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THE UNIVERSITY OF BRITISH COLUMBIA

Employment Equity Report 2010

Prepared by

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CONTENTS

3	Introduction
3	Employment Equity at UBC
4	UBC Workforce Data
4	UBC Employment Equity Census Questionnaire
4	Employment Equity Occupational Groups at UBC
6	Return Rate of the UBC Employment Equity Census Questionnaire
7	Representation of Designated Equity Group Members
7	Staff and Faculty
14	Tenure-Track Faculty
18	New Tenure-Track Faculty Appointments
21	Academic Administrators
22	Distribution of Designated Equity Group Members
22	Tenure-Track Faculty by Faculty
26	Staff by Faculty and Administrative Units
30	Supplementary Questions on the UBC Employment Equity Census Questionnaire
30	Representation of Students, Faculty and Staff by Race/Ethnicity
32	Representation of Faculty and Staff by Sexual Orientation and Gender Identity and Representation of Students by Sexual Orientation
32	Representation of Persons with Disability by Type of Disability
33	Conclusion
34	Appendices
34	1 Employment Equity Terms
36	2 Area of Recruitment: Middle and Other Managers and Professionals
37	3 Notes on Figures 3 i-iv and 3a i-iv
38	4 Snapshot - Representation of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group
40	5 Snapshot - Representation of Faculty by Designated Equity Group and by Rank
41	6 Projections for the Representation of Faculty by Designated Equity Groups 2011 and 2016
42	7 Snapshot - Representation of New Hires of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group
44	8 Snapshot - Representation of Staff and Faculty by Designated Equity Group and by Employment Group

Introduction

At UBC, employment equity continues to evolve and grow, including the addition of different communities for consideration in equity initiatives, as well as a broader focus on diversity and inclusion. Equity initiatives also tie in with other important planning processes at UBC, including the implementation of the *Aboriginal Strategic Plan*, *Focus on People*, and *Place and Promise*. In addition, the *UBC Statement on Respectful Environment for Students Faculty and Staff* encourages a learning, working and living environment at UBC that values respect, diversity and inclusion.

This is the second report produced by the UBC Equity Office that relies primarily on the new data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008. There are several new tables included in the appendices for both UBC Vancouver and UBC Okanagan that provide data on new hires over the past year and a breakdown of the UBC workforce by employment group (i.e. unions and associations).

The UBC Equity Office has been active in fostering engagement on equity initiatives over the past year. These initiatives include:

- conducting a comprehensive workforce analysis for Faculties and Departments comparing the representation of staff and faculty to the availability in the external workforce,
- identifying gaps in representation and developing measures and plans to improve the representation of designated equity groups, and
- initiating a strategic employment systems review with the Faculty of Arts to review policies and practices that may act as barriers to the recruitment, selection and advancement of members of the designated groups, and to identify best practices that serve all staff and faculty in creating a respectful and inclusive work environment.

Employment Equity at UBC

UBC is committed to employment equity through its 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. This plan requires, among other things, that the University ask all new employees to complete the UBC Employment Equity Census Questionnaire and that the Equity Office report on internal workforce data in comparison with external labour force availability data.

In addition, the University participates in the Federal Contractors Program (FCP), administered by the Labour Program, Human Resources and Skills Development Canada (HRSDC). The criteria for FCP are equivalent to the requirements of the *Employment Equity Act*. Under FCP, organizations with more than 100 employees and receiving more than \$200,000 in Federal contracts must be committed to employment equity and must develop, implement and maintain an employment equity plan. The designated equity groups under the *Employment Equity Act* are women, Aboriginal peoples, visible minorities and persons with disabilities.

The Equity Office works across the University with Human Resources, Faculty Relations, Access and Diversity, Planning and Institutional Research (PAIR), the respective Equity Committees on both the Vancouver and Okanagan campuses and many others to support the implementation of equity initiatives. Their commitment and collaboration are essential as we work together to build a more inclusive university.

UBC Workforce Data for 2010

UBC Employment Equity Census Questionnaire

To further the commitment to equity at UBC and to maintain compliance with FCP, UBC's Equity Office and PAIR monitor the representation of designated equity groups in the UBC workforce. All new UBC employees are therefore asked to complete the UBC Employment Equity Census Questionnaire, which asks them to identify if they are a member of any of the four designated equity groups. In addition, employees are asked to respond to a set of supplementary questions that are intended to provide the Equity Office with additional information that can assist in advancing UBC's Employment Equity Plan.

Employment Equity Occupational Groups at UBC

The University's employment positions are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by HRSDC. Figure 1 lists the fifteen EEOGs and examples of UBC positions in each category as well as the area of recruitment. Some of the EEOGs currently do not apply at UBC's Okanagan campus.

The description of the area of recruitment for Middle and Other Managers and the Professional EEOGs has changed from Canada-wide to Vancouver (for the Vancouver campus) and Kelowna (for the Okanagan campus). The intent behind the decision was to reflect more accurately the actual area where UBC recruits members of its staff. While the impact of this change was relatively minor for women and Aboriginal peoples, it did have a significant effect on the data for visible minorities. The proportion of visible minorities in the available workforce more than doubled in Vancouver across both EEOGs, while in Kelowna the availability figures dropped. The area of recruitment for persons with disabilities remains province wide – the data is far more reliable across the province than for any specific Census Metropolitan Area. See Appendix 2 for more detail.

Figure 1
Employment Equity Occupational Groups (EEOGs)

EEOG	Examples of UBC Positions	Area of Recruitment
1. Senior Managers	Associate Vice President, Dean, Deputy Vice Chancellor, President, Registrar, University Librarian, Vice President.	Canada (UBC V/UBC O)
2. Middle and Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.	Vancouver (UBC V) Kelowna (UBC O)
3. University Professors	Assistant Professor, Associate Professor, Clinical Instructor, Instructor I and II, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessional Lecturer.	Canada (UBC V/UBC O)
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.	Vancouver (UBC V) Kelowna (UBC O)
5. Semi-Professionals and Technicians	Biosafety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.	Vancouver (UBC V) Kelowna (UBC O)
6. Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.	Vancouver (UBC V)
7. Supervisors: Crafts and Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.	Vancouver (UBC V)
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.	Vancouver (UBC V) Kelowna (UBC O)
9. Skilled Sales & Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook.	Vancouver (UBC V)
10. Skilled Crafts & Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.	Vancouver (UBC V) Kelowna (UBC O)
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.	Vancouver (UBC V) Kelowna (UBC O)
12. Intermediate Sales & Service	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.	Vancouver (UBC V)
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.	Vancouver (UBC V)
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.	Vancouver (UBC V) Kelowna (UBC O)
15. Other Manual Workers	Labourer 2, Labourer 2 (Construction & Heavy), Labourer 3 (Special).	Vancouver (UBC V)

Return Rate of the UBC Employment Equity Census Questionnaire (October 31, 2010)

This is the second Employment Equity Report at UBC that is exclusively using the new data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008.¹

Figure 2 shows the return rates for UBC's Employment Equity Census Questionnaire by staff and faculty across UBC's Vancouver and Okanagan campuses as 55.6% and 62.29% respectively for October 31, 2010. The data used throughout this report is the "snapshot" taken on October 31, 2010. Since then, the Equity Office has worked to increase the return rates on both campuses and there has been a substantial improvement in the return rate. On both campuses the return rate continues to lag behind historic return rates, although it has improved since last year. Efforts are underway to increase return rates with initiatives to enhance communication and follow-up with specific Faculties and administrative units.

The return rate also varies across EEOGs. At UBC's Vancouver campus, the highest return rate remains among Senior Managers and Middle and Other Managers. As noted, there is improvement in the participation rates among faculty and staff. The following response rates across the five EEOGs have improved by over 17% in the past 12 months: Supervisors: Crafts and Trades, Skilled Sales and Service, Semi-Skilled Manual Workers, Other Sales and Service, and Other Manual Workers. At UBC's Okanagan campus, the return rate increased by over 12% in four EEOGs: Senior Managers, Middle and Other Managers, Skilled Crafts and Trades, and Clerical Personnel.

The UBC Equity Office continues to encourage all employees, including new hires, to participate in the Census. The integrity of the data, particularly in comparison to the workforce availability data provided by the Canadian Census, is enhanced with the greater participation of all staff and faculty at UBC.²

¹ An Advisory Committee of representatives from across the University helped design the new questionnaire. Some questions were revised and others are new. Consequently, the responses to this Census may not be directly comparable to data collected with the old questionnaire. For a historical summary of previous data, and for other research purposes, please refer to the 2008 Annual Report prepared by the UBC Equity Office.

² By comparison, the University of Toronto's return rate to their Employment Equity census is 88.5% and at McGill University it is 78.9%

Figure 2
Return Rate of UBC's Employment Equity Questionnaire (October 31, 2010)

EEOG	UBC V			UBC O		
	2008	2009	2010	2008	2009	2010
Senior Managers	97.7%	80.0%	87.9%	100.0%	66.7%	80.0%
Middle and Other Managers	83.5%	61.1%	69.2%	93.8%	69.0%	82.1%
University Professors	81.6%	40.3%	49.1%	73.4%	62.2%	69.0%
Professionals	78.1%	53.6%	63.5%	79.2%	64.7%	73.7%
Semi-Professionals & Technicians	65.7%	41.8%	53.5%	69.2%	64.6%	72.1%
Supervisors	85.3%	57.1%	63.1%			
Supervisor-Crafts & Trades	50.0%	40.5%	58.8%			
Administrative & Senior Clerical	83.6%	58.0%	68.5%	79.7%	75.0%	82.7%
Skilled Sales & Service	62.5%	26.8%	44.8%			
Skilled Crafts and Trades	63.8%	28.0%	39.1%	60.0%	16.7%	100.0%
Clerical Personnel	74.7%	51.9%	60.2%	62.0%	53.0%	73.6%
Intermediate Sales & Service	41.6%	32.6%	43.6%			
Semi-Skilled Manual Workers	51.0%	27.3%	51.2%			
Other Sales & Service	63.1%	24.5%	41.9%	72.7%	58.3%	61.5%
Other Manual Workers	50.6%	26.0%	42.6%			
No Description	74.4%	100.0%	23.1%	100.0%	27.1%	21.2%
Grand Total	74.2%	45.3%	55.6%	75.0%	57.1%	62.2%

Representation of Designated Equity Group Members among Staff and Faculty

The data is presented for each designated equity group in a separate table, and includes both 2009 and 2010 data. Changes in the representation of the designated equity groups from one year to the next, in most instances, are small and incremental.

UBC's Vancouver Campus

Figures 3i-iv outlines the designated equity group representation at UBC's Vancouver campus.

Women at UBC Vancouver are represented above workforce availability in seven EEOGs: Senior Managers, Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Supervisors, Administrative and Senior Clerical and Clerical. There is a particularly high concentration of women in the Professionals, Semi-Professionals and Technicians and Supervisors EEOGs – in addition to administrative and clerical positions. Women are under-represented in several occupational groups: Skilled Crafts and Trades, Semi-Skilled Manual, Other Sales and Service and Other Manual Workers.

Figure 3(i)
UBC V Representation of Women among Staff and Faculty
(October 31, 2010)³

Employment Equity Occupational Group	Gender					
	2010			% Women 2009	% Women 2010	Availability Data
	Women	Men	Total			
Senior Managers	11	22	33	36.7%	33.3%	24.2%
Middle and Other Managers	307	304	611	50.4%	50.2%	38.1%
University Professors (*)	1206	2007	3213	37.0%	37.5%	39.6%
Professionals	1687	954	2641	63.7%	63.9%	50.6%
Semi-Professionals & Technician	1074	681	1735	62.6%	61.9%	50.5%
Supervisors	133	65	198	65.8%	67.2%	52.5%
Supervisors: Crafts & Trades	0	34	34	0		17.9%
Administrative & Senior Clerical	839	89	928	89.3%	90.4%	80.5%
Skilled Sales and Service	31	74	105	33.0%	29.5%	41.1%
Skilled Crafts and Trades	2	241	243	0.8%	0.8%	5.9%
Clerical Personnel	577	142	719	81.8%	80.3%	71.6%
Intermediate Sales & Service	297	171	468	64.3%	63.5%	66.2%
Semi-Skilled Manual Workers	5	36	41	11.4%	12.2%	20.4%
Other Sales and Service	357	367	724	49.7%	49.3%	55.7%
Other Manual Workers	4	64	68	5.5%	5.9%	29.0%
Total	6539	5235	11774	55.6%	55.5%	
National Workforce Population						47.9%
Vancouver Workforce Population						48.4%

The number of employees who have self-identified as Aboriginal peoples and persons with disabilities is very small. This is likely due to a combination of the low response rate in the UBC Employment Equity Census Questionnaire and their generally low availability in the workforce across most of the EEOGs. The percentage of representation has fallen across a number of EEOGs, which likely reflects that there have been no new hires in that EEOG who have self-identified as the overall EEOG grows in size. In some instances, members of the designated equity group may have left. At this point, UBC does not have data on departures.

Aboriginal peoples are under-represented in most EEOGs. No employees have self-identified as Aboriginal peoples in the following four EEOGs: Senior Managers, Supervisors, Supervisors: Crafts and Trades, Skilled Sales and Service and Semi-Skilled Manual.

³ Reference notes for Figures 3i-iv and Figures 3a i-iv can be found in Appendix 3.

Figure 3(ii)
UBC V Representation of Aboriginal Peoples among Staff and Faculty (October 31, 2010)

Employment Equity Occupational Group	Aboriginal Peoples			
	Respondents to the UBC EE Census Questionnaire			Availability Data
	# 2010	% 2009	% 2010	
Senior Managers		0%	0%	2.4%
Middle and Other Managers	7	1.8%	1.8%	1.0%
University Professors (*)	18	1.5%	1.3%	0.9%
Professionals	21	1.4%	1.4%	1.0%
Semi-Professionals & Technician	10	1.1%	1.3%	2.1%
Supervisors				1.9%
Supervisors: Crafts & Trades				2.3%
Administrative & Senior Clerical	10	1.6%	1.7%	1.4%
Skilled Sales and Service		0%	0%	1.7%
Skilled Crafts and Trades	4	6.7%	5.6%	2.4%
Clerical Personnel	2	0.9%	0.5%	2.1%
Intermediate Sales & Service	4	3.9%	2.3%	1.7%
Semi-Skilled Manual Workers				2.2%
Other Sales and Service	3	3.3%	1.5%	2.2%
Other Manual Workers	2	11.1%	8.3%	3.3%
Total	81	1.6%	1.4%	
National Workforce Population				3.1%
Vancouver Workforce Population				1.8%

Figure 3(iii)
UBC V Representation of Visible Minorities among Staff and Faculty (October 31, 2010)

Employment Equity Occupational Group	Visible Minorities			
	Respondents to the UBC EE Census Questionnaire			Availability Data
	# 2010s	% 2009	% 2010	
Senior Managers	1	4.1%	4.1%	8.7%
Middle and Other Managers	89	21.0%	22.7%	34%
University Professors (*)	221	15.4%	16.1%	15.1%
Professionals	487	31.2%	32.1%	33.2%
Semi-Professionals & Technician	291	35.6%	37.5%	33.3%
Supervisors	59	51.1%	55.7%	38.0%
Supervisors: Crafts & Trades	2	7.7%	13.3%	27.6%
Administrative & Senior Clerical	185	31.9%	31.6%	30.8%
Skilled Sales and Service	25	66.7%	73.5%	45.3%
Skilled Crafts and Trades	17	21.7%	23.9%	29.0%
Clerical Personnel	169	43.4%	43.9%	38.9%
Intermediate Sales & Service	87	44.1%	49.7%	43.1%
Semi-Skilled Manual Workers	6	40.0%	40.0%	47.6%
Other Sales and Service	128	58.9%	63.7%	51.3%
Other Manual Workers	8	38.9%	33.3%	45.6%
Total	1775	29.8%	31.2%	
National Workforce Population				15.3%
Vancouver Workforce Population				38.4%

Overall, the representation of visible minorities is at a level above their availability in the Canadian workforce, and continues to increase in relation to the Vancouver workforce population. The representation is below availability in Middle and Other Managers and close to availability in the Professionals EEOG. (See Appendix 2 regarding changes to the area of recruitment.) The representation of visible minorities remains above availability data among Semi Professionals and Technicians, Supervisors, Administrative and Senior Clerical, Skilled Sales and Service, Clerical Personnel, Intermediate Sales and Service and Other Sales and Service. EEOGs where visible minorities are under-represented are Senior Managers, Supervisors: Skilled Crafts and Trades, Skilled Crafts and Trades, Semi-Skilled Manual Workers and Other Manual Workers.

Persons with disabilities are represented across all EEOGs at UBC's Vancouver campus. This marks a change from the previous year when there were two EEOGs in which no one had self-identified. The representation of persons with disabilities remains below the availability in the Vancouver workforce population.

Figure 3(iv)

UBC V Representation of Persons with Disabilities among Staff and Faculty (October 31, 2010)

Employment Equity Occupational Group	Persons with Disabilities			
	Respondents to the UBC EE Census Questionnaire			Availability Data
	# 2010	% 2009	% 2010	
Senior Managers	2	8.3%	6.9%	3.2%(**)
Middle and Other Managers	18	4.2%	4.6%	
University Professors (*)	54	4.4%	3.9%	4.5%
Professionals	76	5.1%	5.0%	4.5%
Semi-Professionals & Technician	50	6.7%	6.4%	6.8%
Supervisors	5	5.4%	4.7%	(-)
Supervisors: Crafts & Trades	1	0%	6.7%	(-)
Administrative & Senior Clerical	27	5.2%	4.6%	5.6%(***)
Skilled Sales and Service	5	0%	14.7%	9.4%(***)
Skilled Crafts and Trades	6	8.3%	8.5%	6.3%(***)
Clerical Personnel	29	9.2%	7.5%	6.2%(***)
Intermediate Sales & Service	13	8.7%	7.4%	5.6%(***)
Semi-Skilled Manual Workers	2	30.0%	13.3%	4.5%(***)
Other Sales and Service	24	11.3%	11.9%	8.7%(***)
Other Manual Workers	2	11.1%	8.3%	(--)
Total	314	5.8%	5.8%	
National Workforce Population				4.9%
Vancouver Workforce Population				6.2%

UBC Okanagan Campus

Figures 3a i-iv outlines the designated equity group representation across EEOGs at UBC's Okanagan campus. At UBC's Okanagan campus the numbers are generally small, which means that caution must be used when drawing conclusions from the data. There are, however, a few gaps in the representation of designated equity groups, which are discussed below. For the most part, there has not been much flux between 2009 and 2010 in the representation of designated equity groups. As noted previously, there are a number of instances where the gaps remain, and where there have been few or no opportunities to hire. Please note there are a significant number of positions on the campus that have not been assigned to an EEOG as of October 31, 2010. This is expected to be corrected for the next reporting cycle.

Women are represented at or above workforce availability in the Senior Managers, Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Administrative and Senior Clerical and Clerical EEOGs. Women are under-represented in Supervisors, Skilled Crafts and Trades and Other Sales and Service, all of which have very few total employees.

Figure 3a (i)
UBC O Representation of Women among Staff and Faculty(October 31, 2010)

Employment Equity Occupational Group	Gender					
	2010			% Women 2009	% Women 2010	Availability Data
	Women	Men	Total			
Senior Managers	6	4	10	50.0%	60.0%	24.2%
Middle and Other Managers	24	15	39	48.3%	61.5%	37.3%
University Professors (*)	151	217	368	42.0%	41.0%	39.6%
Professionals	92	45	137	67.7%	67.2%	56.4%
Semi-Professionals & Technician	58	28	86	68.3%	67.4%	51.6%
Supervisors		2	2			66.7%
Administrative & Senior Clerical	81	6	81	95.8%	92.6%	83.9%
Skilled Crafts and Trades		5	5			5.1%
Clerical Personnel	43	10	53	87.9%	81.1%	77.7%
Other Sales and Service		13	13	8.3%		60.8%
Total	539	454	993	56.3%	54.3%	
National Workforce Population						47.9%
Kelowna Workforce Population						48.6%

There were no Aboriginal peoples who self-identified in the Semi-Professionals and Technicians, Supervisors, Skilled Crafts and Trades, Clerical and Other Sales and Service occupational categories.

Figure 3a (ii)
UBC O Representation of Aboriginal Peoples among Staff and Faculty (October 31, 2010)

Employment Equity Occupational Group	Aboriginal Peoples			
	Respondents to the UBC EE Census Questionnaire			Availability Data
	# 2010	% 2009	% 2010	
Senior Managers	1	25.0%	14.3%	2.4%
Middle and Other Managers	2		6.7%	1.9%
University Professors (*)	2	1.0%	0.9%	0.9%
Professionals	3	6.5%	3.3%	1.8%
Semi-Professionals & Technician		2.0%		3.5%
Supervisors				3.6%
Administrative & Senior Clerical	3	5.9%	4.8%	3.6%
Skilled Crafts and Trades				4.0%
Clerical Personnel				3.4%
Other Sales and Service				7.7%
Total	12	2.7%	2.2%	
National Workforce Population				3.1%
Kelowna Workforce Population				3.6%

At UBC Okanagan campus the representation of visible minorities is comparable to the availability in all EEOGs except for three in which no one has self-identified: Supervisors, Skilled Crafts and Trades and Other Sales and Service.

Figure 3a (iii)
UBC O Representation of Visible Minorities among Staff and Faculty (October 31, 2010)

Employment Equity Occupational Group	Visible Minorities			
	Respondents to the UBC EE Census Questionnaire			Availability Data
	# 2010	% 2009	% 2010	
Senior Managers	2	25.0%	28.6%	8.7%
Middle and Other Managers	2	5.0%	6.7%	4.4%
University Professors (*)	37	15.8%	16.4%	15.1%
Professionals	6	2.6%	6.5%	5.0%
Semi-Professionals & Technician	7	14.0%	17.7%	4.4%
Supervisors				5.0%
Administrative & Senior Clerical	4	2.0%	6.3%	3.6%
Skilled Crafts and Trades				4.0%
Clerical Personnel	1	3.9%	3.6%	3.4%
Other Sales and Service		16.7%		7.7%
Total	69	12.5%	12.7%	
National Workforce Population				15.3%
Kelowna Workforce Population				5.2%

At UBC Okanagan campus, persons with disabilities have not self-identified in four EEOGs: Senior Managers, Supervisors, Skilled Crafts and Trades and Other Sales and Service.

Figure 3a (iv)

UBC O Representation of Persons with Disabilities among Staff and Faculty (October 31, 2010)

Employment Equity Occupational Group	Persons with Disabilities			
	Respondents to the UBC EE Census Questionnaire			Availability Data
	# 2010	% 2009	% 2010	
Senior Managers				3.2%(**)
Middle and Other Managers	1		3.3%	
University Professors (*)	17	7.4%	7.5%	4.5%
Professionals	5	7.8%	5.4%	4.5%
Semi-Professionals & Technician	2	2.0%	3.9%	6.8%(***)
Supervisors				(-)
Administrative & Senior Clerical	1	3.9%	1.6%	5.6%(***)
Skilled Crafts and Trades				6.3%(***)
Clerical Personnel	1	3.8%	3.6%	6.2%(***)
Other Sales and Service				8.7%
Total	27	5.7%	5.2%	
National Workforce Population				4.9%
Kelowna Workforce Population				6.2%

Representation of Designated Equity Group Members among Tenure Track Faculty

At UBC's Vancouver campus, women and persons with disabilities are under-represented in the professoriate, particularly in the rank of Full Professor.

Figure 4(i)

Representation of Women Faculty at UBC V by Rank (October 31, 2010)⁴

Rank	Gender				
	2010			% Women 2009	% Women 2010
	Women	Men	Total		
Full Professor	207	755	962	19.9%	21.5%
Associate Professor	240	416	656	36.3%	36.6%
Assistant Professor	187	260	447	40.1%	41.8%
Senior Instructor	48	46	94	51.6%	51.1%
Instructor I	34	21	55	60.4%	61.8%
Instructor II	4	4	8	57.1%	50.0%
Total	720	1502	2222	31.6%	32.4%
Availability Data					39.6%

⁴ Sessionals and Adjunct Professors are not included.

Response Rate to the UBC V Employment Equity Census Questionnaire: 48.9%

Aboriginal peoples and visible minorities are represented slightly above their availability in the Canadian labour force. At the rank of Full Professor, Aboriginal peoples and visible minorities are represented below availability, although there has been a slight improvement in the past year.

Figure 4(ii)

Representation of Aboriginal Faculty at UBC V by Rank (October 31, 2010)

Rank	Respondents to the UBC EE Census Questionnaire		
	Aboriginal Peoples		
	# 2010	% 2009	% 2010
Full Professor	2	0.3%	0.5%
Associate Professor	5	2.3%	1.6%
Assistant Professor	3	1.4%	1.3%
Senior Instructor		0.0%	0.0%
Instructor I		0.0	0.0
Instructor II	2	40%	28.6%
Total	12	1.3%	1.1%
Availability Data			0.9%

Figure 4(iii)

Representation of Visible Minority Faculty at UBC V by Rank (October 31, 2010)

Rank	Respondents to the UBC EE Census Questionnaire		
	Visible Minorities		
	# 2010	% 2009	% 2010
Full Professor	60	11.9%	13.7%
Associate Professor	48	15.2%	15.4%
Assistant Professor	47	20.5%	19.7%
Senior Instructor	7	14.6%	11.9%
Instructor I	9	21.4%	27.3%
Instructor II		0.0%	0.0%
Total	171	15.3%	15.7%
Availability Data			15.1%

As noted, persons with disabilities are below availability at UBC's Vancouver campus. There has been some improvement in the rank of Full Professor; however, there has also been a decline in the representation across the rank of Associate and Assistant Professor.

Figure 4(iv)

Representation of Faculty with Disabilities at UBC V by Rank (October 31, 2010)

Rank	Respondents to the UBC EE Census Questionnaire		
	Persons with Disabilities		
	# 2010	% 2009	% 2010
Full Professor	11	1.9%	2.5%
Associate Professor	15	5.7%	4.8%
Assistant Professor	7	3.2%	2.0%
Senior Instructor	5	10.4%	8.5%
Instructor I	1	3.6%	3.0%
Instructor II	1	0.0%	14.3%
Total	40	3.8%	3.7%
Availability Data			4.5%

At UBC's Okanagan campus, the overall representation of each of the designated equity groups is near or above availability for University Professors. The representation of each of the designated equity groups is below availability for the rank of Full Professor. Data for four tenure-track Instructor II and Senior Instructor positions are suppressed to prevent disclosure of personal information.

Figure 4a (i)

Representation of Women Faculty at UBC O by Rank (October 31, 2010)⁵

Rank	Gender				
	2010			% Women 2009	% Women 2010
	Women	Men	Total		
Full Professor	6	15	21	29.4%	28.6%
Associate Professor	58	96	154	38.5%	37.7%
Assistant Professor	40	70	110	36.1%	36.4%
Instructor I	10	6	16	61.5%	62.5%
Total	119	188	307	38.5%	38.8%
Availability Data					39.6%

⁵ Sessionals and Adjunct Professors are not included.

Response Rate to the UBC Employment Equity Census Questionnaire: 67.8%

Figure 4a (ii)
Representation of Aboriginal Faculty at UBC O by Rank (October 31, 2010)

Rank	Respondents to the UBC EE Census Questionnaire		
	Aboriginal Peoples		
	# 2010	% 2009	% 2010
Full Professor		0.0%	
Associate Professor	1	0.0%	1.0%
Assistant Professor		0.0%	
Instructor I		0.0%	
Total	2	1.0%	
Availability Data			0.9%

Figure 4a (iii)
Representation of Visible Minority Faculty at UBC O by Rank (October 31, 2010)

Rank	Respondents to the UBC EE Census Questionnaire		
	Visible Minorities		
	# 2010	% 2009	% 2010
Full Professor	1	10.0%	7.1%
Associate Professor	11	12.1%	11.1%
Assistant Professor	19	23.2%	24.1%
Instructor I	3	40.0%	27.3%
Total	35	17.4%	16.8%
Availability Data			15.1%

Figure 4a (iv)
Representation of Faculty with Disabilities at UBC O by Rank (October 31, 2010)

Rank	Respondents to the UBC EE Census Questionnaire		
	Persons with Disabilities		
	# 2010	% 2009	% 2010
Full Professor		0.0%	0.0%
Associate Professor	9	7.7%	9.1%
Assistant Professor	5	7.2%	6.3%
Instructor I	1	0.0%	9.1%
Total	15	6.5%	7.2%
Availability Data			4.5%

Representation of Designated Equity Group Members Among New Tenure-Track Faculty Appointments

New Tenure-Track Appointments at UBC V and UBC O 2009 and 2010

In 2009 there were 119 new UBC faculty appointments. At UBC's Vancouver campus, 102 positions were filled, and at UBC's Okanagan campus, there were 15 new appointments. In 2010, there were 71 new appointments, 64 new faculty in Vancouver and 6 in the Okanagan. The response rate to the UBC Employment Equity Census Questionnaire continues to be low for new appointments.⁶

Compared to 2008, when six Faculties appointed 23 new tenure-track positions, in 2009, 11 UBC Vancouver Faculties (all but Dentistry and Pharmaceutical Sciences) hired and in 2010, 9 Faculties (not Forestry, Health Disciplines, Law and Pharmaceutical Sciences) made new appointments.

Figure 5 shows the representation of designated equity group members among new tenure-track appointments. Women were appointed at or above their availability in the Canadian workforce in both 2009 and 2010. In fact, women represented more than half the appointments in 2010. This trend may bode well given our projection that women will make up half of the Canadian professoriate by 2016 (see Appendix 6).

New faculty appointments for Aboriginal peoples were above availability in 2009. No one self-identified as a member of this designated equity group in 2010. For persons with disabilities, no one self-identified in 2009; several did in 2010, marking their appointments at above availability.

New faculty appointments for visible minorities who participated in the self-identification process, was high in 2009 at 20.6% and lower than availability at 10% in 2010.

⁶ 32% of the new hires at UBC V and 33% at UBC O participated in the UBC Employment Equity Census Questionnaire. This low response rate and the small sample size means that the data for Aboriginal peoples, visible minorities and persons with disabilities should be viewed with some caution (the data for women is not drawn from the Employment Equity Census and is accurate).

Figure 5
Representation of Designated Equity Group Members Among
New Tenure-Track Appointments at UBC V 2009 and 2010⁷

				Gender				% Respondents to the UBC EE Questionnaire					
UBC V Faculty	Total Number of Appointments			Number of Women		% Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	2008	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010
College for Interdisciplinary Studies		3	1	1	1	33%	100%						
Faculty of Applied Science	1	8	4	3	2	38%	50%						50%
Faculty of Arts	12	39	21	17	10	44%	48%	11.1%		16.7%			20%
Faculty of Dentistry			3		3		100%				50%		
Faculty of Education	1	4	6	3	5	75%	83%	100%					
Faculty of Forestry		1											
Faculty of Land and Food Systems		1	2	1	1	100%	50%						
Faculty of Health Disciplines		1		1		100%							
Faculty of Law	1	3		1		33%							
Faculty of Medicine	4	28	15	9	7	32%	47%				33%		
Faculty of Pharmaceutical Sciences													
Faculty of Science	4	7	9	3	5	43%	56%				100%		25%
The Sauder School of Business		7	3	7	1	14%	33%			50%			
Total New Appointments	23	102	64	39	35	39%	55%	8.8%		20.6%	10%		15%
Availability Data University Professors						39.6%		0.9%		15.1%		4.5%	

⁷ There were no new Tenure-Track appointments for faculty that self-identified as Aboriginal peoples in 2010 and for persons with disabilities in 2009

UBC V Response Rate to the UBC Employment Equity Census Questionnaire:

2009: 33%

2010: 31.25%

Figure 5a
Representation of New Tenure Track Appointments at UBC O
by Designated Equity Group and Faculty 2009 and 2010⁸

				Gender				% Respondents to the UBC EE Questionnaire					
UBC O Faculty	Total Number of Appointments			Number of Women		% Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	2008	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010
Barber School of Arts and Sciences		6	1	2	1	33%	50%						
Faculty of Applied Science		4											
Faculty of Creative and Critical Studies		1	1	1		100%							
Faculty of Education		1	1	1	1	100%							
Faculty of Health and Social Development		1	3		2		67%						
Faculty of Management		2											
Total New Appointments		15	6	4	3	27%	30%						
Availability Data University Professors						39.6%		0.9%		15.1%		4.5%	

⁸ UBC O Response Rate to the UBC Employment Equity Census Questionnaire:

2009: 41%

2010: 33%

Figure 5b
New Appointments of Tenure-Track Faculty Positions at UBC by Gender 1986-2010

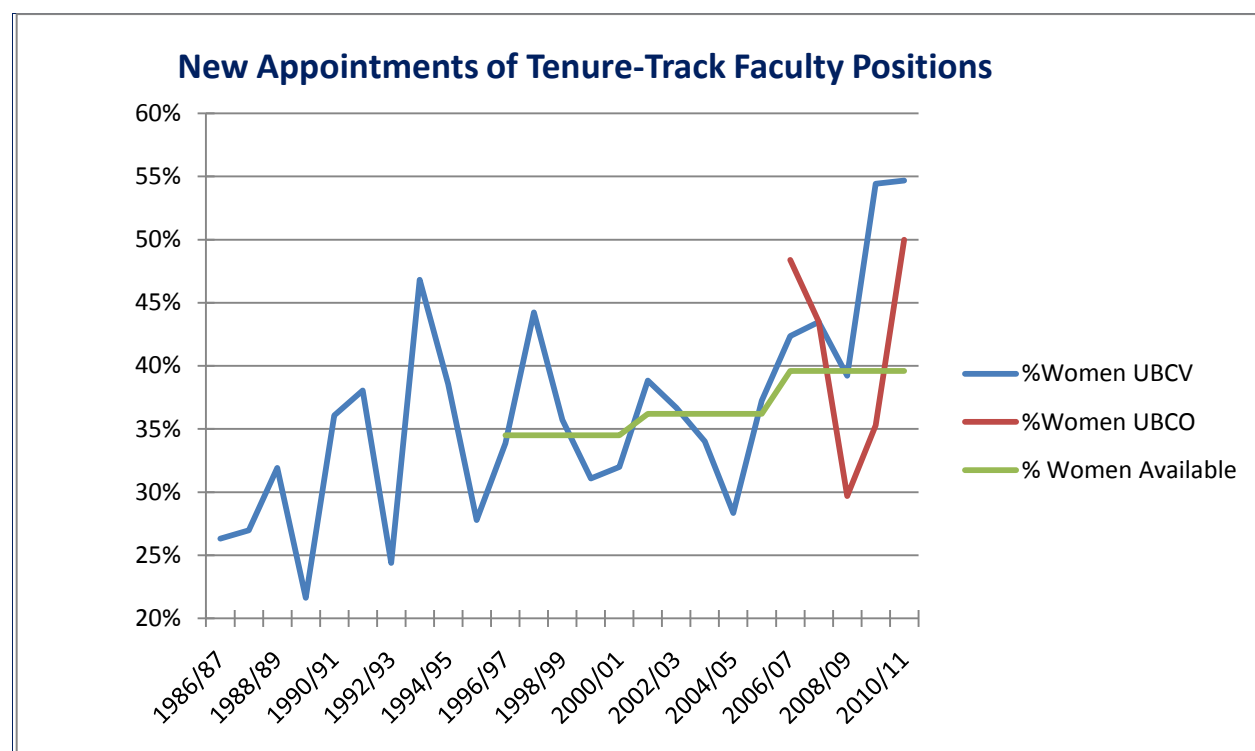


Figure 6
Representation of Designated Equity Group Members among Academic Administrators
UBC V and UBC O (October 31, 2009 and 2010)

Position	Gender								Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	Women		Men		Total		% Women		% Respondents to UBC EE Questionnaire					
	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010
Senior Managers(*)	10	10	18	19	28	29	36%	35%	5.3%	4.2%	0.0%	4.2%	11.1%	8.3%
Dean and Principal	5	8	13	11	18	19	28%	42%	0.0%	0.0%	14.3%	13.3%	7.1%	0%
Associate Dean/ Associate Principal	23	18	34	31	57	49	40.0%	37%	2.8%	0%	5.6%	3.2%	2.9%	3.2%
Assistant Dean	5	4	4	5	9	9	56%	44%	0.0%	0%	0.0%	33.3%	0.0%	33.3%
Head	11	13	54	48	65	61	17%	21%	2.9%	0%	2.8%	5.4%	2.8%	5.4%
Director	6	8	31	25	37	33	16%	24%	5.9%	6.3%	11.1%	0%	5.6%	6.7%
Total	60	61	154	139	214	200	28%	31%	3%	1.6%	7%	5.6%	6.2%	5.6%
Availability Data University Professors								39.6%		0.9%		15.1%		4.5%

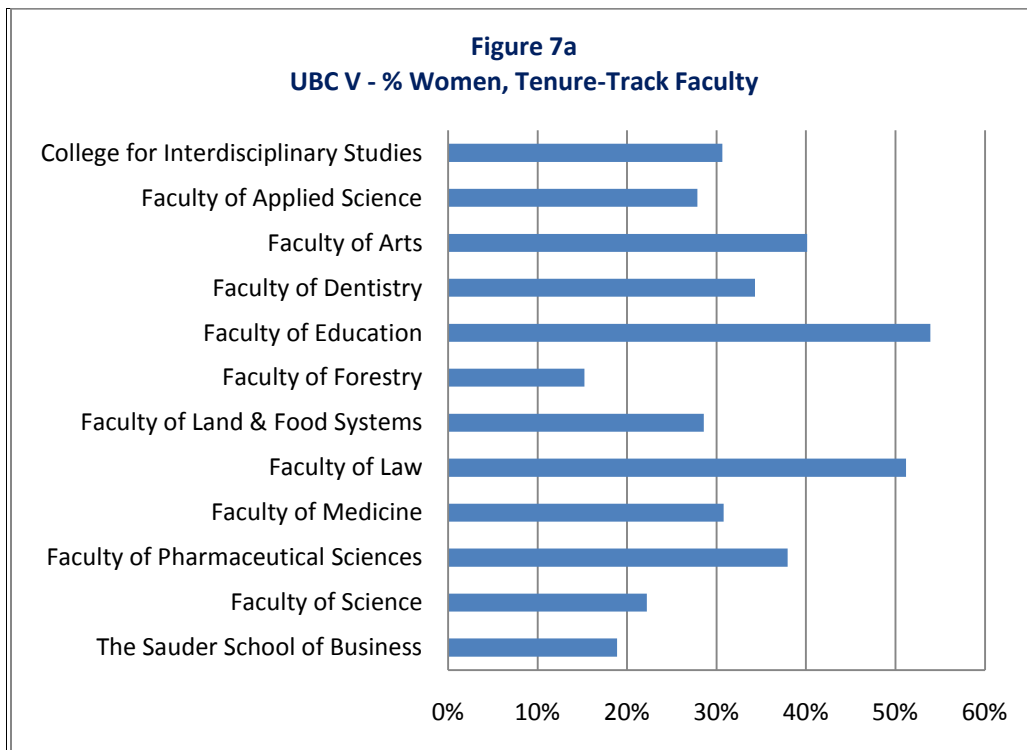
UBC continues to track the representation of designated equity group members in senior leader positions. This table focuses primarily on academic administration, although some administrative leaders are included among Senior Managers. For the most part, UBC draws upon its faculty and from faculty at other universities to fill these positions. We therefore compare the internal representation to that of the professoriate nationally. The gap for women continues to narrow slightly in relation to the availability data. The gap is not narrowing for the other designated equity groups.

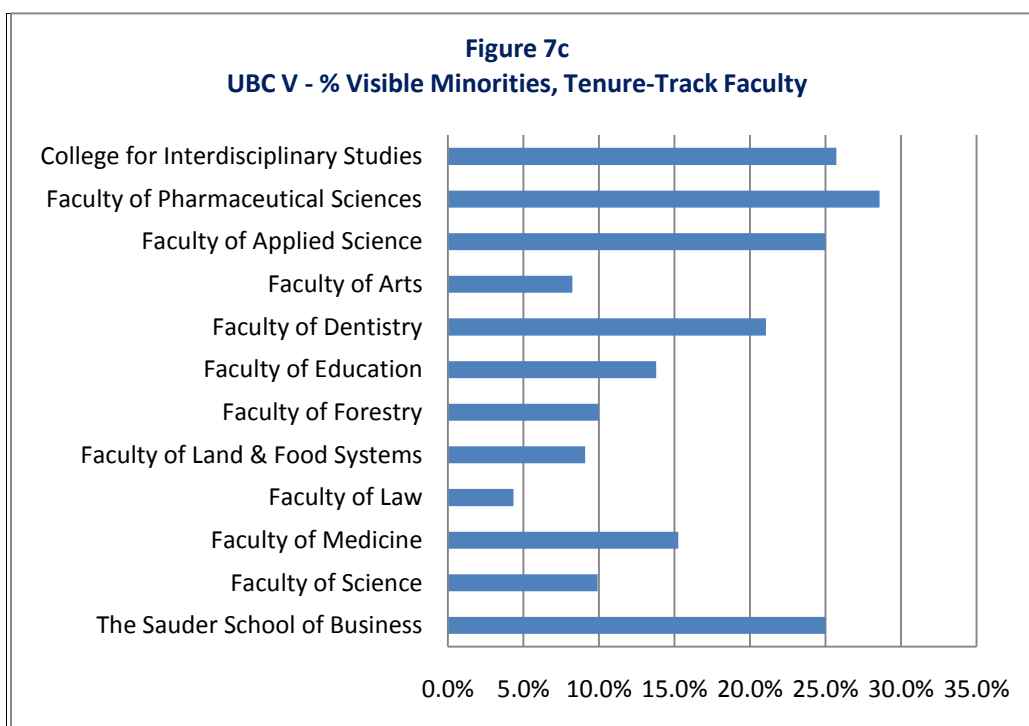
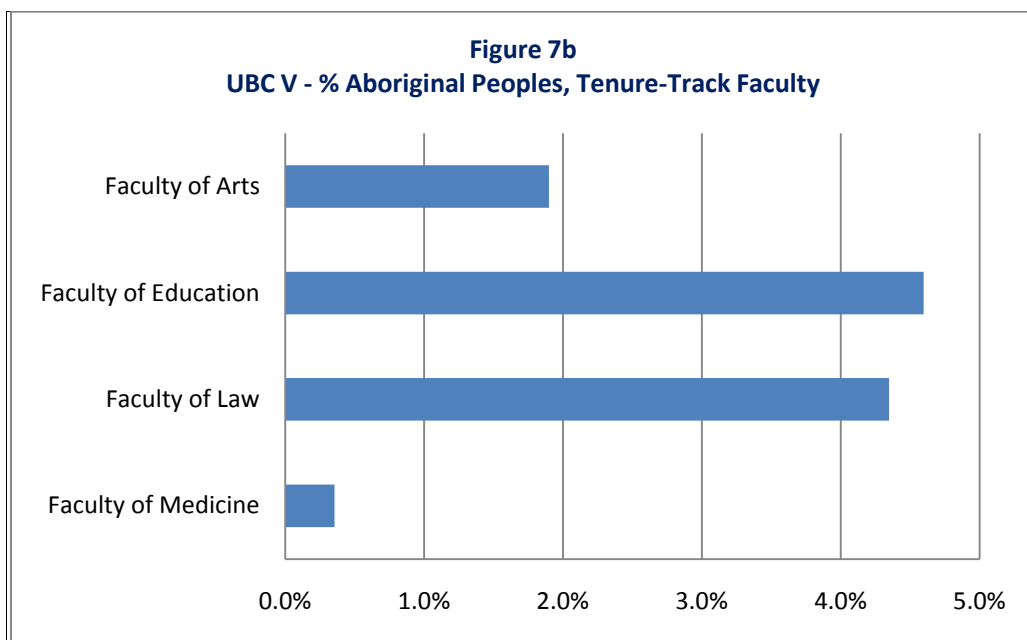
Distribution of Designated Equity Group Members among Tenure-Track Faculty by Faculty

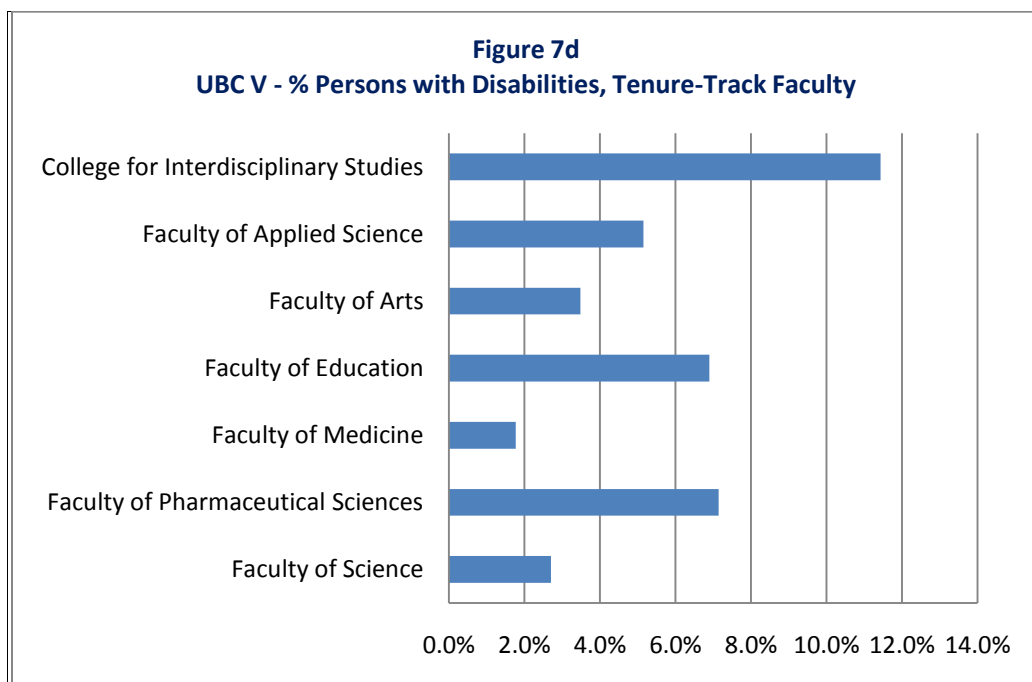
The representation of designated equity group members in tenure-track faculty positions varies considerably across the respective Faculties. Disciplines that have recruited and retain a high proportion of faculty in one designated equity group may have been less successful in appointing members of another group. In addition, Faculties vary considerably in size. For small academic units, one or two appointments can make a substantial difference in the representation of a designated equity group. Finally, **given the low return rates and the small sample sizes, the data below, except for women, may not be an accurate indication of representation.**

In instances where no one has self-identified as a member of a specific designated equity group, the Faculty is not included in the applicable chart.

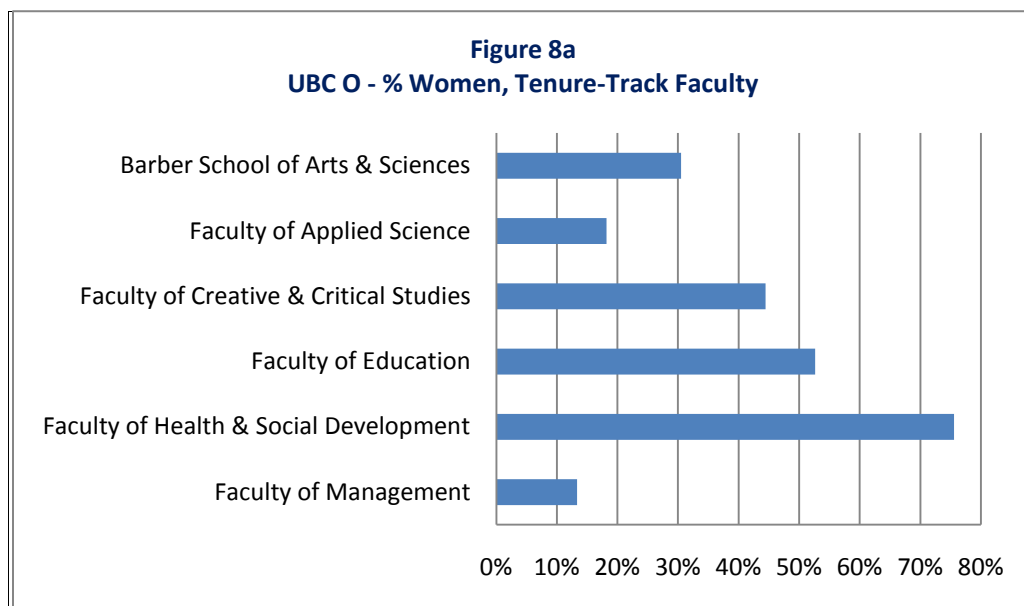
UBC Vancouver

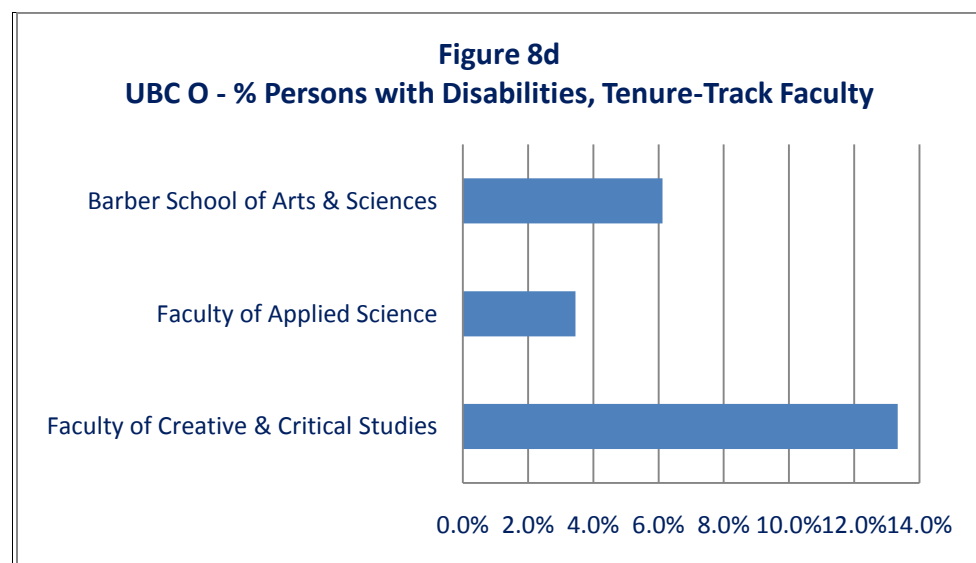
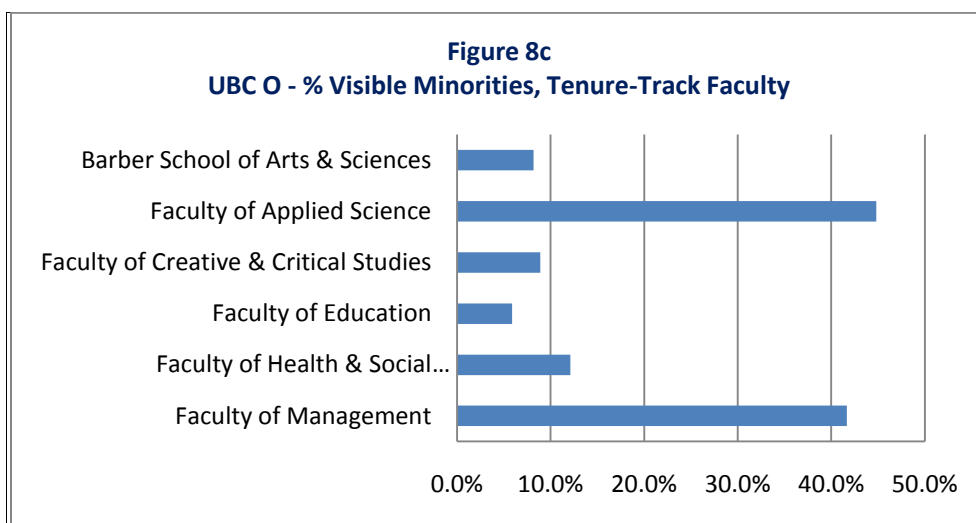
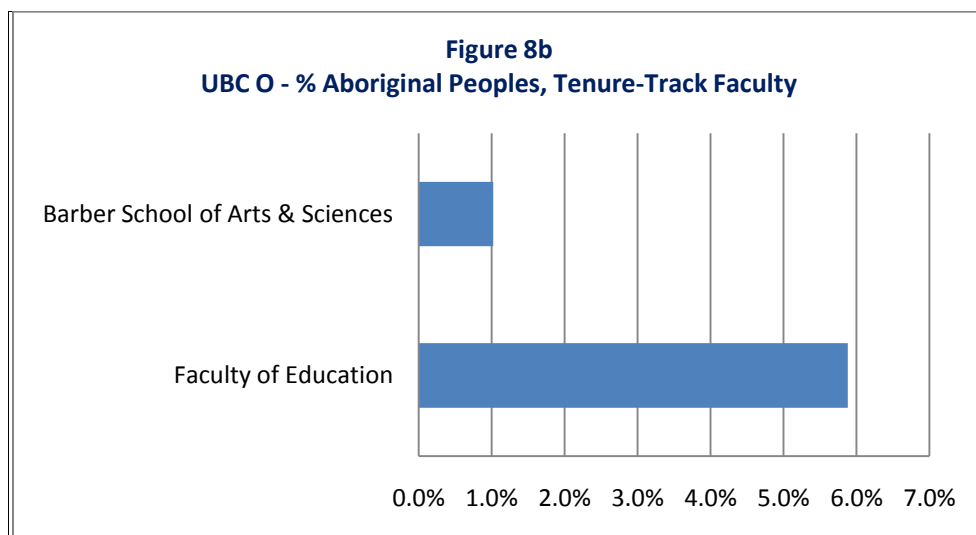






UBC Okanagan



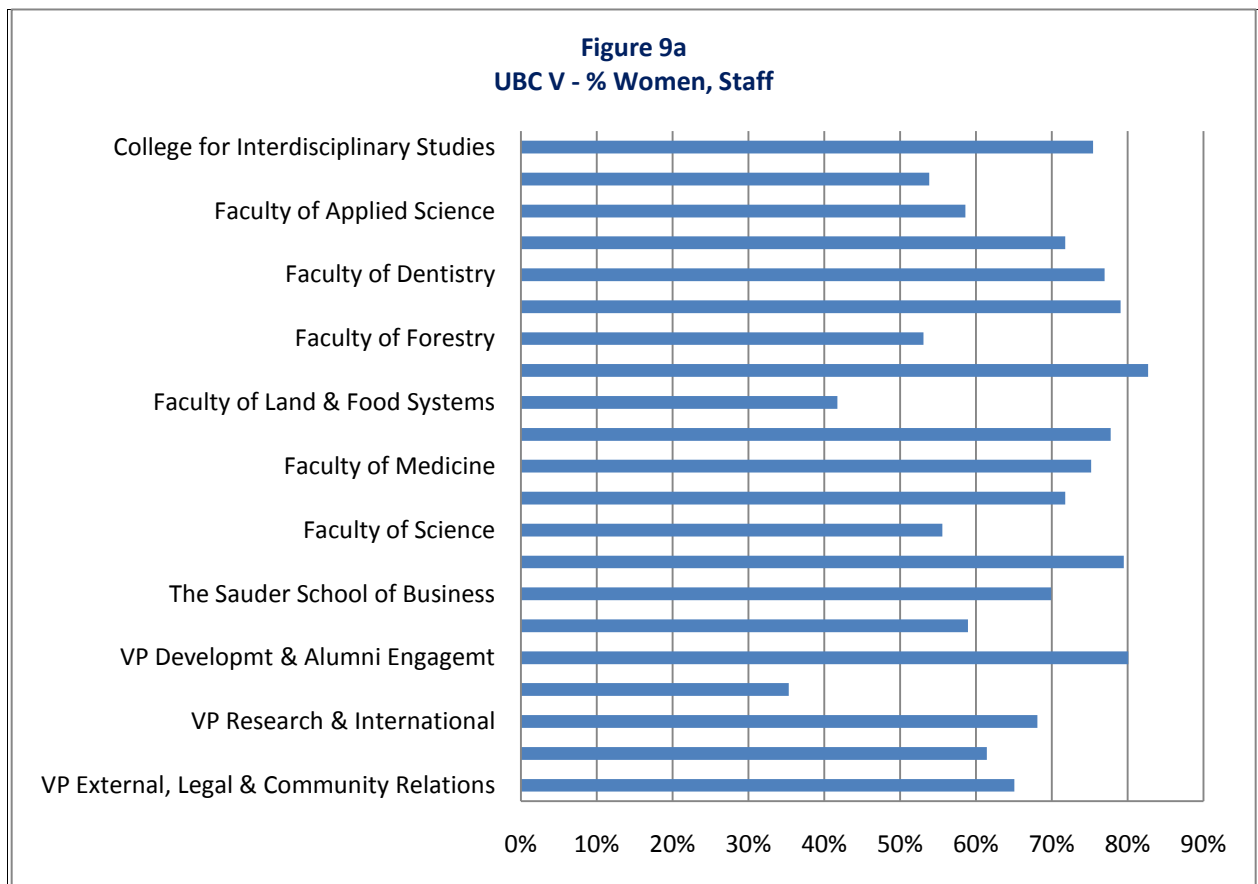


Distribution of Designated Equity Group Members Among Staff by Faculty and Administrative Units

The representation of designated equity group members among staff varies considerably across Faculty and Administrative Units, as well EEOGs. As with the faculty data, **due to the low return rates among the staff and the small sample sizes, the data below, except for women, may not be an accurate indication of representation.**

In instances where no one has self-identified as a member of a specific designated equity group, the Faculty or Administrative Unit is not included in the applicable chart.

UBC Vancouver



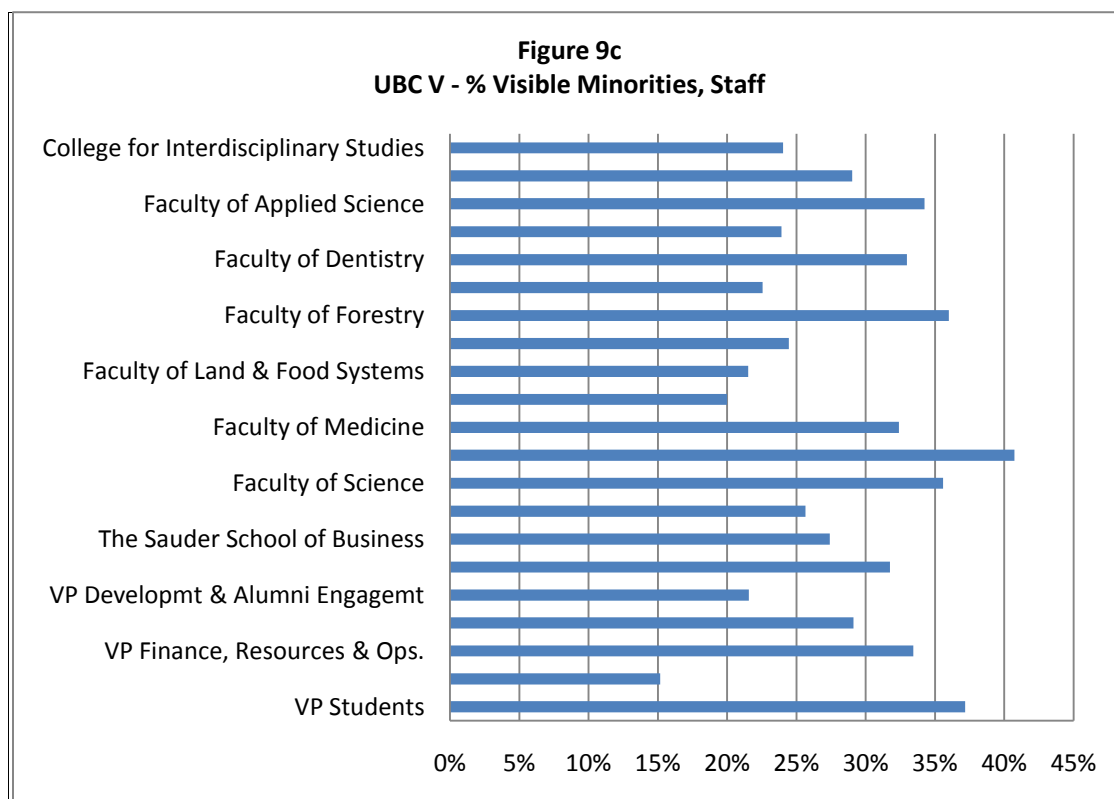
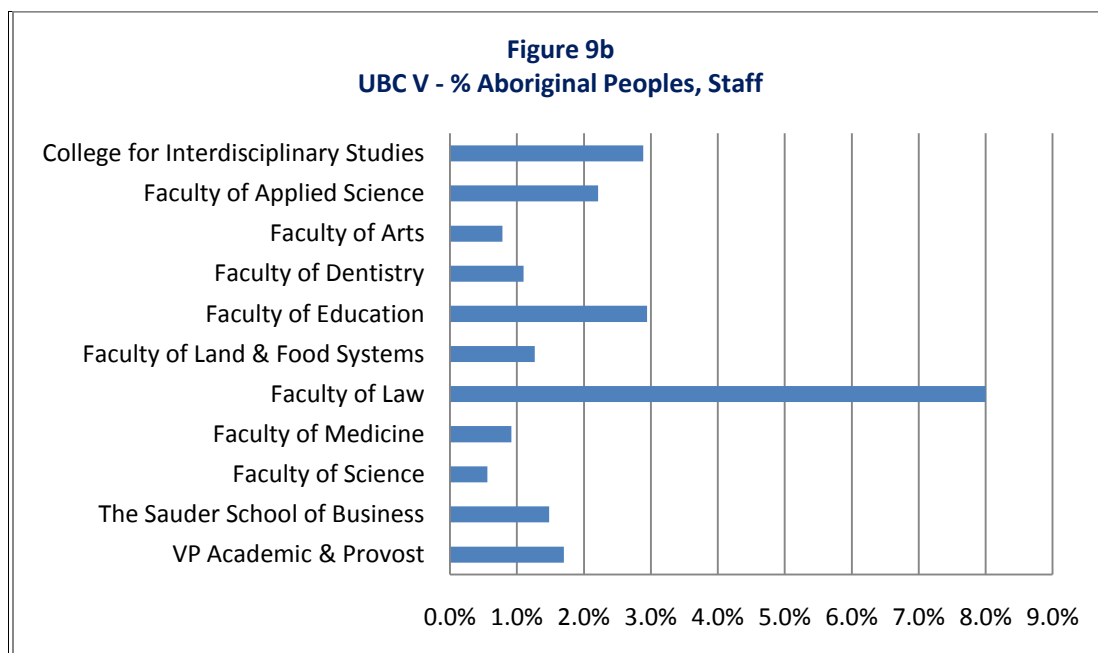
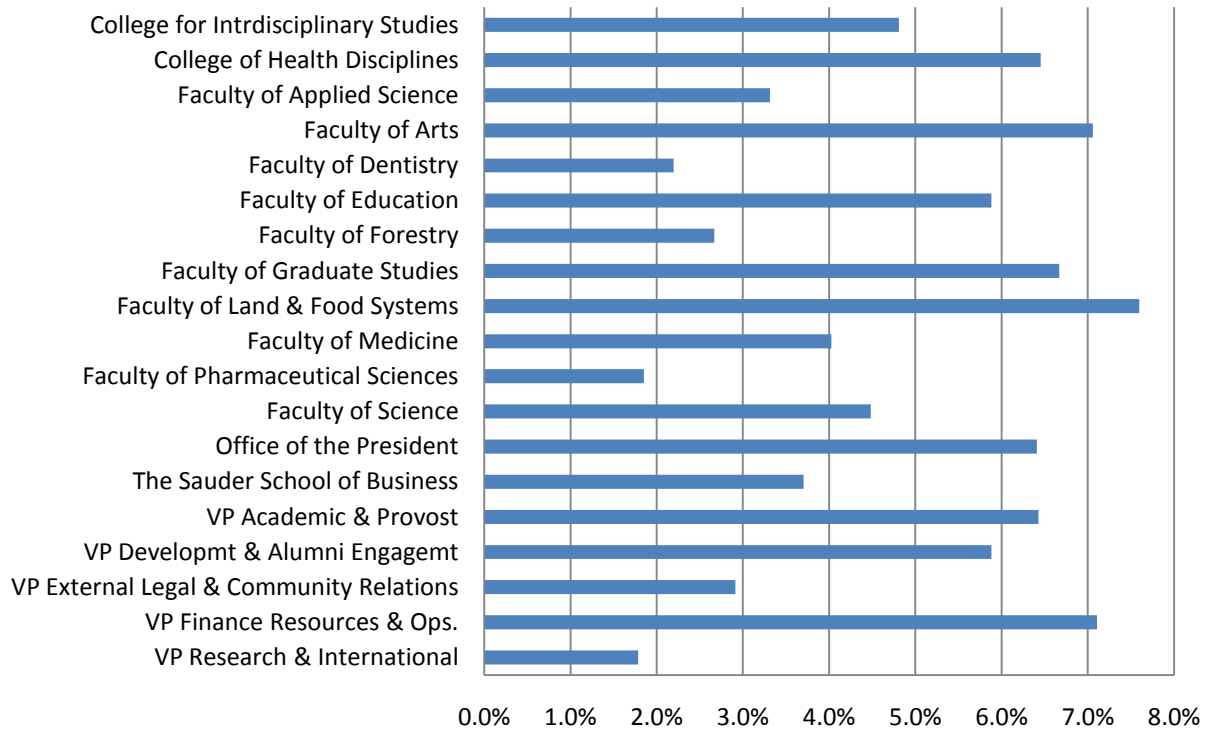
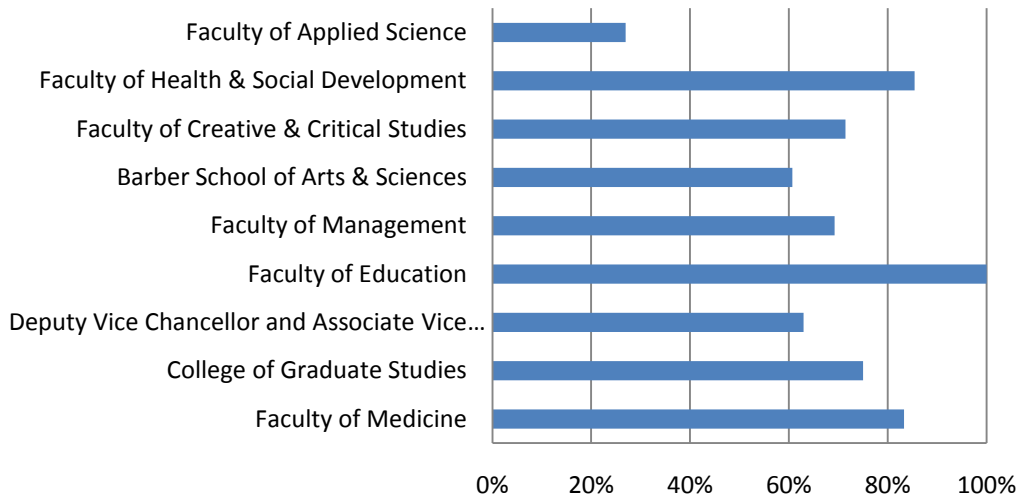


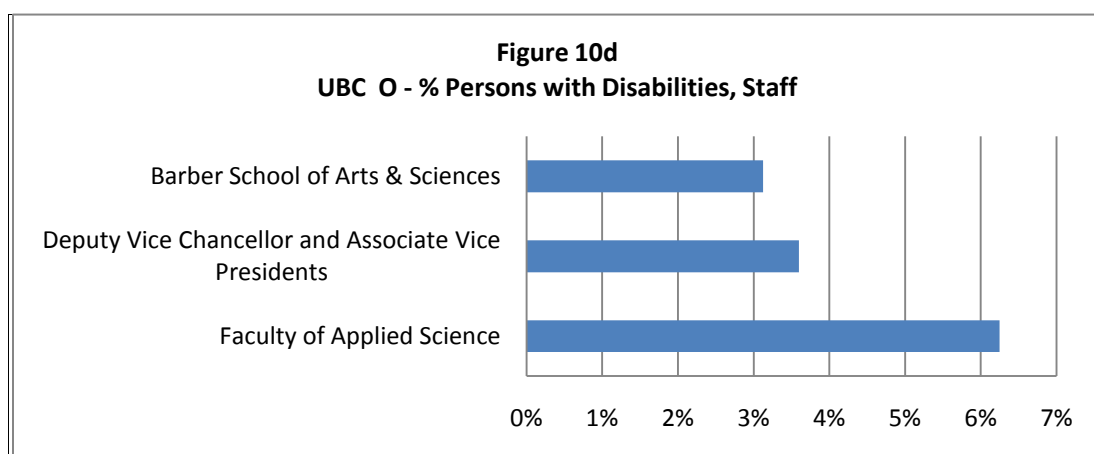
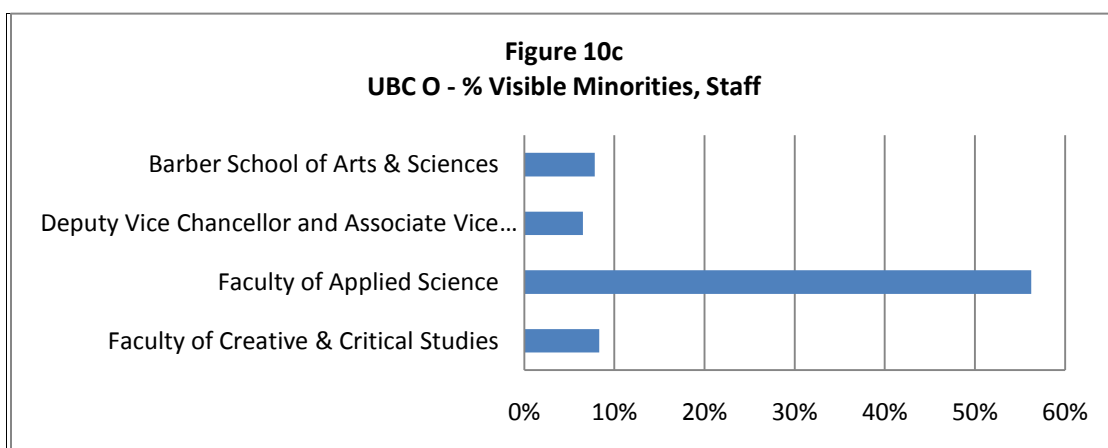
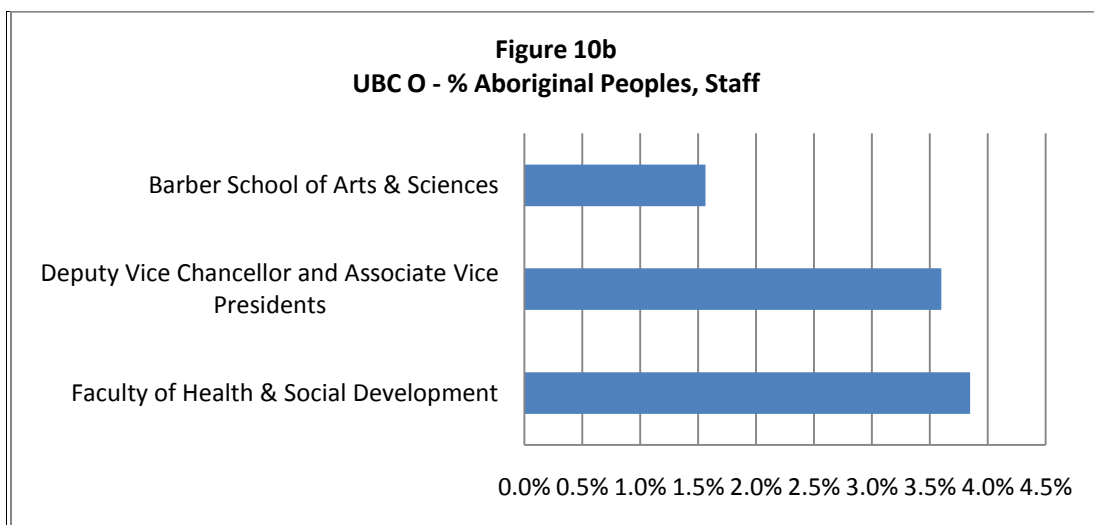
Figure 9d
UBC V - % Persons with Disabilities, Staff



UBC Okanagan

Figure 10a
UBC O - % Women, Staff





Supplementary Questions on the UBC Employment Equity Census Questionnaire

The revised UBC Employment Equity Census Questionnaire, introduced in November 2008, included five new supplementary questions. These questions are not part of the requirements of the Federal Contractors Program. In adding these questions, UBC recognized that groups other than those identified in the Federal Contractors Program have been historically discriminated against in ways that limit their full and active participation in the workforce. UBC also recognized that there may be differences within the membership of designated equity groups that further affects their participation in the workforce.

The supplementary questions are intended to provide UBC with information that may assist in identifying and removing barriers to employment. 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 has been lower than the initial questions concerning membership in one or more of the designated equity groups.

Below is the second compilation of this data. It is grouped in three categories:

1. Race/Ethnicity
2. Sexual Orientation and Gender Identity
3. Accommodation of Persons with Disabilities

Representation of Students, Faculty and Staff by Race/Ethnicity

Generally, while not a complete picture, the data indicates that the student population is more diverse (based on race, colour or ethnicity) than UBC's workforce. In some instances, particularly for those who identified as Chinese and Korean at UBC's Vancouver campus and for those who identified as Chinese and South Asian at UBC's Okanagan campus, the difference between the student body and the workforce is substantial. On both campuses, the percentage of staff and faculty who identified as White is higher than for students – there is little change between 2009 and 2010.

Although the data is not included in the table, the differences in the representation of students to that of faculty on the Vancouver campus remain as pronounced as the year before. For example, 35.7% of students self-identify as Chinese compared to 6.8% of faculty, and 41.3% of students identify as White compared to 80.8% of faculty.

Comparing the student, faculty and staff representation to the 2006 population data for Vancouver and Kelowna, the representation rates for staff and faculty tend to align more closely to the population data than do student rates.

Figure 11
Representation of Students, Faculty and Staff by Race/Ethnicity

Ethnicity/Race	UBC V				Census 2006 Vancouver (*)	UBC O				Census 2006 Kelowna
	Students		Faculty and Staff			Students		Faculty and Staff		
	2009	2010	2009	2010		2009	2010	2009	2010	
Aboriginal Peoples	1.0%	0.7%	1.3%	1.3%	1.9%	2.6%	2.9%	2.1%	1.7%	3.8%
Arab	0.5%	1.1%	0.9%	0.6%	0.4%	0.8%	1.3%	0.9%	0.7%	0.04%
Black	1.2%	1.2%	0.8%	0.8%	1.0%	1.8%	1.9%	0.3%	0.5%	0.4%
Chinese	38.4%	35.7%	15.4%	15.3%	18.2%	8.9%	10.8%	2.4%	3.1%	0.9%
Filipino	2.6%	2.5%	3.2%	3.7%	3.8%	2.0%	2.0%	0	0	0.3%
Japanese	1.8%	1.6%	1.6%	1.6%	1.2%	1.4%	1.4%	0.5	0.7%	0.8%
Korean	7.5%	6.8%	0.7%	0.9%	2.1%	1.9%	3.1%	0.5%	0.7%	0.2%
Latin American	1.7%	2.1%	1.9%	2.3%	1.0%	1.4%	1.9%	0.3%	1.2%	0.3%
South Asian	6.8%	6.7%	3.9%	4.2%	9.9%	5.0%	4.9%	2.7%	2.6%	1.5%
South East Asian	3.0%	2.8%	2.3%	2.2%	1.6%	0.6%	2.0%	0.3%	0.2%	0.5%
West Asian	2.3%	1.9%	1.0%	1.2%	1.3%	0.6%	0.3%	2.7%	2.4%	0.1%
White	37.8%	41.3%	68.4%	67.3%	58.3%	76.4%	72.3%	83.5%	84.7%	94.8%
Other	6.0%	6.8%			0.1%	5.1%	5.0%			0.08%

(*) Statistics Canada defines the Vancouver Census Metropolitan Area as having perfectly coterminal boundaries with the Greater Vancouver Regional District; Vancouver, Delta, Richmond, Surrey, Burnaby, North and West Vancouver are a few of the 21 municipalities that are included.

The data for Figure 11 is gathered from three sources. For staff and faculty, the data is from the supplementary question on race/ethnicity in the UBC Employment Equity Census Questionnaire. Approximately 80% of faculty and staff at UBC who participated in the census responded to this supplementary question. The data for students is gathered from the New to UBC Student Survey for both Vancouver and the Okanagan. The participants in this survey are direct entry students and, hence, the data for students does not include all students. The 2009 and 2010 studies are available on the UBC PAIR website at: <http://www.pair.ubc.ca/surveys/nubc/index.htm>. The Census Data is gathered from the 2006 Statistics Canada Summary Tables.

Representation of Faculty and Staff by Sexual Orientation and Gender Identity and Representation of Students by Sexual Orientation

The UBC Employment Equity Census asks employees to indicate whether they self-identify as persons who are lesbian, gay, bisexual or queer and, in a separate question, whether they self-identify as transgender. For this report, we have combined the results from the two questions. The student survey asks students if they identify as heterosexual, gay/lesbian, bisexual or unsure.

Figure 12
Representation of Faculty and Staff by Sexual Orientation and Gender Identity and Representation of Students by Sexual Orientation

	UBC V				UBC O			
	Students		Faculty and Staff		Students		Faculty and Staff	
	2009	2010	2009	2010	2009	2010	2009	2010
Lesbian, Gay, Bisexual, Queer or Transgender			5.5%	5.8%			4.4%	4.1%
Lesbian, Gay, Bisexual 'unsure'	3.8%	4.2%			3.5%	3.4%		
	3.7%	2.8%			1.9%	2.0%		

Representation of Persons with Disability by Type of Disability

Of the staff and faculty who participated in the UBC Employment Equity Census Questionnaire, those who had self-identified as a person with a disability were asked to respond to four supplementary questions. The first three questions asked for more information concerning the nature of the disability. If the respondent answered any of these three boxes in the affirmative, they were asked a fourth question concerning whether or not they had been accommodated.

Figure 13
Representation of Persons with Disability by Type of Disability

Accommodation of Persons with Disabilities	Faculty and Staff			
	UBC V		UBC O	
	2009	2010	2009	2010
Physical Disability or Impairment	29.4%	32.0%	26.8%	30%
Invisible Disability or Impairment	34.9%	36.6%	38.6%	35.6%
Ongoing Medical Condition	58.0%	60.2%	41.0%	43.2%
Do you require accommodation/ have your needs been accommodated?	33.4%	39.7%	51.4%	50%

Conclusion

As noted at the beginning of this Annual Report, this is the second report to rely on the results of the new UBC Employment Equity Census Questionnaire. This report provides a snapshot of UBC as of October 31, 2009 and 2010. It also compares the internal representation with external availability provided in the 2006 Employment Equity Data Report issued by Statistics Canada in 2009.

The return rates across UBC for the new UBC Employment Equity Census remain low. This makes it difficult to evaluate accurately the degree of under-representation of the designated equity groups. As the return rates continue to rise, it will be possible to move from a report that is an incomplete sketch, to one that generates a greater degree of confidence based on the data. This will assist in purposefully embarking on next steps in integrating equity and inclusion in the strategic planning across UBC and fully realizing the intent of the Equity and Diversity Strategic Plan and the links to *Place and Promise*.

Nonetheless, the data does assist in establishing benchmarks against which UBC's progress in advancing equity can be measured and in providing a current view from which to assess the degree of inclusiveness at UBC. It is evident that there are gaps in the representation of the designated equity groups, and that these gaps are particularly profound for both Aboriginal peoples and persons with disabilities.

This report will be most useful if it is used to support efforts to advance inclusion at UBC. It provides an opportunity to consider implementing best practices in the recruitment, selection, retention and promotion of members of designated equity groups and to ensure that employment systems are not discriminatory at UBC. Many Faculties and Administrative Units are linking the analysis of the representation of designated equity groups and identifying best practices and other initiatives in their strategic planning processes.

Appendix 1: Employment Equity Terms

A close analysis of workforce data is central to compliance with employment equity legislation. Determining the extent to which an organization is inclusive goes beyond the data and measurements used for employment equity purposes. There are many other factors to consider. A number of these benchmarks are outlined in the UBC Equity and Diversity Strategic Plan. However, the workforce analysis does help to inform the ongoing dialogue at UBC to foster a respectful, diverse and inclusive learning, working and living environment. An understanding of key terms used in employment equity will assist in understanding the data and analysis in this report and in taking advantage of the information to move forward with best practices and taking advantage of opportunities for change.

Workforce Analysis

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 the designated equity group representation in the relevant external labour pool in order to determine their degree of under-representation or over-representation in each of UBC's employment equity occupational groups (EEOGs). This is a critical step in the employment equity process. Determining under-representation and concentration of designated equity group members at UBC makes it possible to better focus the conduct of an employment systems review and develop realistic goals and timetables in implementing the UBC Employment Equity Plan.

Availability Data/Workforce Availability/Canadian Labour Force

The term "Canadian labour force" (or "labour force") is used to describe people 15 years of age or older who worked in Canada at any time from January 1, 2005 until May 2006 (the time of the last Census). Canadian labour force data is drawn from the 2006 Canadian Census Employment Equity Data Report, except for persons with disabilities. For persons with disabilities, data from the 2006 Participation and Activity Limitation Survey conducted by Statistics Canada were used. In this 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.

UBC uses availability data at the national level for Senior Managers and University Professors. The availability data for the remaining EEOGs is province-wide data for BC. This provides a higher degree of accuracy for the workforce analysis.

Interpreting the representation of designated equity groups is a challenge when the workforce availability is low. This is particularly so for organizations with a small workforce, or a small number of workers in a particular EEOG, generally for Aboriginal peoples and persons with disabilities and, in rural communities, for visible minorities.

Representation

An employment equity analysis focuses on the representation of designated equity group members. This refers to the percentage of all employees, overall or in a particular occupational group, who are members of a designated equity group. For example, if 45% of all employees in an EEOG such as Professional are women, their representation in that EEOG is 45%.

Gap

A gap is the difference between representation of a designated group within the available workforce and within the organization or EEOG. A gap is the under-representation of a particular designated equity group, which can be expressed as a percentage or numerical value. Depending on the degree or severity of the gap, it may indicate the need for a closer analysis to identify possible barriers to the employment or retention of members of the designated equity group. The opposite of a gap is concentration.

Under-representation

For employment equity purposes, if the representation of members of a designated equity group within an organization is lower than their representation in the available workforce, they are “under-represented” or “below availability”. Under-representation, if severe or persistent, signals that there may be barriers to that designated equity group in the employment practices of an organization. There can be other contributing factors, such as the small size of the occupational group overall, the number of opportunities to hire in that occupational category and the availability of the designated equity group to work in that occupational category. An employment systems review can be used to determine with greater confidence if there are systemic barriers.

Concentration/Clustering

Another measure of representation is concentration; this refers to the extent to which members of a designated equity group are found above their availability in a particular occupational group. If for example, visible minorities are concentrated in one type of job, a high percentage of visible minorities work at that occupation. Such a concentration, or over-representation, may indicate a problem, such as limited opportunities for promotion or stereotyping the work members of a particular group are suited to perform.

Suppression

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.

Return Rate

Return rate refers to the number of staff and faculty who have returned their Employment Equity Census Questionnaire. It does not mean that it was necessarily completed.

Response Rate

The response rate is the number of Employment Equity Census Questionnaires that were not only returned but also completed. At UBC, the percentage of respondents is calculated based on the Response Rate.

These terms are compiled primarily from *Appendix A: Glossary of Terms from the Employment Equity Annual Report to Parliament (2003)*.

Appendix 2: Area of Recruitment: Middle and Other Managers and Professionals

The following table provides a snapshot of the availability data by area of recruitment for Middle and Other Managers and Professionals for women, Aboriginal peoples and visible minorities. The availability data is from the Employment Equity Data Report based on the 2006 Census.

Please note that UBC uses province-wide data from BC for persons with disabilities to ensure better validity with the availability data – the change in the area of recruitment does not impact this designated equity group.

UBC is now using data from the Vancouver and Kelowna Census Metropolitan Areas as opposed to national data – better reflecting the actual area of recruitment for positions in these two EEOGs.

Employment Equity Occupational Group	Women			Aboriginal Peoples			Visible Minorities		
	Canada	Vancouver	Kelowna	Canada	Vancouver	Kelowna	Canada	Vancouver	Kelowna
Middle and Other Managers	39.1%	38.1%	37.3%	1.9%	1.0%	2.4%	14%	34%	4.4%
Professionals	54.2%	50.6%	56.4%	1.8%	1.0%	1.8%	16.5%	33.2%	5.0%

Appendix 3: Notes on Figures 3 i-iv and 3a i-iv

- (*) Includes Sessionals, Adjunct Professors and Clinicals.
- (**) Senior Managers and Middle and Other Managers are combined.
- (***) Figure should be used with caution. The coefficient of variation of the estimate is between 16.5% and 33.3%.
- (-) Amount too small to be expressed.
- (--) Figures are suppressed when the coefficient of variation of the estimate is higher than 33.3%. In this case, percentage calculation is not suitable.
Persons with disabilities figures include those aged 15-64 who worked anytime between 2001 and 2006

Notes on the Availability Data

- UBC uses the Employment Equity Data Report (Census 2006) to determine workforce availability.
- National (Canada-wide) availability data is used for all designated equity groups across the following EEOGs: Senior Managers and University Professors.
- For UBC's Vancouver campus, Vancouver Census Metropolitan Area data is used for Women, Aboriginal peoples and Visible Minorities across all remaining EEOGs, and in the calculation of workforce population.
- For UBC's Kelowna campus, Kelowna Census Metropolitan Area data is used for Women, Aboriginal People and Visible Minorities across all remaining EEOGs, and in the calculation of workforce population.
- BC data is for persons with disabilities across all remaining EEOGs, and in the calculation of workforce population for both UBC's Vancouver and Okanagan campuses.

Additional Notes

- UBC V has 13 positions that have not been coded by NOC or EEOG – these positions are reflected in the total numbers.
 - Return Rate to UBC's Vancouver Campus Employment Equity Census Questionnaire: 55.6%
 - UBC O has 198 positions that have not been coded by NOC or EEOG – these positions are reflected in the total numbers. This represents 20% of all positions on the campus.
 - Return Rate to UBC's Okanagan Campus Employment Equity Census Questionnaire: 62.2%
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Appendix 4: Snapshot - Representation of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group
Representation of Staff and Faculty at UBC V by Designated Equity Group and by Employment Equity Occupational Group (October 31, 2010)

EEOG	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
						Respondents to UBC EE Questionnaire		Availability Data	Respondents to UBC EE Questionnaire		Availability Data	Respondents to UBC EE Questionnaire		Availability Data
	Women	Men	Total	% Women	Availability Data	#	%		#	%		#	%	
Senior Managers	11	22	33	33.3%	24.2%		0%	2.4%	1	4.1%	8.7%	2	6.9%	3.2%(**)
Middle and Other Managers	307	304	611	50.2%	38.1%	7	1.8%	1.0%	89	22.7%	34%	18	4.6%	
University Professors (*)	1206	2007	3213	37.5%	39.6%	18	1.3%	0.9%	221	16.1%	15.1%	54	3.9%	4.5%
Professionals	1687	954	2641	63.9%	50.6%	21	1.4%	1.0%	487	32.1%	33.2%	76	5.0%	4.5%
Semi-Professionals & Tech	1074	681	1735	61.9%	50.5%	10	1.3%	2.1%	291	37.5%	33.3%	50	6.4%	6.8%
Supervisors	133	65	198	67.2%	52.5%			1.9%	59	55.7%	38.0%	5	4.7%	(-)
Supervisors: Crafts & Trades		34	34		17.9%			2.3	2	13.3%	27.6%	1	6.7%	(-)
Administrative & Senior Clerical	839	89	928	90.4%	80.5%	10	1.7%	1.4%	185	31.6%	30.8%	27	4.6%	5.6%(***)
Skilled Sales and Service	31	74	105	29.5%	41.1%		0%	1.7%	25	73.5%	45.3%	5	14.7%	9.4%(***)
Skilled Crafts and Trades	2	241	243	0.8%	5.9%	4	5.6%	2.4%	17	23.9%	29.0%	6	8.5%	6.3%(***)
Clerical Personnel	577	142	719	80.3%	71.6%	2	0.5%	2.1%	169	43.9%	38.9%	29	7.5%	6.2%(***)
Intermediate Sales & Service	297	171	468	63.5%	66.2%	4	2.3%	1.7%	87	49.7%	43.1%	13	7.4%	5.6%(***)
Semi-Skilled Manual Workers	5	36	41	12.2%	20.4%			2.2%	6	40.0%	47.6%	2	13.3%	4.5%(***)
Other Sales and Service	357	367	724	49.3%	55.7%	3	1.5%	2.2%	128	63.7%	51.3%	24	11.9%	8.7%(***)
Other Manual Workers	4	64	68	5.9%	29.0%	2	8.3%	3.3%	8	33.3%	45.6%	2	8.3%	(--)
Total	6539	5235	11774	55.5%		81	1.4%		1775	31.2%		314	5.8%	
National Workforce Population 2006					47.9%			3.1%			15.3%			4.9%
Vancouver Workforce Population 2006					48.4%			1.8%			38.4%			6.2%

(*) Includes Sessionals, Adjunct Professors and Clinicals.

(**) Senior Managers and Middle and Other Managers are combined.

(***) Figure should be used with caution. The coefficient of variation of the estimate is between 16.5% and 33.3%.

(-) Amount too small to be expressed.

(--) Figures are suppressed when the coefficient of variation of the estimate is higher than 33.3%. In this case, percentage calculation is not suitable.

Persons with disabilities figures include those aged 15-64 who worked anytime between 2001 and 2006

Notes on Availability Data: Gathered from the Employment Equity Data Report (Census 2006):

- National (Canada-wide) data is used for all designated equity groups across the following EEOGs: Senior Managers and University Professors.
- Vancouver data is used for Women, Aboriginal peoples and Visible Minorities across all remaining EEOGs, and in the calculation of workforce population.
- BC data is for persons with disabilities across all remaining EEOGs, and in the calculation of workforce population.

Additional Notes:

- UBC V has 13 positions that have not been coded by NOC or EEOG, these positions are reflected in the total numbers.
- Return Rate to the UBC Employment Equity Census Questionnaire: 55.6%

UBC O Representation of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group (October 31, 2010)

EEOG	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
						Respondents to UBC EE Questionnaire		Availability Data	Respondents to UBC EE Questionnaire		Availability Data	Respondents to UBC EE Questionnaire		Availability Data
	Women	Men	Total	% Women	Availability Data	#	%		#	%		#	%	
Senior Managers	6	4	10	60.0%	24.2%	1	14.3%	2.4%	2	28.60%	8.7%			3.2%(**)
Middle and Other Managers	24	15	39	61.5%	37.3%	2	6.7%	2.4%	2	6.7%	4.4%	1	3.3%	
University Professors (*)	151	217	368	41.0%	39.6%	2	0.9%	0.9%	37	16.4%	15.1%	17	7.5%	4.5%
Professionals	92	45	137	67.2%	56.4%	3	3.3%	1.8%	6	6.5%	5.0%	5	5.4%	4.5%
Semi-Professionals & Technician	58	28	86	67.4%	51.6%			3.5%	7	13.7%	4.4%	2	3.9%	6.8%(***)
Supervisors														
Administrative & Senior Clerical	81	6	81	92.6%	83.9%	3	4.8%	3.6%	5	6.3%	3.6%	1	1.6%	5.6%(***)
Skilled Crafts and Trades		5	5		5.1%			4.0%			4.0%			6.3%(***)
Clerical Personnel	43	10	53	81.1%	77.7%			3.4%	1	3.6%	3.4%	1	3.6%	6.2%(***)
Other Sales and Service		13	13		60.8%			7.7%	1	16.7%	7.7%			8.7%
Total	539	454	993	54.3%		12	2.2%		69	12.7%		28	5.2%	
National Workforce Population 2006					47.9%			3.1%			15.3%			4.9%
Kelowna Workforce Population 2006					48.6%			3.6%			5.2%			6.2%

(*) Includes Sessionals, Adjunct Professors and Clinicals.

(**) Senior Managers and Middle and Other Managers are combined.

(***) Figure should be used with caution. The coefficient of variation of the estimate is between 16.5% and 33.3%.

Notes on the Employment Equity Data Report (Census 2006):

- National (Canada-wide) availability data is used for all designated equity groups across the following EEOGs: Senior Managers and University Professors.
- Kelowna data is used for Women, Aboriginal People and Visible Minorities across all remaining EEOGs, and in the calculation of workforce population.
- BC data is for persons with disabilities across all remaining EEOGs, and in the calculation of workforce population.

Additional Note:

- UBC O has 198 positions that have not been coded by NOC or EEOG, these positions are reflected in the total numbers.
- Return Rate to the UBC Employment Equity Census Questionnaire: 62.2%

Appendix 5: Snapshot - Representation of Faculty (*) at UBC V and UBC O by Designated Equity Group and by Rank (October 31, 2010)

Representation of Faculty (*) at UBC V by Designated Equity Group and by Rank (October 31, 2010)

Rank	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
						Respondents to the UBC EE Census Questionnaire								
	2010			% Women 2009	% Women 2010	# 2010	% 2009	% 2010	# 2010	% 2009	% 2010	# 2010	% 2009	% 2010
	Women	Men	Total											
Full Professor	207	755	962	19.9%	21.5%	2	0.3%	0.5%	60	11.9%	13.7%	11	1.9%	2.5%
Associate Professor	240	416	656	36.3%	36.6%	5	2.3%	1.6%	48	15.2%	15.4%	15	5.7%	4.8%
Assistant Professor	187	260	447	40.1%	41.8%	3	1.4%	1.3%	47	20.5%	19.7%	7	3.2%	2.0%
Senior Instructor	48	46	94	51.6%	51.1%		0.0%	0.0%	7	14.6%	11.9%	5	10.4%	8.5%
Instructor I	34	21	55	60.4%	61.8%		0.0	0.0	9	21.4%	27.3%	1	3.6%	3.0%
Instructor II	4	4	8	57.1%	50.0%	2	40%	28.6%		0.0%	0.0%	1	0.0%	14.3%
Total	720	1502	2222	31.6%	32.4%	12	1.3%	1.1%	171	15.3%	15.7%	40	3.8%	3.7%
Availability Data					39.6%			0.9%			15.1%			4.5%

(*) Sessionals and Adjunct Professors are not included.

Response Rate to the UBC Employment Equity Census Questionnaire: 48.9%

UBC O Representation of Faculty (*) by Designated Equity Group and by Rank (October 31, 2010)

Rank	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
						Respondents to the UBC EE Census Questionnaire								
	2010			% Women 2009	% Women 2010	# 2010	% 2009	% 2010	# 2010	% 2009	% 2010	# 2010	% 2009	% 2010
	Women	Men	Total											
Full Professor	6	15	21	29.4%	28.6%		0.0%		1	10.0%	7.1%		0.0%	0.0%
Associate Professor	58	96	154	38.5%	37.7%	1	0.0%	1.0%	11	12.1%	11.1%	9	7.7%	9.1%
Assistant Professor	40	70	110	36.1%	36.4%		0.0%		19	23.2%	24.1%	5	7.2%	6.3%
Instructor I	10	6	16	61.5%	62.5%		0.0%		3	40.0%	27.3%	1	0.0%	9.1%
Total	119	188	307	38.5%	38.8%	2	1.0%		35	17.4%	16.8%	15	6.5%	7.2%
Availability Data					39.6%			0.9%			15.1%			4.5%

(*) Sessionals and Adjunct Professors are not included. Data for Senior Instructors and Instructor II have been suppressed.

Response Rate to the UBC Employment Equity Census Questionnaire: 67.8%

Appendix 6: Projections for the Representation of Faculty by Designated Equity Groups 2011 and 2016

Many variables contribute to the likely increase or decrease in the representation of designated equity groups among University Professors over the next decade. These projections are based only on extrapolations from previous census data and do not take into consideration trends in education, population growth/decline or the potential rates of retirement for current University Professors.

Projections for the Representation of Faculty by Designated Equity Groups 2011 and 2016

Designated Equity Group	Availability Data 1996	Availability Data 2001	Availability Data 2006	<i>Projected 2011</i>	<i>Projected 2016</i>
Women	34.5%	36.2%	39.6%	44.0%	50.0%
Aboriginal People	.5%	.7%	.9%	1.1%	1.3%
Members of Visible Minorities	12%	13.3%	15.1%	17.0%	20.0%
Persons with Disabilities	3.4%	4.1%	4.5%	5.0%	5.5%

Appendix 7: Snapshot - Representation of New Hires of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group

Representation of New Hires of Staff and Faculty at UBC V by Designated Equity Group and by Employment Equity Occupational Group (October 31, 2010)

EEOG	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Women	Men	Total	% Women	Availability Data	Respondents to the UBC EE Census Questionnaire		Availability Data	Respondents to the UBC EE Census Questionnaire		Availability Data	Respondents to the UBC EE Census Questionnaire		Availability Data
						#	%		#	%		#	%	
Senior Managers		2	2	0%	24.2%			2.4%			8.7%			3.2%**
Middle and Other Managers	14	13	27	52%	38.1%			1.0%			34%			
University Professors (*)	261	265	526	50%	39.6%	4	4%	0.9%	14	13%	15.1%	5	5%	4.5%
Professionals	149	87	236	63%	50.6%	1	2%	1.0%	8	14%	33.2%	5	9%	4.5%
Semi-Professionals & Technicians	177	64	241	73%	50.5%	1	3%	2.1%	15	38%	33.3%	4	10%	6.8%
Supervisors	3	3	6	50%	52.5%			1.9%	1	50%	38.0%			(-)
Supervisors: Crafts & Trades					17.9%			2.3			27.6%			(-)
Administrative & Senior Clerical	67	7	74	91%	80.5%			1.4%	4	20%	30.8%	3	15%	5.6%***
Skilled Sales and Service	3	17	20	15%	41.1%			1.7%	2	100%	45.3%			9.4%***
Skilled Crafts and Trades		3	3	0%	5.9%			2.4%	1	100%	29.0%			6.3%***
Clerical Personnel	47	17	64	73%	71.6%			2.1%	6	38%	38.9%			6.2%***
Intermediate Sales & Service	40	13	53	75%	66.2%			1.7%	5	63%	43.1%			5.6%***
Semi-Skilled Manual Workers	2	1	3	67%	20.4%			2.2%	1	50%	47.6%			4.5%***
Other Sales and Service	26	30	56	46%	55.7%			2.2%	4	80%	51.3%			8.7%***
Other Manual Workers					29.0%			3.3%			45.6%			(--)
No NOC Code	5	2	7	71%							%			
Total	794	524	1318	60%		6	2%		61	23%		17	6%	
National Workforce Population 2006					47.9%									
Vancouver Workforce Population 2006					48.4%									

Response rate to the UBC Employment Equity Census Questionnaire: 20.2%

**Representation of New Hires of Staff and Faculty at UBC O by Designated Equity Group and by
Employment Equity Occupational Group (October 31, 2010)**

EEOG	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Women	Men	Total	% Women	Availability Data	Respondents to the UBC EE Census Questionnaire		Availability Data	Respondents to the UBC EE Census Questionnaire		Availability Data	Respondents to the UBC EE Census Questionnaire		Availability Data
						#	%		#	%		#	%	
Senior Managers	2		2	100%	24.2%			2.4%			8.7%			3.2%(**)
Middle and Other Managers	2	1	3	67%	37.3%			2.4%			4.4%			
University Professors (*)	24	25	49	49%	39.6%			0.9%	1	8%	15.1%	1	8%	4.5%
Professionals	20	4	24	83%	56.4%			1.8%	1	9%	5.0%	1	9%	4.5%
Semi-Professionals & Tech	10	8	18	56%	51.6%	2	18%	3.5%	1	33%	4.4%			6.8%(***)
Supervisors														
Administrative & Senior Clerical	8	3	1	73%	83.9%			3.6%	2	40%	3.6%			5.6%(***)
Skilled Crafts and Trades		1	1	0%	5.1%			4.0%			4.0%			6.3%(***)
Clerical Personnel	5	5	10	50%	77.7%			3.4%			3.4%			6.2%(***)
Other Sales and Service		2	2		60.8%			7.7%			7.7%			8.7%
No NOC Code	87	107	194	45%		1	3%		10	31%		1	3%	
Total	158	156	314	50%		3	4%					3	4%	
National Workforce Population 2006 Kelowna Workforce Population 2006					47.9%			3.1%			15.3%			4.9%
					48.6%			3.6%			5.2%			6.2%

Response rate to the UBC Employment Equity Census Questionnaire: 22.6%

Appendix 8: Snapshot - Representation of Staff and Faculty by Designated Equity Group and by Employment Group

Representation of Staff and Faculty at UBC V by Designated Equity Group and by Employment Group (October 31, 2010)

Employment Group	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	Women	Men	Total	% Women	Respondents to the UBC EE Census Questionnaire		Respondents to the UBC EE Census Questionnaire		Respondents to the UBC EE Census Questionnaire	
					#	%	#	%	#	%
BCGEU UBC-Vancouver	101	5	106	95.3%	1	3.3%	9	40%	1	3.3%
CUPE 116	821	1213	2034	40.4%	12	1.6%	331	48.9%	78	10.3%
CUPE 2278 (Non-CR Instructors)	54	17	71	76%		0.0%	3	14%	2	10%
CUPE 2950	1396	259	1655	84.4%	7	0.8%	361	41%	53	6%
Excluded Management & Professional	28	8	36	78%		0.0%	5	23%	1	5%
Executive Admin (non-union clerical)	42	4	46	91%	2	6.7%	11	37%	2	7%
Faculty (Faculty Association)	1158	1870	3028	38%	18	1.3%	222	16%	53	4%
Faculty (Non-Faculty Association)	293	388	681	43%	2	0.8%	72	27%	11	4%
International Union of Operation Engineers 882	1	68	69	1%	2	11.1%	6	33%		0%
Management & Professional (AAPS)	1929	1051	2980	65%	30	1.7%	537	30%	85	5%
Technicians & Research Assistants	634	289	923	69%	7	1.7%	166	40%	23	5%
Grand Total	6539	5235	11774	56%	81	1.4%	1775	31%	314	6%

Representation of Staff and Faculty at UBC O by Designated Equity Group and by Employment Group (October 31, 2010)

Employment Group	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	Women	Men	Total	% Women	Respondents to the UBC EE Census Questionnaire		Respondents to the UBC EE Census Questionnaire		Respondents to the UBC EE Census Questionnaire	
					#	%	#	%	#	%
BCGEU UBC-Okanagan	219	155	374	59%	1	0.7%	19	13%	3	2.1%
Executive Admin (non-union clerical)	10	1	11	91%	1	10.0%		0%	1	10.0%
Faculty (Faculty Association)	144	206	350	41%	2	0.9%	37	16%	16	7.1%
Faculty (Non-Faculty Association)	18	13	31	58%		0.0%	1	9%	1	9.1%
Management & Professional (AAPS)	139	72	211	66%	7	4.9%	11	8%	7	4.9%
Grand Total	539	454	993	54%	12	2.2%	69	13%	28	5.2%