representation of Equity Groups by Bargaining Unit - Vancouver Campus	Table 16	Appendix 7	Representation of Staff and Faculty at UBC V by Designated Equity Group and by Employment Group
Table 18	Representation of Equity Groups by Bargaining Unit - Okanagan Campus	Table 17	Appendix 7a	Representation of Staff and Faculty at UBC by Designated Equity Group and by Employment Group
Table 19	Table Conversion Key	Table 18	n.a.	n/a. (New Table)
Table 20	Return Rate of Employment Equity Questionnaire - Vancouver Campus	Table 19	Figure 2	Return Rate of UBC's Employment Equity Questionnaire
Table 21	Return Rate of Employment Equity Questionnaire - Okanagan Campus	Table 20	Figure 2a	Return Rate of UBC's Employment Equity Questionnaire

APPENDIX B – RETURN RATE OF THE UBC EMPLOYMENT EQUITY CENSUS QUESTIONNAIRE

This is the sixth Employment Equity Report at UBC that is exclusively using the data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008. The data used throughout this report is the snapshot of questionnaire results as of October 31, 2013.

Tables 20-21 show the “return rate” or our *percentage participation rate* compared to the baseline population, for UBC’s Employment Equity Census Questionnaire by staff and faculty across UBC’s Vancouver and Okanagan campuses. The return rate is 58.5% for the Vancouver Campus which reflects an increase over the prior three years, but below the rate of the first year’s survey in 2008. The return rate is 73.0% for the Okanagan Campus, which also reflects an increase over the three years prior, but below the rate of the first year’s survey in 2008.

The return rate also varies across level of position. At UBC’s Vancouver Campus, the highest return rate remains among Senior Managers and Middle and Other Managers. At UBC’s Okanagan Campus, return rates are highest amongst Administrative & Senior Clerical, and Skilled Crafts and Trades. Return rates have largely increased incrementally with the occasional exception.

Table 20

Return Rate of Employment Equity Questionnaire (October 31, 2013)

UBC Vancouver Campus

#	Level of Position (EEOG)	Return Rate (Vancouver Campus)					
		2008	2009	2010	2011	2012	2013
1.	Senior Managers	97.7%	80.0%	87.9%	88.6%	88.9%	86.8%
2.	Middle and Other Managers	83.5%	61.1%	69.2%	69.7%	70.9%	68.5%
3.	University Professors	81.6%	40.3%	49.1%	49.6%	50.8%	52.0%
4.	Professionals	78.1%	53.6%	63.5%	64.4%	66.6%	68.1%
5.	Semi-Professionals & Technicians	65.7%	41.8%	53.5%	51.7%	52.2%	55.6%
6.	Supervisors	85.3%	57.1%	63.1%	64.3%	66.8%	67.0%
7.	Supervisor-Crafts & Trades	50.0%	40.5%	58.8%	63.6%	57.6%	53.1%
8.	Administrative & Senior Clerical	83.6%	58.0%	68.5%	68.9%	70.4%	71.5%
9.	Skilled Sales & Service	62.5%	26.8%	44.8%	44.9%	35.9%	31.1%
10.	Skilled Crafts and Trades	63.8%	28.0%	39.1%	40.1%	41.7%	43.3%
11.	Clerical Personnel	74.7%	51.9%	60.2%	58.8%	61.6%	63.3%
12.	Intermediate Sales & Service	41.6%	32.6%	43.6%	44.9%	47.0%	46.7%
13.	Semi-Skilled Manual Workers	51.0%	27.3%	51.2%	64.3%	53.7%	46.0%
14.	Other Sales & Service	63.1%	24.5%	41.9%	40.6%	41.6%	41.4%
15.	Other Manual Workers	50.6%	26.0%	42.6%	45.6%	47.8%	50.9%
16.	No Description	74.4%	100.0%	23.1%	n.a.	n.a.	n.a.
Grand Total		74.2%	45.3%	55.6%	55.9%	57.3%	58.5%

Table 21

Return Rate of Employment Equity Questionnaire (October 31, 2013)

UBC Okanagan Campus

#	Level of Position (EEOG)	Return Rate (Okanagan Campus)					
		2008	2009	2010	2011	2012	2013
1.	Senior Managers	100.0%	66.7%	80.0%	76.9%	72.7%	81.8%
2.	Middle and Other Managers	93.8%	69.0%	82.1%	78.6%	80.8%	80.7%
3.	University Professors	73.4%	62.2%	69.0%	64.8%	68.1%	70.6%
4.	Professionals	79.2%	64.7%	73.7%	74.4%	70.8%	78.9%
5.	Semi-Professionals & Technicians	69.2%	64.6%	72.1%	60.7%	73.6%	71.9%
6.	Supervisors	x	x	x	x	x	x
7.	Supervisor-Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	79.7%	75.0%	82.7%	84.6%	85.6%	83.7%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts and Trades	60.0%	16.7%	100.0%	100.0%	83.3%	85.7%
11.	Clerical Personnel	62.0%	53.0%	73.6%	54.6%	58.2%	55.1%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	x	x	x	x	x	x
14.	Other Sales & Service	72.7%	58.3%	61.5%	55.6%	56.3%	65.0%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
16.	No Description	100.0%	27.1%	21.2%	n.a.	n.a.	n.a.
Grand Total		75.0%	57.1%	62.2%	67.6%	70.6%	73.0%

x = data suppressed due to insufficient data to report.

n.a. = Not applicable or not available. Please note that the UBC Okanagan Campus does not have any positions that are matched to Level of Position (EEOG) number 7, 9, 12, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

APPENDIX C – TERMINOLOGY FOR GENDER/SEXUAL DIVERSITY

In this report, we provide data and analysis regarding UBC's representation by people who self-identify as within "Gender/Sexual Diversity." This wording is intended as a broad-based category to mirror draft terminology which is part of a work in progress.

There are limitations in measuring and categorizing people by equity categories, in part because the surveys rely on self-identification, and individuals may have different ways of describing themselves, as well as the use of words evolves over time. By contrast, the mechanism for measuring, reporting, and subsequently representing various campus groups relies on the fixed categories in survey research. While there are opportunities to update the survey categories occasionally, comparisons over time can be disrupted by frequent changes of measurement.

The draft terminology for Gender/Sexual Diversity is described by the Equity & Inclusion Office as follows:

The acronym LGBT*QTIA+ (Lesbian, Gay, Bisexual, Trans*, Queer or Questioning, Transsexual, Intersex, Asexual +) is generally used by the Positive Space Campaign. A plus sign (+) is added to the end of the acronym to incorporate identities outside this acronym.

What are sexual orientation and gender identity?

It is important to remember that sexual and gender identity are distinct concepts. Because LGBT*QTIA+ includes terms for sexual orientation and gender identity, the difference between these two concepts can get obscured. While we all possess a sexual orientation and gender identity, one's sexual orientation does not determine anything about one's sexual identity and vice versa. Sexual orientation deals with attraction to others while gender identity deals with how one sees one's self along a continuum of gender possibilities, independent of attraction.

At the time of writing, the normal parlance for the Gender/Sexual Diversity community is LGBT*QTIA+. In recognition that the inclusive terminology is always evolving, we have used a more general term of "Gender/Sexual Diversity."

APPENDIX D - METHODOLOGY NOTES

The workforce analysis compares UBC's internal workforce of designated equity group members (i.e., Women, Visible Minorities, Aboriginal Peoples, and Persons With Disabilities) with each group's representation in the relevant external labour pool. This is done in order to determine the degree of equity representation in each of the "Level of Position," technically known as Employment Equity Occupational Groups (EEOGs). Determining representation and concentration of designated equity group members at UBC makes it possible to develop realistic goals and timetables in achieving greater equity.

When reporting on the percent representation of a particular equity category, we report the percentage of all survey respondents identifying as a member of the equity category, and also as a percentage of all people completing that part of the survey. On a row-by-row basis, we also report on the number of people within a particular Level of Position (EEOG) who are part of an equity category, and also the percentage of people within that Level of Position (which is the number of people self-identifying in the equity category, divided by the number of survey respondents for that particular level). For the overall data, the whole sample of survey respondents is the denominator, whereas for individual rows of data, the number of survey respondents within that Level of Position is the denominator.

Data for UBC's internal workforce is based on confidential survey data from UBC's Employment Equity Census which resides in a secure and confidential location within UBC's Human Resource Management System. This survey has a participation rate of 58.5% for the Vancouver Campus and 73.0% for the Okanagan Campus, as described in Appendix B. As such, this report is interpreting a sample of the population of employees.

The terms "Comparison to Census" and "external labour market" are used to refer to data from Canadian Census 2006, in most cases. The underlying data within the Canadian Census describes equity representation amongst people 15 years of age or older who worked in Canada at any time from January 1, 2005 until May 2006. In prior years' reports this external comparison data was described as "Availability Data" to reflect labour market availability; however we have attempted to use plain language. Canadian labour force data is drawn from the 2006 Canadian Census Employment Equity Data Report, except for Persons With Disabilities, which uses data from the 2006 Participation and Activity Limitation Survey conducted by Statistics Canada. In the latter case, the data refers to people aged 15 to 64 years and who worked sometime in the reference period, October 30, 2006 to February 28, 2007.

This report provides information on Gender/Sexual Diversity representation at UBC, however labour market data from the Canadian Census is not available for comparison purposes in the same manner as the employment equity groups designated by legislation.

Labour market data from Canadian Census 2011 was unavailable at the time of writing.

UBC uses market data based on municipality, as described in Table 1 of this Report. By contrast, UBC uses external labour market data at the national level for Senior Managers and University

Professors. Some Senior Managers and University Professors are recruited internationally, and it may be relevant to consider international labour market data for comparison purposes. However, international labour market data is outside of the scope of this compliance report.

For the purposes of this report, numbers of five or less in an overall occupational category are suppressed. We do so for two reasons. First, reporting responses when there are only a few people in an occupational category may have the effect of disclosing personal information. Second, data from such a small sample may be misleading or lead to inaccurate conclusions.

Please also note that the tables in this report provide information on all University Professors combined; for a detailed breakdown of equity representation of faculty by academic rank, please see the Companion Tables which are made available outside of this Report.

This report was written between September and November of 2014 as a combined effort involving staff in the Workforce Planning team of UBC Human Resources, Planning and Institutional Research, the Equity and Inclusion Office, the Senior Advisor to Provost on Women Faculty, Human Resources staff in the Okanagan Campus and in Advisory Services, and with some use of the pre-existing wording of the authors of prior years' reports.