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THE UNIVERSITY OF BRITISH COLUMBIA

Employment Equity Report 2014

Prepared by the UBC Equity and Inclusion Office

EXECUTIVE SUMMARY

In September 2015 UBC celebrates its Centennial year. As Interim President and Vice-Chancellor Martha Piper recently wrote: “This Centennial not only offers us the occasion to celebrate a century of success; it also gives UBC an opportunity to rededicate itself to the goals of an exceptional learning environment, true global citizenship, a civil and sustainable society, and a program of outstanding research, all in the service of the people of British Columbia, Canada, and the world.”

UBC is committed to improving employment equity and protecting the human rights of students, faculty and staff across its campuses and work sites. These areas of focus are integrated into the University’s broader commitment to excellence and mutual respect. Equity and human rights are integral to UBC’s academic pursuits, working lives, and involvement in the larger campus community.

This Employment Equity Report constitutes UBC’s commitment in compliance with the Federal Contractors Program (FCP), which requires that employers of a certain size must develop an employment equity plan.

This report provides tables showing the headcount and percentage-incidence of employees in each Occupational Group and Designated Groups. “Occupational Group” refers to Employment Equity Occupational Group, which combines jobs that are similar in level or type of work. “Designated Group” includes the four groups designated by legislation - Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities - as well as a fifth category that UBC has chosen to designate, Sexual/Gender Diversity. UBC’s internal data is compared to the external Census-Canada data, which is itself labelled “Comparison to Census.”

UBC Vancouver Campus

For the Vancouver Campus, the percentage of those self-identifying as Women in the survey is above the Census Canada comparison group for more than half of the Occupational Group. The percentage representation is at least ten percent higher than the Census Canada comparison for Middle & Other Managers, Professionals, Semi-Professionals & Technicians, and Supervisors. The percentage of employees who self-identified as Aboriginal Peoples in UBC’s Equity Census is 1.8% overall, similar to the previous year. UBC’s representation of 1.8% is below that of the Census Canada representation for the Vancouver Workforce Population as well as the National Workforce Population, which is 2.1% and 3.5%, respectively.

For the Vancouver Campus, the percentage of people self-identifying as Visible Minorities in the survey is at a level below their representation in Vancouver but above the national workforce. The percent self-identifying in the survey as Visible Minorities was 32.8% in 2013 and in 2014 is 33.7%. The representation of Persons with Disabilities remains below the

external labour market, where the provincial workforce reports 5.8% of the population being Persons with Disabilities, and by comparison UBC Vancouver Campus has 4.9% representation amongst faculty and staff. In addition, 5.9% of staff and faculty identified as having a diverse sexual or gender identity.

Amongst new hires completing the questionnaire, UBC Vancouver Campus hires those self-identifying as Women at a higher rate than the external market. In addition, UBC has seen improvements in the hiring of those who self-identify as Aboriginal Peoples and Visible Minorities although their representation in the workforce more generally is still under that of the labour market data for Vancouver. However, the UBC Vancouver Campus is less successful at hiring those who self-identify as a Persons with Disabilities, neither equalling UBC's current representation nor the external labour market data. Likewise, the current proportion of hires of those with diverse sexual or gender identities is below that of the pre-existing representation at the Vancouver Campus.

UBC Okanagan Campus

Employees at the UBC Okanagan Campus self-identifying as Women in the questionnaire are represented at a percentage rate that is above the Census Canada comparison for five Occupational Groups, including such levels as Senior Managers, Middle & Other Managers, Professionals, Semi-Professionals & Technicians, and Administrative & Senior Clerical. The number of employees who self-identified as Aboriginal Peoples is 3.0% overall, and is below the Census Canada Kelowna average of 4.3% as well as the national workforce average of 3.5%, although UBC's representation has increased from last year.

The percentage of people self-identifying as Visible Minorities is higher than the Census Canada comparison group for five of the eight Occupational Groups. Those self-identifying as Persons with Disabilities have a level of representation on the Okanagan Campus that is lower than the national workforce average as well as the provincial workforce average. Like last year, people who self-identify within the Sexual/Gender Diversity group represent 4.1% of faculty and staff on the Okanagan Campus.

Amongst new hires completing the 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 the questionnaire, Visible Minorities are hired at a percentage that is higher than pre-existing representation, and also above the Census Canada comparison group for Kelowna. However, Visible Minorities are hired at a lower rate than the national workforce comparison group. The Okanagan hires those self-identifying on the survey as Persons with Disabilities at a percentage rate that is lower than pre-existing representation, and also below the provincial and national labour market comparison group. The percentage of new hires self-identifying in the survey within the

Sexual/Gender Diversity category is below the percentage of pre-existing representation on the Okanagan Campus.

This 2014 report incorporates several changes from the 2012 and 2011 report. In the Appendix, a Table Conversion Key is provided for reference purposes to assist those who are comparing this year's tables to years prior.

Also provided are appendices that include a Table Conversion Key, information on the Return Rate (i.e. participation rate in the survey), an explanation on this Report's terminology for Sexual/Gender Diversity, and Methodology Notes.

TABLE OF CONTENTS

Executive Summary	1
Table of Contents	4
Introduction	5
Representation of Designated Group Members – Vancouver Campus	8
New Hires at the Vancouver Campus	13
Representation of Designated Group Members – Okanagan Campus	15
New Hires at the Okanagan Campus	21
Supplementary Survey Questions	23
Representation by Race/Ethnicity	23
Representation by Sexual Orientation and Gender Identity (re-directs to core tables)	25
Representation of Persons with Disabilities by Type of Disability	25
Representation of Designated Groups by Bargaining Unit	26
Conclusion	29
Appendix A - Table Conversion Key	31
Appendix B - Return Rate of the UBC Employment Equity Census Questionnaire	33
Appendix C – Terminology for Sexual/Gender Diversity	35
Appendix D - Methodology Notes	36

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 is committed to improving employment equity and protecting the human rights of students, faculty and staff across its campuses and work sites. These areas of focus are integrated into the University's broader commitment to excellence and mutual respect. Equity and human rights are integral to UBC's academic pursuits, working lives, and involvement in the larger campus community.

In September 2015 UBC celebrates its Centennial year. As Interim President and Vice-Chancellor Martha Piper recently wrote: "This Centennial not only offers us the occasion to celebrate a century of success; it also gives us an opportunity to rededicate ourselves to the goals of an exceptional learning environment, true global citizenship, a civil and sustainable society, and a program of outstanding research, all in the service of the people of British Columbia, Canada, and the world."

In order to pursue excellence in research, innovation, and student success, UBC must foster opportunity for a diverse workforce. UBC aspires to exceed minimal expectations required by employment equity legislation. Put simply, understanding and implementing employment equity helps achieve inclusion, fairness and brings a rich diversity to UBC as a workplace.

Amongst UBC's key efforts is this Employment Equity Report, where the representation of the designated groups amongst different Occupational Groups for faculty and staff have been tracked and reported on. Federal Employment Equity legislation has designated four equity groups - Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities. In addition, UBC has chosen to designate Sexual/Gender Diversity as a fifth designated group. "Occupational Group" refers to Employment Equity Occupational Group (EEOG), a grouping of all staff into 15 categories based on National Occupational Codes. UBC's internal data is compared to the external Census-Canada data, which is itself labelled "Comparison to Census."

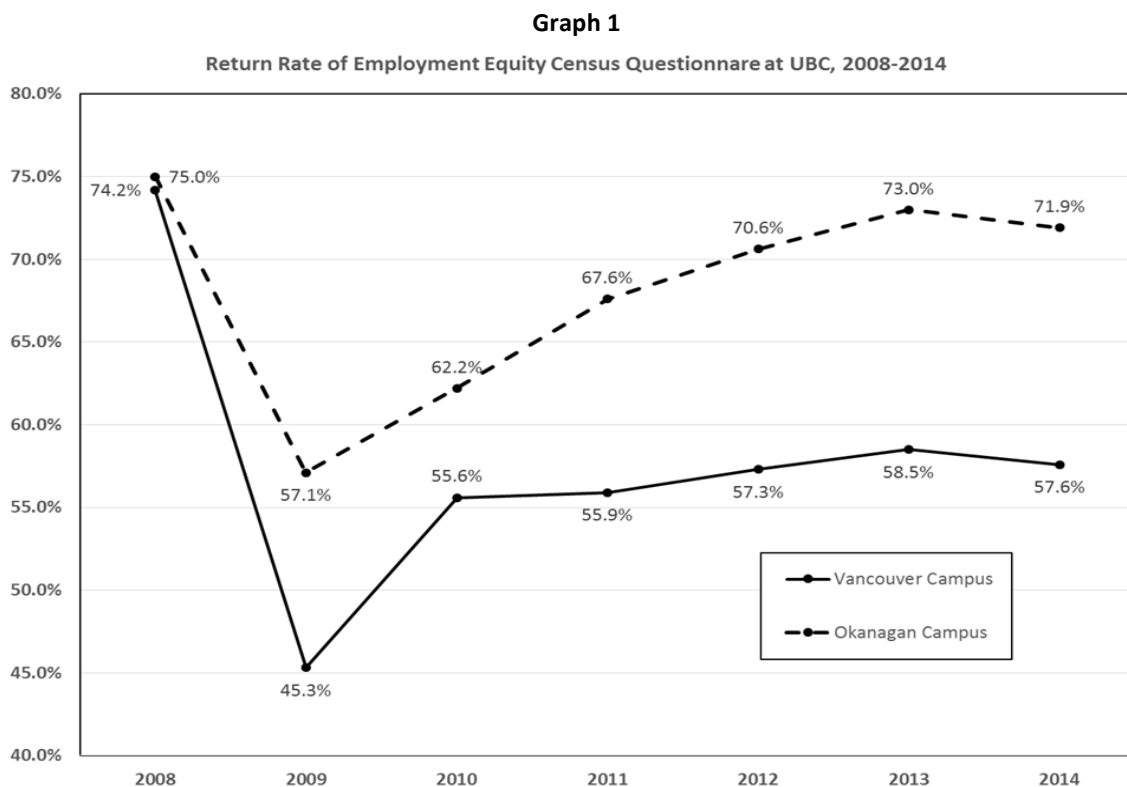
This information is collected through the UBC Employment Equity Census Questionnaire that, upon hire, asks people to self-identify if they are a member of the four designated groups or as having a diverse sexual or gender identity. Cross-sectional analysis of this data is provided by Occupational Group, designated group, campus (Vancouver or Okanagan), and bargaining unit, in order to identify areas where UBC's representation is higher than, or lower than the Canadian Census population. UBC also tracks hiring trends, and collects and reports information on supplemental categories such as ethnicity and type of disability.

This report also constitutes UBC's commitment to compliance with the Federal Contractors Program that requires employers of a certain size to survey their employees 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, UBC is committed to compliance at the very least, and will continue to pursue equity goals that are above and beyond those required by the legislation.

This 2014 Report incorporates several changes from the 2011 and 2012 reports, and for those readers who are comparing reports between years, a table key in Appendix A has been provided to match table numbers and page numbers. There were no substantial changes to the table sequencing from the 2013 to the 2014 report.

Regarding the level of participation in UBC’s Employment Equity Census (also known as “return rate”), it should be noted that the 2014 questionnaire had a lower participation rate than the year prior (Graph 1, below). For the Vancouver Campus, participation decreased from 58.5% in 2013 to 57.6% in 2014. For the Okanagan Campus, participation decreased from 73.0% in 2013 to 71.9% in 2014. For more information, detailed tables regarding the return rate are provided in Appendix B.



Employment Equity Occupational Groups at UBC

All positions at UBC, both faculty and 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 UBC could 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 & 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 & 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 & 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. Where noted, the comparison may be changed to province-wide data based on data availability.

² Because this report makes comparisons 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 Groups amongst Staff and Faculty Vancouver Campus

Tables 2-6 provide information on the representation of designated groups amongst faculty and staff at the UBC Vancouver Campus. The data is presented for each designated group in a separate table, and includes both 2013 and 2014 data. Hiring trend data is provided in Table 7 with additional analysis of the dynamic between UBC's hiring and pre-existing representation of designated groups. These tables are created as described in the Methodology Notes in Appendix D of this Report.

Table 2
Representation of Women (October 31, 2014)
UBC Vancouver Campus

#	Occupational Group (EEOG)	Gender					
		2014			% Women 2013	% Women 2014	Comparison to Census
		Women	Men	Total			
1.	Senior Managers	15	27	42	39.5%	35.7%	27.4%
2.	Middle & Other Managers	460	420	880	53.1%	52.3%	39.8%
3.	University Professors	1,340	2,014	3,354	39.2%	40.0%	43.3%
4.	Professionals	1,903	1,088	2,991	63.3%	63.6%	51.8%
5.	Semi-Professionals & Technicians	1,034	647	1,681	63.9%	61.5%	48.5%
6.	Supervisors	127	53	180	63.7%	70.6%	51.4%
7.	Supervisors: Crafts & Trades	0	29	29	0.0%	0.0%	12.0%
8.	Administrative & Senior Clerical	857	115	972	87.4%	88.2%	79.0%
9.	Skilled Sales & Service	50	107	157	31.1%	31.8%	46.2%
10.	Skilled Crafts & Trades	3	234	237	1.6%	1.3%	3.9%
11.	Clerical Personnel	504	145	649	79.8%	77.7%	70.0%
12.	Intermediate Sales & Service	387	171	558	67.5%	69.4%	64.2%
13.	Semi-Skilled Manual Workers	9	38	47	24.0%	19.1%	17.1%
14.	Other Sales & Service	373	387	760	49.4%	49.1%	57.8%
15.	Other Manual Workers	4	57	61	7.0%	6.6%	30.1%
Total		7,066	5,532	12,598	56.1%	56.1%	n.a.
National Workforce Population (All Occupational Groups)							48.2%
Vancouver Workforce Population (All Occupational Groups)							48.6%

n.a.= not applicable or not available

Women at the Vancouver Campus

As shown in Table 2 above, Women at the UBC Vancouver Campus self-identify in UBC's Equity Census at a percentage rate which is higher than the Canada Census comparison group for more than half of Occupational Groups (EEOG), including such levels as Senior Managers, Middle & Other Managers, Professionals, Semi-Professionals & Technicians, Supervisors, Administrative & 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 Middle & Other Managers, Professionals, Semi-Professionals & Technicians, and Supervisors. Women also self-identify in the Equity Census at a rate which is below the Census Canada

comparison in such areas as University Professors, Supervisors: Crafts & Trades, Skilled Sales & Service, Skilled Crafts & Trades, Other Sales & Service, and Other Manual Workers.

Table 3
Representation of Aboriginal Peoples (October 31, 2014)
UBC Vancouver Campus

#	Occupational Group (EOG)	Aboriginal Peoples			Comparison to Census
		Respondents to the UBC EE Census Questionnaire			
		# 2014	2013%	2014%	
1.	Senior Managers	1	0.0%	2.9%	2.9%
2.	Middle & Other Managers	7	2.0%	1.3%	1.5%
3.	University Professors	22	1.6%	1.4%	1.3%
4.	Professionals	27	1.5%	1.5%	1.3%
5.	Semi-Professionals & Technicians	17	1.6%	2.1%	2.3%
6.	Supervisors	1	0.8%	0.9%	2.6%
7.	Supervisors: Crafts & Trades	0	0.0%	0.0%	3.0%
8.	Administrative & Senior Clerical	16	2.3%	2.6%	2.1%
9.	Skilled Sales & Service	1	0.0%	2.6%	2.3%
10.	Skilled Crafts & Trades	3	3.5%	3.4%	2.9%
11.	Clerical Personnel	9	1.7%	2.6%	2.4%
12.	Intermediate Sales & Service	5	3.0%	2.4%	2.3%
13.	Semi-Skilled Manual Workers	1	0.0%	6.7%	2.2%
14.	Other Sales & Service	5	2.2%	2.3%	2.7%
15.	Other Manual Workers	2	8.3%	8.3%	3.2%
Total		117	1.8%	1.8%	n.a.
National Workforce Population (All Occupational Groups)					3.5%
Vancouver Workforce Population (All Occupational Groups)					2.1%

n.a.= not applicable or not available

Aboriginal Peoples at the Vancouver Campus

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. UBC's representation of 1.8% is below that of the Census Canada representation for the Vancouver Workforce Population as well as the National Workforce Population, which is 2.1% and 3.5%, respectively. Ten Occupational Groups have seen an increase or remained stable in the percentage representation while five Occupational Groups 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. However, the percent self-identifying as Visible Minorities in UBC's Equity Census has increased from 32.8% in 2013 to 33.7% in 2014. Twelve of the fifteen Occupational Groups have seen an increase from 2013 to 2014.

Looking at the breakdown by Occupational Group, people self-identifying as Visible Minorities in UBC's Equity Census remains at or above the percentage representation in the Canadian Census population for eight of fifteen groups. Occupational Groups where Visible Minorities are self-reporting at a rate below the comparison group include Senior Managers, Middle & Other Managers, University Professors, Professionals, Supervisors: Crafts & Trades, Semi-Skilled Manual Workers, and Other Manual Workers.

Table 4
Representation of Visible Minorities (October 31, 2014)
UBC Vancouver Campus

#	Occupational Group (EOG)	Visible Minorities			Comparison to Census
		Respondents to the UBC EE Census Questionnaire			
		# 2014	2013%	2014%	
1.	Senior Managers	1	0.0%	2.9%	10.1%
2.	Middle & Other Managers	132	23.7%	25.4%	37.0%
3.	University Professors	289	18.6%	18.7%	19.1%
4.	Professionals	627	33.7%	34.7%	37.1%
5.	Semi-Professionals & Technicians	334	40.0%	42.0%	37.0%
6.	Supervisors	66	57.6%	60.0%	43.4%
7.	Supervisors: Crafts & Trades	2	18.2%	15.4%	28.7%
8.	Administrative & Senior Clerical	220	33.4%	35.3%	35.3%
9.	Skilled Sales & Service	27	77.4%	71.1%	53.5%
10.	Skilled Crafts & Trades	31	30.2%	34.8%	31.8%
11.	Clerical Personnel	159	45.6%	46.2%	42.3%
12.	Intermediate Sales & Service	109	51.5%	52.7%	47.5%
13.	Semi-Skilled Manual Workers	6	35.3%	40.0%	48.9%
14.	Other Sales & Service	146	64.2%	66.4%	55.9%
15.	Other Manual Workers	7	29.2%	29.2%	47.6%
Total		2,156	32.8%	33.7%	n.a.
National Workforce Population (All Occupational Groups)					17.8%
Vancouver Workforce Population (All Occupational Groups)					41.8%

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 Occupational Groups at UBC's Vancouver Campus. However, the representation of Persons with Disabilities remains below the Provincial workforce average of 5.8%, yet is at the same level as the national workforce average of 4.9%.

Table 5
Representation of Persons with Disabilities (October 31, 2014)
UBC Vancouver Campus

#	Occupational Group (EEOG)	Persons with Disabilities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2014	2013%	2014%	
1.	Senior Managers	1	3.1%	2.9%	4.3% ^a
2.	Middle & Other Managers	20	4.7%	3.8%	4.3% ^a
3.	University Professors	57	3.9%	3.7%	3.8%
4.	Professionals	83	4.1%	4.6%	5.4%
5.	Semi-Professionals & Technicians	47	6.6%	5.9%	4.5% ^b
6.	Supervisors	4	3.2%	3.6%	5.8% ^c
7.	Supervisors: Crafts & Trades	1	0.0%	7.7%	5.8% ^c
8.	Administrative & Senior Clerical	27	4.1%	4.3%	3.8% ^b
9.	Skilled Sales & Service	2	6.5%	5.3%	3.3% ^b
10.	Skilled Crafts & Trades	7	9.3%	7.9%	7.4% ^b
11.	Clerical Personnel	22	6.4%	6.4%	5.1% ^b
12.	Intermediate Sales & Service	17	7.0%	8.2%	5.7%
13.	Semi-Skilled Manual Workers	3	23.5%	20.0%	7.8% ^b
14.	Other Sales & Service	18	9.2%	8.2%	7.3% ^b
15.	Other Manual Workers	3	12.5%	12.5%	5.8% ^c
Total		312	5.0%	4.9%	n.a.
National Workforce Population (All Occupational Groups)					4.9%
Provincial Workforce Population (All Occupational Groups)^d					5.8%

Footnotes:

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

b = According to Statistics Canada, this figure should be used with caution due to small sample size.

c = For these Occupational Groups, due to small sample size for the level-specific Census Canada data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

d = Occupational Group numbers 4 to 15 are compared to the entire provincial labour market, due to the absence of city-specific data for this data source.

n.a. = not applicable or not available.

Sexual/Gender Diversity at the Vancouver Campus

People who self-identify within the Sexual/Gender Diversity group represent 5.9% of faculty and staff on the Vancouver Campus (Table 6, below).

Table 6
Representation of Sexual/Gender Diversity (October 31, 2014)
UBC Vancouver Campus

#	Occupational Group (EOG)	Sexual/Gender Diversity ^a		
		Respondents to the UBC EE Census Questionnaire		
		# 2014	2013%	2014%
1.	Senior Managers	4	12.5%	11.8%
2.	Middle & Other Managers	34	6.3%	6.5%
3.	University Professors	101	6.3%	6.5%
4.	Professionals	108	6.2%	6.0%
5.	Semi-Professionals & Technicians	45	7.0%	5.7%
6.	Supervisors	7	4.8%	6.4%
7.	Supervisors: Crafts & Trades	0	0.0%	0.0%
8.	Administrative & Senior Clerical	37	6.1%	5.9%
9.	Skilled Sales & Service	4	12.9%	10.5%
10.	Skilled Crafts & Trades	0	0.0%	0.0%
11.	Clerical Personnel	12	4.2%	3.5%
12.	Intermediate Sales & Service	17	7.0%	8.2%
13.	Semi-Skilled Manual Workers	0	0.0%	0.0%
14.	Other Sales & Service	8	4.8%	3.6%
15.	Other Manual Workers	1	8.3%	4.2%
Total		378	6.1%	5.9%

Footnotes:

n.a. = not applicable or not available.

a = The Sexual/Gender Diversity category includes those who self-identified as 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.

Persons from this broadly-defined Sexual/Gender Diversity community can be found in most Occupational Groups, with the exception of Supervisors: Crafts & Trades, Skilled Crafts & Trades, and Semi-Skilled Manual Workers. Otherwise, representation is between 3.5% and 11.8%. The highest representation is amongst Senior Managers and Skilled Sales & Service. However, the proportion of Sexual/Gender Diversity changed from 6.1% in 2013 to 5.9% in 2014.

Within this larger 5.9% of the workplace, 5.5% 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. These two categories have been combined in order to ensure greater confidentiality because of the small population size. Please also note that for this group, external labour market comparisons are not available.

New Hires at the Vancouver Campus

In this section, hiring rates (Table 7 below) are compared to the Canada Census pre-existing representation of staff and faculty by designated group. New hire data is based on those new hires self-identifying as members of a particular designated group on UBC's Equity Census Questionnaire.

Amongst those completing the Equity Census Questionnaire, for Women, UBC Vancouver Campus hires at a higher rate than the external market; 63.1% of new staff and faculty self-identify as Women, compared to 48.2% of Canadian workers and 48.6% of Vancouver workers.

UBC hires people who self-identify as Aboriginal peoples at a percentage rate that is typically higher than the external markets; 2.6% of new faculty and staff self-identify as Aboriginal Peoples compared to 2.1% of the Vancouver Workforce Population. Vancouver is UBC's target recruiting market for most Occupational Groups (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). UBC's estimated representation of Aboriginal Peoples amongst new hires is higher than the Census Canada benchmark for such levels as Senior Managers, Professionals, Semi-Professionals & Technicians, Administrative & Senior Clerical, Clerical Personnel, and Intermediate Sales & Service.

UBC hires people who self-identify in the questionnaire as Visible Minorities at a higher rate (34.4% overall) than pre-existing representation (33.7% overall), but below the Vancouver labour market (41.8% overall).

For University Professors, the results are more nuanced; 18.7% of UBC's current faculty and 20.0% of new hires self-identify as Visible Minority in the Equity Census Questionnaire, which in both cases exceeds the Canadian Census national labour market comparison of 17.8%. 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.

Table 7

New Hires by Occupational Group and Designated Group (October 31, 2014)

UBC Vancouver Campus

#	Occupational Group (EEOG)	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities			Sexual /Gender Diversity ^e	
		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	4	8	12	33.3%	27.4%	1	11.1%	2.9%	1	11.1%	10.1%	0	0.0%	4.3% ^a	0	0.0%
2.	Middle & Other Managers	137	148	285	48.1%	39.8%	2	1.2%	1.5%	42	24.7%	37.0%	4	2.4%	4.3% ^a	8	4.7%
3.	University Professors	132	102	234	56.4%	43.3%	0	0.0%	1.3%	15	20.0%	19.1%	1	1.3%	3.8%	5	6.7%
4.	Professionals	505	269	774	65.2%	51.8%	7	1.7%	1.3%	141	34.3%	37.1%	21	5.1%	5.4%	23	5.6%
5.	Semi-Professionals & Technicians	313	168	481	65.1%	48.5%	8	4.0%	2.3%	72	36.2%	37.0%	7	3.5%	4.5% ^b	9	4.5%
6.	Supervisors	21	15	36	58.3%	51.4%	0	0.0%	2.6%	13	65.0%	43.4%	1	5.0%	5.8% ^c	3	15.0%
7.	Supervisors: Crafts & Trades	x	x	x	x	12.0%	x	x	3.0%	x	x	28.7%	x	x	5.8% ^c	x	x
8.	Administrative & Senior Clerical	223	33	256	87.1%	79.0%	4	2.8%	2.1%	52	36.4%	35.3%	4	2.8%	3.8% ^b	10	7.0%
9.	Skilled Sales & Service	20	39	59	33.9%	46.2%	x	x	2.3%	x	x	53.5%	x	x	3.3% ^b	x	x
10.	Skilled Crafts & Trades	0	25	25	0.0%	3.9%	0	0.0%	2.9%	3	25.0%	31.8%	0	0.0%	7.4% ^b	0	0.0%
11.	Clerical Personnel	137	57	194	70.6%	70.0%	6	6.6%	2.4%	41	45.1%	42.3%	3	3.3%	5.1% ^b	3	3.3%
12.	Intermediate Sales & Service	108	31	139	77.7%	64.2%	2	6.7%	2.3%	14	46.7%	47.5%	3	10.0%	5.7%	2	6.7%
13.	Semi-Skilled Manual Workers	2	6	8	25.0%	17.1%	x	x	2.2%	x	x	48.9%	x	x	7.8% ^b	x	x
14.	Other Sales & Service	36	52	88	40.9%	57.8%	0	0.0%	2.7%	8	80.0%	55.9%	1	10.0%	7.3% ^b	0	0.0%
15.	Other Manual Workers	0	6	6	0.0%	30.1%	x	x	3.2%	x	x	47.6%	x	x	5.8% ^c	x	x
Total		1,638	959	2,597	63.1%	n.a.	30	2.6%	n.a.	402	34.4%	n.a.	45	3.9%	n.a.	63	5.3%
National Workforce Population (All Groups)					48.2%				3.5%			17.8%			4.9%		
Regional Workforce Population (All Groups)^d					48.6%				2.1%			41.8%			5.8%		

Footnotes:

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

b = According to Statistics Canada, this figure should be used with caution due to small sample size.

c = For these Occupational Groups, due to small sample size for the level-specific Census Canada data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

d = For Persons with Disabilities, Occupational Group numbers 4 to 15 are compared to the entire provincial labour market, due to the absence of city-specific data for this data source. For Gender, Aboriginal Peoples, and Visible Minorities, the data comparison is municipal data.

e = The Sexual/Gender Diversity category includes those who self-identified as 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.

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

UBC recruits people who self-identify as Persons with Disabilities in the questionnaire at a rate that is lower (at 3.9%) than UBC's pre-existing representation (at 4.9%), which is itself lower than the provincial comparison of 5.8%.

For the Sexual/Gender Diversity community, UBC Vancouver Campus recruits new staff who self-identify at a rate of 5.3%, which is lower than the pre-existing population of 5.9%.

Representation of Designated Group Members among Staff and Faculty Okanagan Campus

Tables 8-12 provide information on the representation of designated groups amongst UBC Okanagan Campus faculty and staff. The data is presented for each designated group in a separate table, and includes both 2013 and 2014 data. Hiring trend data is provided in Table 13 with additional analysis of the dynamic between UBC's hiring and pre-existing representation of designated groups. These tables are created based on the methodology described in the Methodology Notes in Appendix D of this Report.

Women at the Okanagan Campus

As shown in Table 8 below, employees at the UBC Okanagan Campus self-identifying as Women in the questionnaire are represented at a percentage rate that is above the Census Canada comparison for five Occupational Groups (EEOG), including such levels as Senior Managers, Middle & Other Managers, Professionals, Semi-Professionals & Technicians, and Administrative & Senior Clerical. The percentage representation is at least ten percent higher than the Census Canada comparison for Middle & Other Managers, Professionals, as well as Semi-Professionals & Technicians.

Table 8
Representation of Women (October 31, 2014)
UBC Okanagan Campus

#	Occupational Group (EEOG)	Gender					
		2014			% Women 2013	% Women 2014	Comparison to Census
		Women	Men	Total			
1.	Senior Managers	3	7	10	45.5%	30.0%	27.4%
2.	Middle & Other Managers	30	29	59	50.9%	50.8%	37.6%
3.	University Professors	175	235	410	45.0%	42.7%	43.3%
4.	Professionals	132	68	200	65.8%	66.0%	55.5%
5.	Semi-Professionals & Technicians	115	58	173	71.2%	66.5%	50.0%
6.	Supervisors	x	x	x	x	x	71.0%
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	11.0%
8.	Administrative & Senior Clerical	86	7	93	90.2%	92.5%	85.7%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	51.9%
10.	Skilled Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	3.1%
11.	Clerical Personnel	45	21	66	78.3%	68.2%	78.3%
12.	Intermediate Sales & Service	x	x	x	x	x	68.4%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	15.1%
14.	Other Sales & Service	0	17	17	0.0%	0.0%	57.6%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	22.9%
Total		586	442	1,028	58.0%	57.0%	n.a.
National Workforce Population (All Occupational Groups)							48.2%
Kelowna Workforce Population (All Occupational Groups)							49.1%

Footnotes:

n.a. = not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to Occupational Group (EEOG) numbers 7, 9, 10, 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

In Table 9 below, the number of employees who self-identified as Aboriginal Peoples in the Equity Census Questionnaire is 3.0% overall, and is below the Kelowna and national average of 4.3% and 3.5%, respectively. However the proportion has increased from the year prior.

Table 9
Representation of Aboriginal Peoples (October 31, 2014)
UBC Okanagan Campus

#	Occupational Group (EOG)	Aboriginal Peoples			Comparison to Census
		Respondents to the UBC EE Census Questionnaire			
		# 2014	2013%	2014%	
1.	Senior Managers	1	12.5%	12.5%	2.9%
2.	Middle & Other Managers	3	7.1%	7.3%	2.6%
3.	University Professors	5	1.5%	1.9%	1.3%
4.	Professionals	6	4.4%	4.2%	2.5%
5.	Semi-Professionals & Technicians	2	2.0%	1.9%	3.1%
6.	Supervisors	x	x	x	6.3%
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	7.1%
8.	Administrative & Senior Clerical	3	2.7%	4.2%	3.4%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	4.1%
10.	Skilled Crafts & Trades	n.a.	20.0%	n.a.	4.5%
11.	Clerical Personnel	0	0.0%	0.0%	4.5%
12.	Intermediate Sales & Service	x	x	x	4.5%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	5.8%
14.	Other Sales & Service	0	0.0%	0.0%	8.3%
15.	Other Manual Workers	n.a.	n.a.	n.a.	4.9%
Total		20	2.8%	3.0%	n.a.
National Workforce Population (All Occupational Groups)					3.5%
Kelowna Workforce Population (All Occupational Groups)					4.3%

Footnotes:

n.a. = not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to Occupational Group (EOG) numbers 7, 9, 10, 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.

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 five of the eight Occupational Groups.

Table 10
Representation of Visible Minorities (October 31, 2014)
UBC Okanagan Campus

#	Occupational Group (EOG)	Visible Minorities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2014	2013%	2014%	
1.	Senior Managers	1	12.5%	12.5%	10.1%
2.	Middle & Other Managers	2	7.1%	4.9%	6.1%
3.	University Professors	50	18.5%	18.9%	19.1%
4.	Professionals	8	7.3%	5.6%	6.2%
5.	Semi-Professionals & Technicians	8	7.1%	7.4%	6.6%
6.	Supervisors	x	x	x	5.6%
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	3.8%
8.	Administrative & Senior Clerical	3	6.8%	4.2%	3.9%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	9.9%
10.	Skilled Crafts & Trades	n.a.	n.a.	n.a.	3.3%
11.	Clerical Personnel	4	11.8%	13.8%	4.8%
12.	Intermediate Sales & Service	x	x	x	7.1%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	5.8%
14.	Other Sales & Service	2	10.0%	20.0%	9.1%
15.	Other Manual Workers	n.a.	n.a.	n.a.	5.6%
Total		78	12.0%	11.6%	n.a.
National Workforce Population (All Occupational Groups)					17.8%
Kelowna Workforce Population (All Occupational Groups)					6.2%

Footnotes:

n.a. = not applicable or not available.

Please note that the UBC Okanagan Campus does not have any positions that are matched to Occupational Groups (EOG) number 7, 9, 10, 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.

Persons with Disabilities at the Okanagan Campus

Those self-identifying as Persons with Disabilities (Table 11, below) in the questionnaire have a level of representation on the Okanagan Campus at 4.3%, which is below the national workforce average of 4.9% and below the provincial workforce average of 5.8%. The percent representation in the questionnaire is below UBC's comparison market in all Occupational Groups with the exception of University Professors, where UBC Okanagan Campus has 6.1% representation compared to the national average of 3.8%.

Table 11
Representation of Persons with Disabilities (October 31, 2014)
UBC Okanagan Campus

#	Occupational Group (EEOG)	Persons with Disabilities			
		Respondents to the UBC EE Census Questionnaire			Comparison to Census
		# 2014	2013%	2014%	
1.	Senior Managers	0	0.0%	0.0%	4.3% ^a
2.	Middle & Other Managers	0	0.0%	0.0%	4.3% ^a
3.	University Professors	16	6.5%	6.1%	3.8%
4.	Professionals	6	5.8%	4.2%	5.4%
5.	Semi-Professionals & Technicians	4	4.0%	3.7%	4.5% ^b
6.	Supervisors	x	x	x	5.8% ^c
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	5.8% ^c
8.	Administrative & Senior Clerical	2	4.1%	2.8%	3.8% ^b
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	3.3% ^b
10.	Skilled Crafts & Trades	n.a.	n.a.	n.a.	7.4% ^b
11.	Clerical Personnel	1	2.9%	3.4%	5.1% ^b
12.	Intermediate Sales & Service	x	x	x	5.7%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	7.8% ^b
14.	Other Sales & Service	0	0.0%	0.0%	7.3% ^b
15.	Other Manual Workers	n.a.	n.a.	n.a.	5.8% ^c
Total		29	5.0%	4.3%	n.a.
National Workforce Population (All Occupational Groups)					4.9%
Provincial Workforce Population (All Occupational Groups)^d					5.8%

Footnotes:

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

b = According to Statistics Canada, this figure should be used with caution due to small sample size.

c = For these Occupational Groups, due to small sample size for the level-specific Census Canada data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

d = Occupational Groups number 4 to 15 are compared to the entire provincial labour market, due to the absence of city-specific data for this data source. UBC Okanagan Campus does not have any positions that are matched to Occupational Group (EEOG) number 7, 9, 10, 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. n.a. = not applicable or not available.

Sexual/Gender Diversity at the Okanagan Campus

People who self-identify within the Sexual/Gender 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 Sexual/Gender Diversity (October 31, 2014)
UBC Okanagan Campus

#	Occupational Group (EEOG)	Sexual/Gender Diversity ^a		
		Respondents to the UBC EE Census Questionnaire		
		# 2014	2013%	2014%
1.	Senior Managers	0	12.5%	0.0%
2.	Middle & Other Managers	2	4.8%	4.9%
3.	University Professors	20	6.9%	7.6%
4.	Professionals	4	2.2%	2.8%
5.	Semi-Professionals & Technicians	1	1.0%	0.9%
6.	Supervisors	x	x	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	0	1.4%	0.0%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.
10.	Skilled Crafts & Trades	n.a.	n.a.	n.a.
11.	Clerical Personnel	1	2.9%	3.4%
12.	Intermediate Sales & Service	x	x	x
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.
14.	Other Sales & Service	0	0.0%	0.0%
15.	Other Manual Workers	n.a.	n.a.	n.a.
	Total	28	4.1%	4.1%

Footnotes:

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

Please note that the UBC Okanagan Campus does not have any positions that are matched to Occupational Groups (EEOG) number 7, 9, 10, 13, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

a = The Sexual/Gender Diversity category includes those who self-identified as 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.

Persons from this broadly-defined Sexual/Gender Diversity community are found to have a higher representation amongst Middle & Other Managers, and University Professors. Due to the current state of the external data, no comment can be made on the degree to which Sexual/Gender Diversity is representative of the local workforce. However, the representation remained stable at 4.1%. As with the prior year, the Sexual/Gender Diversity community includes no persons self-identifying as transgender on the UBC Okanagan Campus.

New Hires at the Okanagan Campus

In this section, UBC's hiring rates (Table 13 below) are reviewed in comparison to the Census Canada pre-existing representation of staff and faculty by designated group, for the Okanagan Campus.

For Women self-identifying in the questionnaire, UBC hires at a higher rate than the external market; 55.6% of UBC's new staff and faculty are Women, compared to 48.2% of Canadian workers and 49.1% of Kelowna workers being Women.

For those self-identifying as Aboriginal Peoples in the questionnaire, UBC Okanagan Campus hires at a higher rate than the external markets; 5.4% of new staff and faculty self-identify as Aboriginal Peoples compared to 3.5% of the national workforce and 4.3% of the Kelowna workforce. The percentage representation of Aboriginal Peoples amongst new hires completing the questionnaire is higher than the Census Canada comparison group for such levels as Middle & Other Managers, University Professors, Professionals, and Administrative & Senior Clerical.

UBC hires people who self-identify as Visible Minorities, at a higher rate (13.4% overall) than the pre-existing representation (11.6% overall) and above the Kelowna workforce average of 6.2%, but below the national workforce average of 17.8%.

For Persons with Disabilities, UBC recruits people who self-identify in the questionnaire at a lower level (at 0.9% overall) than UBC's Okanagan Campus pre-existing representation (at 4.3% overall), which is itself lower than the provincial comparison group of 5.8%.

For Sexual/Gender Diversity, UBC recruits at a lower level (0.9%) than the pre-existing representation (at 4.1%).

Table 13

New Hires by Occupational Group and Designated Group (October 31, 2014)

UBC Okanagan Campus

#	Occupational Group (EOG)	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities			Sexual /Gender Diversity ^e		
		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	x	x	x	x	27.4%	x	x	2.9%	x	x	10.1%	x	x	4.3% ^a	x	x	
2.	Middle & Other Managers	12	8	20	60.0%	37.6%	1	10.0%	2.6%	0	0.0%	6.1%	0	0.0%	4.3% ^a	n.a.	n.a.	
3.	University Professors	8	34	42	19.0%	43.3%	2	13.3%	1.3%	5	33.3%	19.1%	0	0.0%	3.8%	n.a.	n.a.	
4.	Professionals	33	14	47	70.2%	55.5%	1	3.3%	2.5%	4	13.3%	6.2%	0	0.0%	5.4%	1	3.1%	
5.	Semi-Professionals & Technicians	39	35	74	52.7%	50.0%	1	3.0%	3.1%	4	12.1%	6.6%	1	3.0%	4.5% ^b	n.a.	n.a.	
6.	Supervisors	x	x	x	x	71.0%	x	x	6.3%	x	x	5.6%	x	x	5.8% ^c	x	x	
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	11.0%	n.a.	n.a.	7.1%	n.a.	n.a.	3.8%	n.a.	n.a.	5.8% ^c	n.a.	n.a.	
8.	Administrative & Senior Clerical	22	1	23	95.7%	85.7%	1	7.1%	3.4%	0	0.0%	3.9%	0	0.0%	3.8% ^b	n.a.	n.a.	
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	51.9%	n.a.	n.a.	4.1%	n.a.	n.a.	9.9%	n.a.	n.a.	3.3% ^b	n.a.	n.a.	
10.	Skilled Crafts & Trades	n.a.	n.a.	n.a.	n.a.	3.1%	n.a.	n.a.	4.5%	n.a.	n.a.	3.3%	n.a.	n.a.	7.4% ^b	n.a.	n.a.	
11.	Clerical Personnel	17	14	31	54.8%	78.3%	0	0.0%	4.5%	2	20.0%	4.8%	0	n.a.	5.1% ^b	n.a.	n.a.	
12.	Intermediate Sales & Service	2	0	2	100.0%	68.4%	0	0.0%	4.5%	0	0.0%	7.1%	0	n.a.	5.7%	n.a.	n.a.	
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	15.1%	n.a.	n.a.	5.8%	n.a.	n.a.	5.8%	n.a.	n.a.	7.8% ^b	n.a.	n.a.	
14.	Other Sales & Service	x	x	x	x	57.6%	x	x	8.3%	x	x	9.1%	x	x	7.3% ^b	x	x	
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	22.9%	n.a.	n.a.	4.9%	n.a.	n.a.	5.6%	n.a.	n.a.	5.8% ^c	n.a.	n.a.	
Total		133	106	239	55.6%		6	5.4%		15	13.4%		1	0.9%		1	0.9%	
National Workforce Population (All Groups)						48.2%				3.5%				17.8%				4.9%
Regional Workforce Population (All Groups)^d						49.1%				4.3%				6.2%				5.8%

Footnotes:

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

b = According to Statistics Canada, this figure should be used with caution due to small sample size.

c = For these Occupational Groups, due to small sample size for the level-specific Census Canada data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

d = For Persons with Disabilities, Occupational Group numbers 4 to 15 are compared to the entire provincial labour market, due to the absence of city-specific data for this data source. For Gender, Aboriginal Peoples, and Visible Minorities, the comparison is municipal data.

e = The Sexual/Gender Diversity category includes those who self-identified as 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 1 (0.9%) 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 that are not requirements of the Federal Contractors Program. UBC asks for additional information on race/ethnicity and for details regarding Persons with Disabilities.

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 groups.

Representation by Race/Ethnicity

Vancouver Campus

53.5% of those who completed the additional questions on race/ethnicity identified themselves as White. A further 13.5% identified as Chinese. Other race/ethnicities represented included Aboriginal Peoples, Arab, Black, Filipino, Japanese, Korean, Latin American, South Asian, South East Asian, and West Asian.

Table 14
Representation by Race/Ethnicity (October 31, 2014)
UBC Vancouver Campus

Race/Ethnicity	Faculty and Staff		
	2012	2013	2014
Aboriginal Peoples	1.2%	1.2%	1.1%
Arab	0.5%	0.5%	0.4%
Black	0.8%	0.8%	0.8%
Chinese	12.5%	13.0%	13.5%
Filipino	3.3%	3.5%	3.8%
Japanese	1.2%	1.4%	1.5%
Korean	0.7%	0.8%	0.9%
Latin American	1.9%	2.1%	2.1%
South Asian	3.6%	3.8%	4.0%
South East Asian	1.6%	1.6%	1.8%
West Asian	1.0%	1.2%	1.2%
White	53.7%	53.5%	53.5%

Okanagan Campus

69.6% of those who complete the additional questions on race/ethnicity identify themselves as White. Other groups represented include Aboriginal Peoples, Arabs, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, South East Asian, and West Asian.

Table 15
Representation by Race/Ethnicity (October 31, 2014)
UBC Okanagan Campus

Race/Ethnicity	Faculty and Staff		
	2012	2013	2014
Aboriginal Peoples	1.7%	1.9%	2.1%
Arab	0.5%	0.6%	0.4%
Black	0.8%	1.0%	0.9%
Chinese	1.9%	2.2%	2.1%
Filipino	0.2%	0.6%	0.7%
Japanese	1.1%	0.9%	0.4%
Korean	0.6%	0.6%	0.6%
Latin American	0.6%	0.7%	1.0%
South Asian	2.2%	1.9%	1.6%
South East Asian	0.2%	0.4%	0.4%
West Asian	1.4%	1.6%	1.2%
White	66.0%	67.9%	69.6%

Representation by Sexual Orientation and Gender Identity

As discussed in the introduction of this Report when describing the supplementary questions, UBC reports on Sexual/Gender Diversity throughout the Report, in the same way that the designated groups are reported. For more detailed information on representation by Sexual/Gender 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 Sexual/Gender Diversity (alongside other designated groups) 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 self-identified as Persons with Disabilities 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, 1.9% indicated that they had a physical disability or impairment, 2.3% indicated they had an invisible disability or impairment, 3.6% indicated that they had an ongoing medical condition, and 33% of those with a disability 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, 1.9% indicated that they had a physical disability or impairment, 2.5% indicated they had an invisible disability or impairment, 3.0% indicated that they had an ongoing medical condition, and 48% of those with a disability indicated that their disability requires some kind of workplace accommodation.

Table 16

Representation of Persons with Disabilities by Type of Disability (October 31, 2014)

UBC Vancouver and Okanagan Campuses

Question	Faculty and Staff					
	UBC Vancouver Campus			UBC Okanagan Campus		
	2012	2013	2014	2012	2013	2014
Physical Disability or Impairment*	1.7%	1.9%	1.9%	1.9%	1.8%	1.9%
Invisible Disability or Impairment*	2.5%	2.5%	2.3%	2.2%	2.5%	2.5%
Ongoing Medical Condition*	3.7%	3.6%	3.6%	3.0%	2.8%	3.0%
Does Your Disability Require Workplace Accommodation? **	35%	34%	33%	56%	49%	48%

* Out of respondents

** Out of those who answered "Yes" at least once (questions 1, 2 or 3)

Representation of Designated Groups by Bargaining Unit

Tables 17 and 18 (below) show the representation by the designated groups according to bargaining unit. These tables are created based on a methodology described in the Methodology Notes in Appendix D of this Report.

Vancouver Campus

Amongst those completing the Equity Census Questionnaire at UBC's Vancouver Campus (Table 17, below) 56.0% of staff and faculty self-identify as Women. Representation amongst Women is above 56.0% 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 UBC's 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, Senior Executives, and Technicians & Research Assistants (Non-Union Techs).

Those self-identifying as Visible Minorities make up 33.8% of those who complete the 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 4.9% of those who submitted an equity questionnaire, and are represented at a rate above 4.9% in such bargaining units as CUPE 116, CUPE 2278 (Non-Credit Instructors / English Language Institute), CUPE 2950, Excluded M&P, Exec Admin, Senior Executives, and Technicians & Research Assistants (Non-Union Techs).

A baseline of 5.9% of faculty and staff on the Vancouver Campus self-identify in the survey as part of the broader Sexual/Gender Diversity category. Representation in this category is above 5.9% of survey respondents for such bargaining units as CUPE 2278 (Non-Credit Instructors / English Language Institute), CUPE 2950, Faculty (Faculty Association), AAPS, Service Unit Directors, and Senior Executives.

Table 17

Representation of Designated Groups by Bargaining Unit (October 31, 2014)

UBC Vancouver Campus

Bargaining Unit	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Sexual/Gender Diversity ^e	
	Women	Men	Total	% Women	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BCGEU UBC - Vancouver ^a	130	6	136	95.6%	3	8.6%	18	51.4%	1	2.9%	1	2.9%
CUPE116 ^b	925	1,252	2,177	42.5%	16	2.0%	430	52.6%	72	8.8%	43	5.3%
CUPE2278 (Non-CR Instructors)	45	16	61	73.8%	0	0.0%	2	12.5%	1	6.3%	1	6.3%
CUPE2950 ^c	1,303	238	1,541	84.6%	21	2.4%	379	43.5%	47	5.4%	51	5.9%
Excluded Management & Professional	44	13	57	77.2%	1	2.8%	7	19.4%	2	5.6%	1	2.8%
Executive Admin (non-union clerical)	39	3	42	92.9%	0	0.0%	7	30.4%	2	8.7%	0	0.0%
Faculty (Faculty Association)	1,220	1,824	3,044	40.1%	21	1.4%	274	18.3%	56	3.7%	98	6.5%
Faculty (Non-Faculty Association)	362	484	846	42.8%	5	1.7%	83	27.9%	8	2.7%	17	5.7%
International Union of Operation Engineers 882	1	67	68	1.5%	1	4.0%	11	44.0%	0	0.0%	0	0.0%
Management & Professional (AAPS)	2,317	1,290	3,607	64.2%	39	1.7%	754	33.0%	96	4.2%	139	6.1%
Service Unit Directors	25	27	52	48.1%	0	0.0%	4	10.3%	1	2.6%	3	7.7%
Sr. Executives ^d	9	9	18	50.0%	1	6.7%	1	6.7%	1	6.7%	1	6.7%
Technicians & Research Assistants	596	279	875	68.1%	8	1.9%	186	44.2%	24	5.7%	22	5.2%
Grand Total	7,016	5,508	12,524	56.0%	116	1.8%	2,156	33.8%	311	4.9%	377	5.9%

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).

d= Sr. Executives include Sr. Executives - Academic and Sr. Executives- Administrative.

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

e = The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term.

Table 18

Representation of Designated Groups by Bargaining Unit (October 31, 2014)

UBC Okanagan Campus

Bargaining Unit	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Sexual /Gender Diversity ^a	
	Women	Men	Total	% Women	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BCGEU UBC-Okanagan	196	88	284	69.0%	2	1.2%	14	8.1%	4	2.3%	1	0.6%
Executive Admin (non-union clerical)	9	0	9	100.0%	1	14.3%	0	0.0%	1	14.3%	0	0.0%
Faculty (Faculty Association)	178	231	409	43.5%	5	1.9%	50	18.7%	16	6.0%	21	7.8%
Faculty (Non-Faculty Association)	6	9	15	40.0%	0	0.0%	1	11.1%	0	0.0%	0	0.0%
Management & Professional (AAPS)	185	109	294	62.9%	11	5.4%	13	6.4%	8	3.9%	6	2.9%
Grand Total	574	437	1,011	56.8%	19	2.9%	78	11.8%	29	4.4%	28	4.2%

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 Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analagous term.

Okanagan Campus

At UBC's Okanagan Campus (Table 18, above) 56.8% of those completing UBC's 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 2.9% of faculty and staff completing the questionnaire self-identify as Aboriginal Peoples, with representation higher than 2.9% in such groups as Exec Admin and AAPS. Visible Minorities, which make up 11.8% of faculty and staff who self-identify in the questionnaire, are more represented at a rate above 11.8% amongst Faculty (Faculty Association). A baseline of 4.4% of staff and faculty completing the questionnaire self-identify as Persons with Disabilities, with representation above this percentage rate for such bargaining units as Exec Admin and Faculty (Faculty Association). Faculty and staff self-identifying in the questionnaire within Sexual/Gender Diversity are 4.2% of the total, and representation is higher than this percentage for Faculty (Faculty Association).

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 UBC's profile of faculty and staff based on designated groups and Occupational Groups.

For the Vancouver Campus, Women self-identify in the survey at a rate that is above the Canada Census comparison for more than half of Occupational Groups. The percentage of survey participants self-identifying as Aboriginal Peoples is at a lower level than the national and local workforce, and has remained the same from the previous year. 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, and has increased year-over-year. Persons with Disabilities self-identify in the questionnaire at a level that is equal to the national labour market, but below the provincial labour market.

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

For University Professors on the Vancouver Campus, 18.7% of UBC's current faculty and 20.0% of new hires identify as Visible Minorities, which in both cases exceed the national labour market comparison of 17.8%. 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.

UBC Vancouver Campus hires those self-identifying as Persons with Disabilities at a percentage rate (3.9% overall) that is lower than the provincial and national labour market, which are 5.8% and 4.9%, respectively.

On the Okanagan campus those who self-identify as Women are represented above the level of the external market, both overall and for most Occupational Groups. For Aboriginal Peoples, representation is below the Kelowna and national average, but has increased proportionally from

the year prior. For those self-identifying as Visible Minorities, UBC has representation above the Kelowna workforce but below the national labour market. In addition, those self-identifying as Persons with Disabilities are represented at a rate that is below the comparison group overall and for most Occupational Groups, with the exception of University Professors.

Regarding UBC's hiring trends on the Okanagan Campus, UBC hires at a percentage rate that is higher than the Census Canada comparison market for both Women and Aboriginal Peoples. UBC recruits people who self-identify as Visible Minorities at a higher rate than the pre-existing complement of faculty and staff, and also above the average for the Kelowna labour market. For Persons with Disabilities, UBC recruits people who self-identify at a lower percentage rate than the pre-existing representation, and also below the average for the provincial and national labour market.

Regarding those self-identifying within the Sexual/Gender Diversity group, 5.9% of the Vancouver Campus and 4.1% of the Okanagan Campus are part of this designated group. UBC hires candidates at a percentage rate that is below the pre-existing population within the Vancouver and Okanagan campuses.

What does UBC do to address ongoing needs to advance employment equity? In March 2015, the University appointed Dr. Sara-Jane Finlay as the Associate Vice President, Equity & Inclusion. Through her office education, outreach and proactive strategies focused on improving equity employment are offered on both campuses. UBC's Senior Advisor to the Provost on Women Faculty promotes faculty diversity through policy development, advancement and leadership, and ongoing research. Several administrative departments (for example Access & Diversity) coordinate disability-related accommodations for employees who require equipment or mobility assistance. The Campus and Community Planning unit works to resolve physical accessibility issues on campus. UBC's Return-to-Work team helps many staff stay at work or return to work during or after an illness or disability.

UBC recently started an Asian Canadian Community Engagement initiative, focused on supporting and synchronizing the UBC's activities in local Asian Canadian communities. Under the terms of the Aboriginal Strategic Plan, several hiring initiatives have been undertaken by programs and faculties, often in partnership with the central administration. The Positive Space Campaign is a campus-wide initiative to help make UBC more receptive and welcoming to the Sexual/Gender Diversity community, offering workshops and supporting resource-person advocates in the workplace.

Campus-wide expectations of metrics-based decision-making are growing and evolving, as UBC begins to consider new options to re-fresh its approach and increase its own standards. UBC enters its second century with expectations that everyone will continue to break new ground, and employment equity efforts are part of this effort.

APPENDIX A – TABLE CONVERSION KEY

Table 19 below lists the tables provided in this as well as last year's report in sequential order, and also provides the table number and title in prior reports (2012 and 2011). This table is intended to assist those who are comparing data year-over-year. It should be noted that between 2011 and 2012 UBC chose to shorten the Report to mostly focus on data that was required by the Federal Contractors Program. Please note that any comparisons of students to faculty and staff have been dropped; 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 the 2013 and 2014 Report and the 2011 and 2012 Counterpart

Current Table No. (2013 and 2014 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 Sexual/Gender Diversity - Vancouver Campus	n.a.	n.a.	Table not provided in 2012 or 2011 reports.
Table 7	New Hires by Occupational Group and by Designated 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 Sexual/Gender Diversity - Okanagan Campus	n.a.	n.a.	Table not provided in 2012 or 2011 reports.
Table 13	New Hires by Occupational Group and by Designated 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 and 2014 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 Designated 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 Designated 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 FO THE UBC EMPLOYMENT EQUITY CENSUS QUESTIONNAIRE

This is the seventh 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, 2014.

Tables 20-21 below show the “return rate” or UBC’s *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 57.6% for the Vancouver Campus which reflects a decrease from the year prior. The return rate is 71.9% for the Okanagan Campus, which also reflects a decrease from the previous year.

The return rate also varies across Occupational Groups. For both campuses, the highest return rates are among Senior Managers, and Administrative & Senior Clerical.

Table 20

Return Rate of Employment Equity Questionnaire (October 31, 2014)

UBC Vancouver Campus

#	Occupational Group (EEOG)	Return Rate (Vancouver Campus)						
		2008	2009	2010	2011	2012	2013	2014
1.	Senior Managers	97.7%	80.0%	87.9%	88.6%	88.9%	86.8%	83.3%
2.	Middle & Other Managers	83.5%	61.1%	69.2%	69.7%	70.9%	68.5%	65.0%
3.	University Professors	81.6%	40.3%	49.1%	49.6%	50.8%	52.0%	52.0%
4.	Professionals	78.1%	53.6%	63.5%	64.4%	66.6%	68.1%	66.7%
5.	Semi-Professionals & Technicians	65.7%	41.8%	53.5%	51.7%	52.2%	55.6%	55.6%
6.	Supervisors	85.3%	57.1%	63.1%	64.3%	66.8%	67.0%	69.4%
7.	Supervisor-Crafts & Trades	50.0%	40.5%	58.8%	63.6%	57.6%	53.1%	65.5%
8.	Administrative & Senior Clerical	83.6%	58.0%	68.5%	68.9%	70.4%	71.5%	70.4%
9.	Skilled Sales & Service	62.5%	26.8%	44.8%	44.9%	35.9%	31.1%	31.2%
10.	Skilled Crafts & Trades	63.8%	28.0%	39.1%	40.1%	41.7%	43.3%	46.0%
11.	Clerical Personnel	74.7%	51.9%	60.2%	58.8%	61.6%	63.3%	60.1%
12.	Intermediate Sales & Service	41.6%	32.6%	43.6%	44.9%	47.0%	46.7%	43.9%
13.	Semi-Skilled Manual Workers	51.0%	27.3%	51.2%	64.3%	53.7%	46.0%	42.6%
14.	Other Sales & Service	63.1%	24.5%	41.9%	40.6%	41.6%	41.4%	40.0%
15.	Other Manual Workers	50.6%	26.0%	42.6%	45.6%	47.8%	50.9%	49.2%
16.	No Description	74.4%	100.0%	23.1%	n.a.	n.a.	n.a.	n.a.
Grand Total		74.2%	45.3%	55.6%	55.9%	57.3%	58.5%	57.6%

n.a.= not applicable or not available

Table 21

Return Rate of Employment Equity Questionnaire (October 31, 2014)

UBC Okanagan Campus

#	Occupational Group (EEOG)	Return Rate (Okanagan Campus)						
		2008	2009	2010	2011	2012	2013	2014
1.	Senior Managers	100.0%	66.7%	80.0%	76.9%	72.7%	81.8%	90.0%
2.	Middle & Other Managers	93.8%	69.0%	82.1%	78.6%	80.8%	80.7%	78.0%
3.	University Professors	73.4%	62.2%	69.0%	64.8%	68.1%	70.6%	70.2%
4.	Professionals	79.2%	64.7%	73.7%	74.4%	70.8%	78.9%	79.0%
5.	Semi-Professionals & Technicians	69.2%	64.6%	72.1%	60.7%	73.6%	71.9%	68.8%
6.	Supervisors	x	x	x	x	x	x	x
7.	Supervisor-Crafts & Trades	n.a.	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%	83.9%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts & Trades	60.0%	16.7%	100.0%	100.0%	83.3%	85.7%	n.a.
11.	Clerical Personnel	62.0%	53.0%	73.6%	54.6%	58.2%	55.1%	48.5%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	x	x	x	x	x	x	x
14.	Other Sales & Service	72.7%	58.3%	61.5%	55.6%	56.3%	65.0%	64.7%
15.	Other Manual Workers	n.a.	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.	n.a.
Grand Total		75.0%	57.1%	62.2%	67.6%	70.6%	73.0%	71.9%

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 Occupational Groups (EEOG) numbers 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 SEXUAL/GENDER DIVERSITY

This report provides data and analysis regarding UBC’s representation by people who self-identify as within “Sexual/Gender 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, 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 Sexual/Gender 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 says or determines nothing about one’s sexual identity and vice versa. Sexual orientation deals with attraction to others while gender identity deals with how one sees ones’ self along a continuum of gender possibilities, independent of attraction.

At the time of writing, the normal parlance for the Sexual/Gender Diversity community is LGBT*QTIA+. In recognition that the inclusive terminology is always evolving, UBC uses a more general term of “Sexual/Gender Diversity”.

APPENDIX D - METHODOLOGY NOTES

The workforce analysis compares UBC's internal workforce of designated 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 "Occupational Group," technically known as Employment Equity Occupational Groups (EEOGs). Determining representation and concentration of designated 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 designated group, UBC reports the percentage of all survey respondents identifying as a member of the designated group, and also as a percentage of all people completing that part of the survey. On a row-by-row basis, UBC also reports on the number of people within a particular Occupational Group (EEOG) who are part of an equity category, and also the percentage of people within that Occupational Group (which is the number of people self-identifying in the designated group, divided by the number of survey respondents for that particular Occupational Group). 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 Occupational Group 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 57.6% for the Vancouver Campus and 71.9% 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 2011, 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 in 2010 or 2011, except for Persons with Disabilities, to which the data refers to people aged 15 to 64 years and who worked in 2011 or 2012. In prior years' reports this external comparison data was described as "Availability Data" to reflect labour market availability; however, UBC has attempted to use plain language. Canadian labour force data is drawn from the 2011 Canadian Census Employment Equity Data Report.

This report provides information on Sexual/Gender 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 designated groups designated by legislation.

For most Occupational Groups, UBC uses market data based on municipality, as described in Table 1 of this Report, with the exception of Persons with Disabilities for which only provincial data is available. 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. This is being done 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; however, other types of information can be made available on request.

This report was written between August and September of 2015 as a combined effort involving staff in the Workforce Planning team of UBC Human Resources, Planning and Institutional Research, the Equity and Inclusion Office, and with some use of the pre-existing wording of the authors of prior years' reports.