

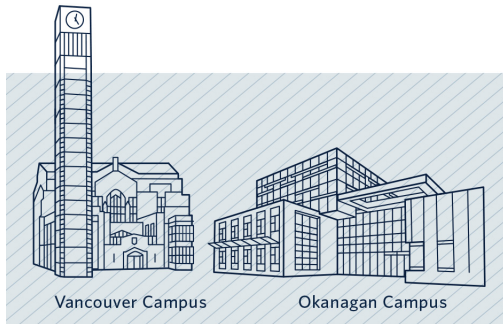


ANNUAL REPORT 2016 - 2017



THE UNIVERSITY OF BRITISH COLUMBIA

Equity & Inclusion Office



About Equity & Inclusion Office

Through leadership, vision and collaborative action, the Equity & Inclusion Office continues to further UBC's commitment to excellence, diversity, and inclusion.

The office provides the full range of services that support employment equity, education, leadership, and proactive initiatives while building resiliency and a respectful environment.

The Associate Vice President, Equity & Inclusion reports to the Vice President, Human Resources, Provost and Vice President Academic, Vice President, Students, and the Deputy Vice Chancellor, Dr. Deborah Buszard.

About This Report

UBC is committed to improving employment equity, protecting the human rights of students, faculty and staff across its campuses and work sites, and building a community where principles of inclusion are embedded across academic, work and campus life.

This report serves as an accountability and transparency mechanism for equity and inclusion efforts at UBC.

The Equity & Inclusion Office annual report provides an overview of key highlights during the academic year period of July 1 to June 30, 2017.

The EIO annual report is a supplement to the Employment Equity Report. The Employment Equity Report constitutes UBC's commitment to compliance with the Federal Contractors Program (FCP), which requires that employers of a certain size develop an employment equity plan in order to receive Federal government funding.

Overall, these reports provide an overview of efforts that are integral to advancing UBC's commitment to excellence and providing a respectful living, working, and learning environment.

We envision 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 continues to further UBC's commitment to excellence, equity, and mutual respect.

COMMUNITY REFLECTIONS

“With the support of the Inclusive Recreation Committee, UBC Recreation has been able to make substantial progress in providing inclusive and accommodating programs and facilities.”

Michael Tan
Director, Intramurals and Recreation
UBC Athletics and Recreation

“The Equity Enhancement Fund we secured two years ago catalyzed an extremely effective project, Teacher Education For All. It has grown into a Faculty-wide initiative highlighting SOGI-inclusive culture and practices.”

Wendy Carr
Associate Dean, Teacher Education
Faculty of Education

“It was fun... I didn’t realize simple and everyday thoughts and actions might affect others. Useful and informative.”

Speak Up Workshop Student Participant
Department of Theatre and Film Studies

“Really useful conversations that wouldn’t have happened without the presentation. It is really important as filmmakers to create inclusive, diverse, representative content and having a safe work environment. Thank you!”

Speak Up Workshop Student Participant
Department of Theatre and Film Studies

“The Equity Enhancement Fund has been critical to the success of the Wingspan Disability Arts, Culture and Public Pedagogy’s cluster success, drawing attention to the neglected turn of disability in social justice work at UBC and beyond.”

Professor Leslie Roman
Co-Chair
President’s Working Committee on Disability Culture, Art and Equity

“The Equity Enhancement Fund not only provided us funds to do great things, but helped spark a more strategic conversation about what our unit needs and gave us latitude to experiment.”

Sarah E Gergel
Associate Dean, Diversity & Inclusion
Faculty of Forestry

#DIDYOUKNOW



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Building an Inclusive Campus Community

Dear friends,

As we mark more than 100 years of UBC, we also recognize the diverse history of our university and our communities. With another year in university's history behind us, this report provides an annual snapshot of the Equity & Inclusion Office initiatives that seek to advance the University's broader commitment to excellence and mutual respect.

In order to pursue excellence in research, innovation, and student success, UBC must foster opportunity for a diverse workforce and community.

As one of Canada's most diverse and most international universities, we are uniquely positioned to harness that diversity, and to embed the tenets of inclusion and intercultural fluency through a holistic, whole systems approach.

Operationally, we are committed to improving employment equity and protecting the human rights of students, faculty and staff across our campuses and work sites. And, in the 2016-2017 academic year, we strengthened our capacity to enhance and embed inclusion across the university, and to productively engage with conflict by bringing new resources to our office and the university.

Our office continues to provide strategic leadership, build the capacity of students, faculty, and staff to engage with diversity and offer services that meet the needs of our community.

This work is critical as we consider UBC's commitment to recruit and support diverse students. As part of this commitment, and with the support of the Commitment to Diversity Fund, we launched the Student Diversity Initiative as a way to build a university environment that is welcoming and inclusive of all our students.

This year, we also expanded our efforts to productively engage with conflict by

creating a new position of director, dialogue and conflict engagement. Dr. Aftab Erfan, the incumbent director, will facilitate productive engagement with conflict, contributing to the overall wellbeing of our community and create conditions for transformative learning.

To enhance campus engagement around diversity and inclusion, we also continued to deliver community engagement and educational programming with a range of partners at our Vancouver and Okanagan campuses, including Campus and Community Planning, alumni UBC, the Irving K. Barber Learning Centre, UBC Recreation, and Human Resources.

In order to facilitate leadership and engagement around equity and inclusion, we continued to support community-led projects through our Equity Enhancement Fund. In 2016, we funded 11 projects that seek to build capacity of students, faculty and staff to engage with diversity.

I am pleased that UBC's efforts are not going un-noticed. This year, we were recognized as one of Canada's Best Diversity Employers, and Times Higher Education named UBC as the Most International University in North America.

Equity and human rights are foundational to UBC's academic pursuits, our working lives, and our involvement in the larger campus community. As such, we look forward to continuing to work with you as we advance a model inclusive and diverse campus community.

Sincerely,

Sara-Jane Finlay
Associate Vice-President, Equity & Inclusion

A woman with long dark hair is speaking and gesturing with her hands in a meeting. She is wearing a black top. In the background, another person with glasses is visible. The scene is set in a professional environment with a blurred background.

ORGANIZATIONAL STEWARDSHIP

The Equity & Inclusion Office works with partners to provide strategic leadership, and embed equity and inclusion across the university.

The Office supports policy and planning efforts that build leadership capacity, support partner initiatives, in order to create an inclusive and welcoming environment at UBC.

Building Capacity

Enhancing the Student Experience

At UBC, we are committed to recruiting and supporting diverse students. In response to the need to strategically enhance those efforts, the Commitment to Diversity Fund was established. In 2016, UBC operationalized this commitment through the Student Diversity Initiative (SDI). SDI will work to develop a guiding framework of Inclusive Excellence to address systems and processes that build a university that is welcoming and inclusive of all our students.

ACTIVITIES INFORMING THE FORMATION OF THE STUDENT DIVERSITY INITIATIVE (SDI)

Get Set Phase

The Equity & Inclusion Office and VP Students' Office begin planning how to leverage the Commitment to Student Diversity Fund to support diverse student experiences.

UES Data Review

A detailed examination of 2016 Undergraduate Experience Survey (UES) responses by demographics shows that some students are having a less positive experience than their peers.

Student Focus Groups

From the populations identified in the UES data as having difficult experiences at UBC, student focus groups were convened to inform on the lived experiences of students.

SDI Launch

The SDI began its roll-out in the spring of 2017. To date the initiative has hired 11 staff to support the adoption of Inclusive Excellence across the institution.

May

October

November

December

February

March

April

May

Stakeholder Report

Staff, faculty, and student leaders across the institution were consulted on the current programming to support marginalized students on campus, as well as the largest gaps in support of these students.

Literature Review

A literature review of equity, diversity, and inclusion work across post-secondary institutions was conducted, to note the best practices in supporting diverse students at UBC.

SDI Created

The SDI leadership team used the stakeholder report, UES data, literature review, and student focus groups to inform the creation of the Student Diversity Initiative.

Concept Spotlight

Inclusive Excellence

While many Canadian universities may have high rates of demographic diversity, harnessing that diversity and embedding the tenets of inclusion and intercultural fluency into the cultural fabric of an institution requires an institutional commitment and an empirically sound roadmap.

Inclusive Excellence (IE) recognizes that excellence at universities is not only enhanced by diversity, but that excellence cannot be achieved without structural and systemic support for diversity.

IE can be considered an approach and a process in which diversity, equity, and inclusion are embedded into the core operations, policies, and practices of every unit of the university. Inclusion constitutes equity in access, representation, and success of historically underserved and marginalized populations in postsecondary education.

Inclusive Excellence includes the following components:

- » A focus on student intellectual and social development.
- » Development of staff and faculty competencies.
- » The purposeful development and utilization of unit and institutional resources to enrich and enhance student learning.
- » The prioritization of the cultural and social differences that diverse learners bring to the educational experience and that enrich and enhance the core mission of the university.
- » A robust and welcoming intercultural campus community that actively engages all of its diversity in the service of student and institutional learning.

Leading Change and Influencing Strategy

Vice Presidential Strategic Implementation Committee on Equity & Inclusion

The Vice Presidential Strategic Implementation Committee on Equity & Inclusion (VP SICED) continued another year of operation, providing advice and recommendations on actions and implementation to the Provost and Vice President, Academic; the Vice President, Human Resources; the Vice President, Students; and the Deputy Vice Chancellor for the Okanagan Campus.

The VP's use this advice to enhance the implementation of equity and diversity initiatives throughout their portfolios.

In 2016, the committee operationalized a Trans, Two-Spirit and Gender Diversity Working Group and a Race & Leadership Working Group.

In October 2016, the Trans, Two-Spirit and Gender Diversity Working Group delivered a series of recommendations including that "Gender Identity or Expression" as named grounds be added to UBC's Policy #3 'Discrimination and Harassment'.

In April 2017, the Race & Leadership Working Group delivered a set of recommendations aimed at attracting and retaining a more diverse leadership.

Finally, the Retribution and Retaliation Working Group developed a set of recommendations around retaliation in order to strengthen assurances to those who report discriminatory, abusive and disrespectful conduct. The recommendations have been placed under consideration and actions are being taken to follow-up on how best to implement them.



President's Working Committee on Disability Culture, Art and Equity

In 2017, the Equity & Inclusion Office staff joined the newly formed President's Working Committee on Disability Culture, Art and Equity.

The committee adopts a novel approach, turning away from the deficit understandings of people with disabilities or stereotypes of pity, tragedy, and criminality towards an arts-based and creative understanding of disabilities as valued differences on our campus and in our lives.



Advancing Faculty Equity

In 2016, Dr. Jennifer Love, Senior Advisor to the Provost on Women Faculty and the Equity & Inclusion Office continued to collaborate on initiatives that enhance UBC's scholarly and leadership environment and strengthen opportunities for women faculty.

During this time Dr. Love, in collaboration with UBC Human Resources and Planning and Institutional Research (PAIR), worked on the development of a Faculty Data Dashboard. The dashboard allows for easy tracking of data related to faculty positions at each level, and allows UBC to better identify and understand discrepancies between male and female faculty members.

EIO and Dr. Love also continued to deliver briefing sessions on equity and inclusion to faculty search committees.

Developing Faculty & Staff Competencies

In addition to engaging students, the Equity Facilitation team works with faculty and staff to heighten their awareness of issues and needs concerning respectful spaces in the learning, working, and living environments on both campuses.

We achieve these outcomes through a myriad of methods including education, facilitation, consultation, collaboration, policy development, conflict management support, and the provision of resources to the university community.

We work with students, administrators, faculty, staff, and representatives from unions, employee associations, departmental equity committees and the wider community.

Identifying Systemic Barriers and Exploring Solutions

In January 2017, the Equity Facilitation team hosted a Positive Space Learning Lab. The lab offered a facilitated space through which staff and faculty could learn about and experiment with possible solutions to systemic issues and circumstances encountered by sexual and gender diverse community members and allies in the UBC working, learning and living environments.

The workshop was delivered in response to people who have taken the Positive Space workshops and wanted to build more Sexual Orientation and Gender Identity (SOGI) competencies and knowledge. A group of 15 staff and faculty took part in a two hour session.

By the end of this workshop, the participants were able to identify and explain how issues and barriers have an impact on transgender and gender non-conforming people, identify needed information, resources, and stakeholders, and formulate solutions and plan for implementation.





Enhancing Student Communications

As part of our efforts to build capacity across the university, the Equity Facilitation team provided equity and inclusion subject matter expertise to Student Communications staff as they worked to create pre-arrival communications for new students. The 'Know My Campus' campaign introduced students to UBC's values for a safe, respectful, and inclusive environment.

Content was organized around three topic areas: A Place of Connection, A Place of Learning and Discover Your Place. Leveraging existing channels, the campaign used blog posts, videos, and interactive resources to introduce students to UBC's expectations and commitments needed to build a welcoming and inclusive university community.

As result of this collaboration, Student Communications team developed knowledge and materials that will help inform future communications with students.



UBC Recreation "Inclusive Rec Committee"

As an active member of UBC Recreation's "Inclusive Rec committee," the Equity & Inclusion Office provided leadership on several strategic initiatives aimed at enhancing the inclusivity of UBC Rec services and programs.

Equity Facilitation team supported UBC Recreation in creating a more gender-inclusive intramural competition structure; supporting an Inclusive Rec Project, leading to the design of facilities and offerings for people with diverse gender identity and expression, ability and accessibility, and race, culture and ethnic diversity.

Working closely with the Aquatic Centre management and student staff, the team supported the universal changeroom signage and delivered professional development training to staff who work to welcome and include all community members in the use of the new aquatic facility.

Enhancing Student Leadership

Community Building Education

The Equity & Inclusion Office Equity Facilitation team continued to collaborate with the Centre for Student Involvement and Career Services to deliver workshops and training that help build the capacity of student leaders to create an inclusive and welcome campus community.

Spring Welcome, a coordinated training day, brings together nearly 1300 student leaders, student & staff facilitators and provides a high-impact opportunity to deliver educational sessions.

The Community Building Education sessions grow student leaders' understanding of diversity, helps them connect their individual values to their frames of reference, and teaches them skills to be active bystanders.

Student leaders apply the knowledge gained during Imagine Day, a University-wide orientation day, and during various peer programs and events throughout the year.

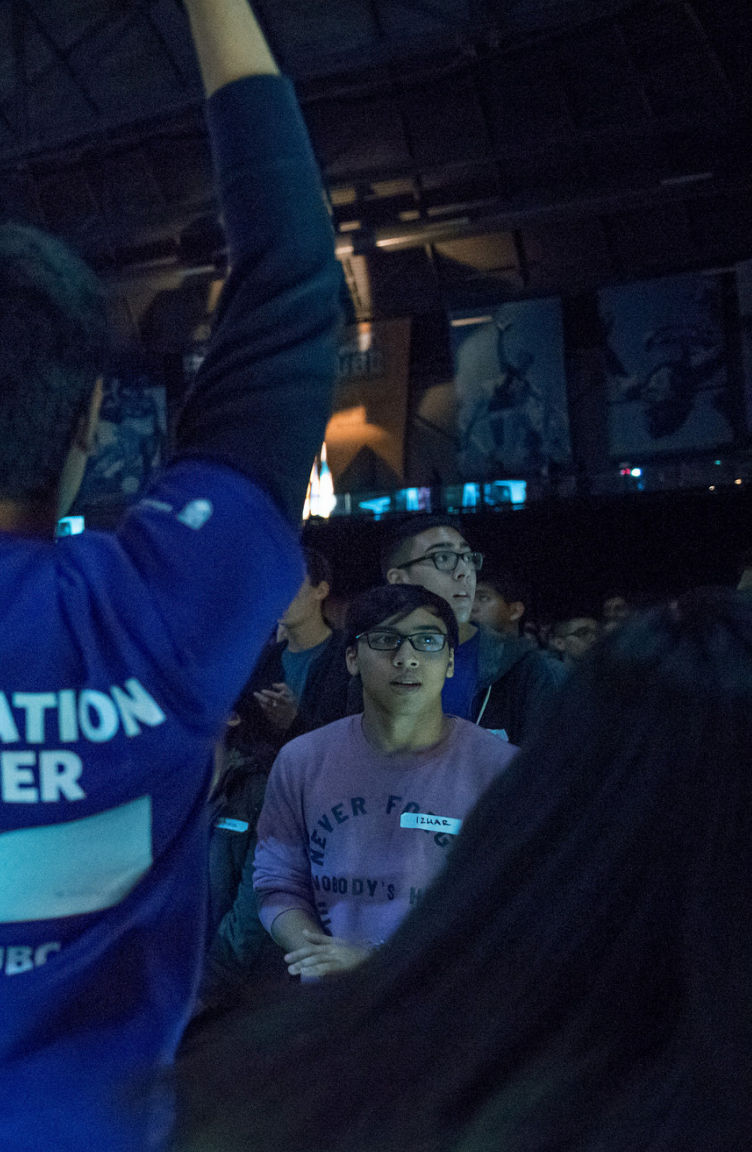
Active Bystander Program

The Active Bystander (AB) program is a student leadership program designed to provide students with the knowledge, skills, and confidence required to facilitate the Active Bystander programming through a community building workshop.

An Active Bystander is someone who observes a conflict, unacceptable behaviour, or unsafe situation and takes steps that can make a difference. An active bystander does not ignore the situation, look away, or call it something else.

Whether it's in the classroom, in residence, or even on a bus commute, student leaders are equipped to respond to disrespectful language and/or behaviours, supporting the cultivation of a respectful and inclusive university community.





Positive Space Workshops

The Positive Space Campaign works to make UBC more receptive to and welcoming of its LGBT2SQIA+ students, staff and faculty.

Led by the Equity Facilitators and volunteers, 20 workshops were delivered this past year across both UBC campuses to audiences comprised mainly of students and staff.





PROJECT SPOTLIGHT

Supporting New Racialized Faculty

In 2016, a team in the UBC's Faculty of Arts received funding from the Equity Enhancement Fund to conduct a three-part project that seeks to explore and enhance the experiences of new racialized faculty at UBC.

Although there are various resources and programs dedicated to faculty orientation, both centrally and Faculty-based, UBC has not yet examined how, if at all, the needs and experiences of racialized faculty differ and how such unique needs and experiences can be best supported.

As a collaborative project, the project team will draw from multiple perspectives and mandates in order to enhance equity and inclusion at UBC.

The project follows from the understanding that successful recruitment of diverse faculty requires their retention and that the deep engagement of diverse faculty has a profound and positive impact on all members of the University community.

Diversifying Selection & Recruitment

Faculty Equity Search Committees

At UBC, we recognize benefits of when equity, diversity and inclusion are considered throughout the recruitment process.

Those responsible for recruiting faculty have a responsibility to conduct a purposeful, thorough and equitable recruitment process and each year.

The Associate Vice-President, Equity & Inclusion, representatives from Faculty Relations, and the Senior Advisor to the Provost on Women Faculty assist departments to meet their recruitment goals by briefing search committees on topics related to equity, diversity and inclusion. In 2016-2017, AVP for Equity & Inclusion delivered seven senior leadership workshop, across seven different units, including in support of the Presidential Search Committee.

In 2016-2017, we shifted our efforts to beyond solely addressing unconscious bias, and have focused our efforts on workshops that build diversity competencies.

Key topics presented in the briefing sessions include:

- » Selecting a diverse search committee
- » Roles & responsibilities of search committees
- » Job descriptions and advertising
- » Screening, interviewing and selecting candidates
- » Diversity competencies
- » Unconscious bias

Academic Leadership Development Program

Sara-Jane Finlay, Associate Vice-President continued to deliver professional development presentations to the Academic Leadership Development Program (ALDP) program in order to inform academic leaders about the mandate, services and educational programs of the Equity & Inclusion Office.



CONFLICT ENGAGEMENT & COMPLIANCE

The Equity & Inclusion Office provides services that support management and resolution of inter-personal conflicts, facilitation of contentious group conversations, and capacity building around having difficult conversations and building a healthy culture of conflict engagement.

The Office also actively supports community members in respect to human rights and respectful environment compliance.

Case Management & Conflict Engagement

Our Approach

Despite our best efforts to create a positive and supportive academic work environment, members of the UBC community at times find themselves in conflictual situations.

In most cases, conflict emerges naturally out of our community's diversity and the multiplicity of views, cultures and experiences. It also brings into light ways that we fail to understand each other, or systemic and structural barriers to inclusion we have not yet successfully addressed.

The Equity & Inclusion Office provides support to students, staff and faculty and builds their capacity to navigate these situations, facilitating the development of a deeper understanding of what it means to live and work with others in equitable ways.

In some cases, the presence of conflict signals infringement on a person's protected rights. In those cases we follow a rigorous set of procedures to respond in accordance with applicable laws and policies. In other cases conflict can become the doorway for speaking about our differences so that we can adjust our behaviours, processes or procedures to accommodate the rights and needs of everyone. Successful engagement with conflict is critical to ensuring the health of our community and can provide the conditions for transformative learning.

This year the office experienced important expansion in its role and capacity with regards to managing cases that arrive at the office - from small scale mediation and ensuring compliance with human rights policies, to dialogue and conflict engagement that attempts to address systematic issues within units and across the University.

1

Management of inter-personal conflicts

In relation to UBC's Policy #3 (Discrimination and Harassment), our Dialogue and Conflict Engagement team provides services that are available to students, faculty or staff members who believe they may have a human-rights based discrimination or harassment concern.

The team provides support to those who are not able to address their issues directly on their own or through their supervisor or another trusted resource.

The office provides a space for confidential conversations that can illuminate options for resolution, information on filing a human rights complaint and launching an investigation, and referrals to other resources inside or outside UBC.

As in previous years, the three protected areas that generated the most concern were discrimination or harassment on the basis of sex, race, and ability.

During this reporting period we have resolved 110 cases referred to our office, with 2 cases referred externally for formal investigation. As in previous years, the three protected areas that generated the most concern were discrimination or harassment on the basis of sex, race, and ability.

2

Facilitation of contentious conversations

University leaders may come to us to request assistance in designing and/or running processes that address contentious topics and difficult conversations within their units - and we may approach leaders to propose such processes when we become aware of such a need through other channels.

We offer internal advising and facilitation services to address conflictual situations, including those that don't require or seek an investigation (e.g. interpersonal tensions between colleagues), those that may arise in the course of routine operations (e.g. disputes in committee work), and those that arise out of societal concerns and require expanding dialogue (e.g. culture of micro-aggressions, response to hateful incidents).

Depending on the need, we may advise coaching, climate audit, small group conversations, professionally facilitated large group meetings, and coordination or referrals to other resources inside or outside of the University.

During this reporting period and in collaboration with campus partners, we initiated nine facilitated processes including four proactive dialogues (including one at UBC Okanagan). Topics included: the Use of Humour in Campus Interactions, Representation of Refugees in Canadian Media, Queer Lives in Kelowna, and Intercultural Graduate Student Supervision.

We also conducted two internal audits (including one at UBC Okanagan), two conflict intervention sessions, and three conflict coaching engagements at the request of specific units.

3

Capacity building around difficult conversations

Leaders can request semi-customized information and training sessions to build the understanding and skills of students, faculty, and staff to navigate difficult conversations and address conflict as it emerges in the context of their work, study, and life at UBC.

This includes training on how to engage with conflict more skillfully, and how to facilitate processes for other people who are in conflict. We can also connect you with other resources on- and off-campus for further training or specialized skill building in these areas.

During this reporting period, and in response to requests, we delivered four training sessions on policies, receiving disclosures, exchanging feedback, and facilitating difficult peer conversations.



STAFF SPOTLIGHT

Fighting the Good Fight

When it comes to conflict, most people try to avoid it. But Aftab Erfan, UBC's first Director of Dialogue and Conflict Engagement with the Equity & Inclusion Office, views it as an opportunity for growth and change.

"I define conflict as a difference that matters enough to mobilize our emotional resources," she explains.

"As our community becomes more diverse and we increasingly recognize our differences, you might actually expect conflict to become more prevalent—and the creation of my position at UBC is an acknowledgement that this is not a problem. In fact, if we can engage with it, conflict can be kind of a doorway to learning and transformation."

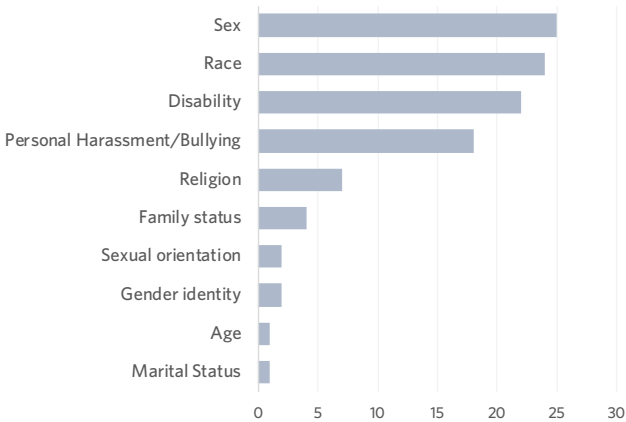
Aftab's role is split between creating a strategic vision for conflict engagement on the Vancouver and Okanagan campuses, offering workshops to build the capacity of UBC staff, faculty and students for having difficult conversations, and facilitating dialogues to address areas of tension within various university units or on campus.

At its core, says Aftab, conflict engagement is about supporting diversity, which includes transforming our structures to do so. "Diversity is a crucial ingredient for deep learning, innovation and excellence. But you can't just put a diverse group of people together and expect them to get along and reap all the benefits," she insists.

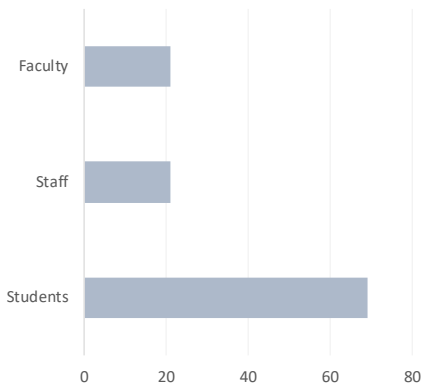
"You have to create the right conditions for those benefits to come about. Working with conflict is one way of creating those conditions. It's a way of making diversity really practical and valuable."

BY THE NUMBERS

Number of complaints by grounds



Number of complaints by group



COMPLIANCE

At UBC, we are 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.

As part of these efforts, we continue to evaluate and report on universities compliance with the Federal Contractors Program (FCP). The program requires that employers of a certain size develop an employment equity plan in order to receive Federal government funding.

The office tracks and reports on headcount and proportion of employees in each Occupational Group and Designated Group. "Occupational Group" refers to Employment Equity Occupational Group (EEOG), which combines jobs that are similar in level or type

"Designated Group" includes the four groups designated by legislation - Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities - as well as a 5th category that UBC has chosen to designate, Sexual/Gender Diversity. UBC's internal data is compared to the prior year as well as to external Census-Canada data.

In 2017-2018, the Equity & Inclusion Office will be conducting an Employment Systems Review that will form the basis of an updated Employment Equity Plan. Strategies to address the under-representation of Persons with Disabilities, Visible Minorities in some employment categories and Aboriginal Persons.

The following summaries are excerpts from the Equity Employment Report 2016-2017 and provide an overview of equity data at UBC.

UBC Vancouver Campus

For the Vancouver Campus, the percentage of Women is above the Census Canada comparison group for more than half of the Occupational Groups. The percentage representation is at least 10 per cent higher than the Census Canada comparison for five Occupational Groups.

The percentage of employees who self-identified as Aboriginal Peoples in UBC's Equity Census is 2.1 per cent overall, equal to the Census Canada representation for the Vancouver workforce, but below the national comparator.

For the Vancouver Campus, the percentage of people self-identifying in the survey as Visible Minorities, 34.6 per cent overall, is at a level below Census representation in Vancouver but above the national workforce.

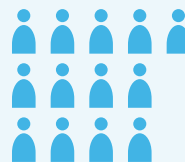
The representation of Persons with Disabilities remains below the external labour market, where the provincial workforce reports 5.8 per cent of the population being Persons with Disabilities, and by comparison UBC Vancouver Campus has 3.8 per cent representation amongst faculty and staff.

In addition, 7.2 per cent of staff and faculty identified as having a diverse sexual or gender identity, an increase from the year prior.

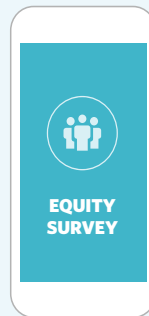
UBC Vancouver Campus hires Women at a higher rate than the external market. UBC has seen a decline in the hiring of those who self-identify as Aboriginal Peoples and their representation amongst new hires is below the regional and national workforce.

The representation of Visible Minorities amongst new hires remains below that of the labour market data for Vancouver. Similarly, 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.

However, the current proportion of hires of those with diverse sexual or gender identities is higher than the year prior, and is also above that of the pre-existing representation at the Vancouver Campus.



12,877
FACULTY & STAFF
AT UBC

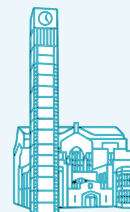


U Count at UBC

The Equity & Inclusion Office tracks and reports on headcount and proportion of employees in each Occupational Group and Designated Group. The following is an overview of employees by Designated Group.

"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 prior year as well as to external Census-Canada data.



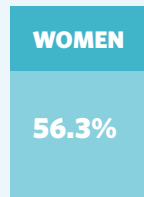
72%
SURVEY RESPONSE RATE
AT UBC VANCOUVER



80%
SURVEY RESPONSE RATE
AT UBC OKANAGAN

Employment Equity Survey Results 2016

UBC Vancouver Campus



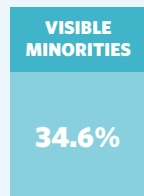
- 0.1% relative to 2015*



+8.1% relative to national workforce**



+7.7% relative to Vancouver workforce**



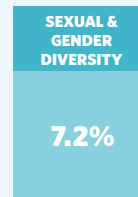
- 0.3% relative to 2015*



+16.8% relative to national workforce**



-7.2% relative to Vancouver workforce**



+1.2% relative to 2015***



- 0.8% relative to 2015*



-1.1% relative to national workforce**



-2% relative to provincial workforce**



+0.2% relative to 2015*



-1.4% relative to national workforce**



On par with Vancouver workforce

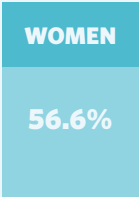
* Relative to 2015 UBC Employment Equity Survey data.

** Relative to the 2011 Canada Census data.

*** We have omitted the comparison to Canadian Census due to limited external data.

Employment Equity Survey Results 2016

UBC Okanagan Campus



-1.3% relative to 2015*



+8.4% relative to national workforce**



+7.5% relative to Kelowna workforce**



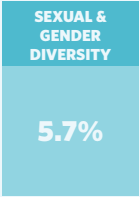
- 0.5% relative to 2015*



-6.3% relative to national workforce**



+5.3% relative to Kelowna workforce**



+1.1% relative to 2015



- 0.6% relative to 2015*



-0.2% relative to national workforce**



-1.1% relative to provincial workforce**



-0.1% relative to 2015*



-0.6% relative to national workforce**



-1.4% relative to Kelowna workforce**

* Relative to 2015 UBC Employment Equity Survey data.

** Relative to the 2011 Canada Census data.

*** We have omitted the comparison to Canadian Census due to limited external data.

UBC Okanagan Campus

In six out of eight Occupational Groups, Women employees exceed their representation in the Census Canada data. The percentage of employees who self-identified as Aboriginal Peoples is 2.9 per cent overall, which is below the Census Canada average of 4.3 per cent for Kelowna and 3.5 per cent nationwide.

The percentage of people self-identifying as Visible Minorities is higher than the Census Canada comparison group for six of the eight Occupational Groups. Those self-identifying as Persons with Disabilities is lower than the national workforce average as well as the provincial workforce average.

The representation of people who self-identify within the Sexual/Gender Diversity group has increased from 4.6 per cent in 2015 to 5.7 per cent in 2016.

Amongst new hires, the UBC Okanagan Campus hires Women at a higher rate than the Census Canada external market comparison group.

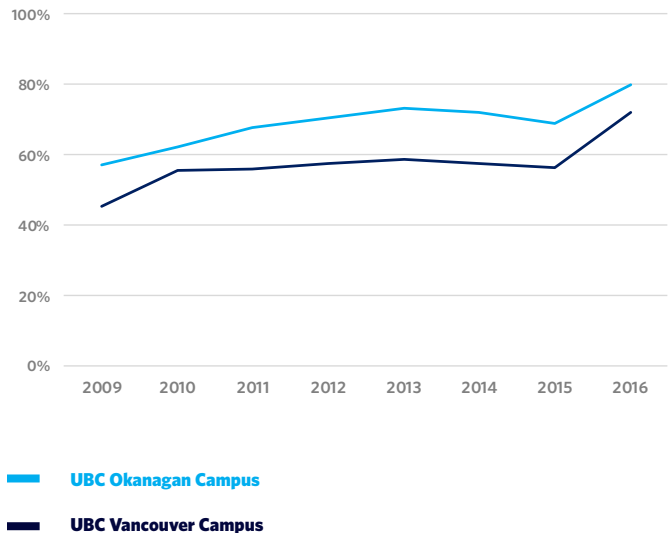
Aboriginal Peoples are hired at a percentage that is higher than their pre-existing representation, and above the Census Canada comparison group for Kelowna and Canada.

Visible Minorities are hired at a higher rate than the pre-existing representation and the regional workforce comparison group, but below the national workforce comparison group.

Hires of those self-identifying on the survey as Persons with Disabilities is at a percentage rate that is lower than pre-existing representation, and also below the provincial and national labour market comparison group.

In addition, the percentage of new hires self-identifying within the Sexual/Gender Diversity category is below the percentage of pre-existing representation on the Okanagan Campus.

Return Rate of UBC Employment Equity Census Questionnaires, 2009-2016



CULTURE & CONNECTION

Through community engagement programming we facilitate dialogue, disseminate knowledge, and seek to inspire our community members to play an active role in building inclusive communities.



Fostering Community Dialogue and Engagement

Signature Speaker Series

In 2016, we partnered with alumni UBC and Irving K. Barber Library to deliver two signature panel discussion on critical social issues. The events engaged more than 400 community members and help build a broader understanding of issues related to race, culture, society, sexual assault, and gender identity.



Examining Whiteness: What's at stake for Canada?

The Examining Whiteness event was one of our two signature events that brought together leading UBC faculty members in dialogue around race and whiteness. The event helped raise awareness of racism, disseminate knowledge, and demonstrate UBC's leadership on these issues. The event catalyzed additional dialogue about racism in Canada and the impact of the country's colonial history.



Outreach Campaigns

In 2016, the Equity Facilitation team continued to proactively conduct outreach campaigns, leveraging high-impact opportunities such as Imagine Day, Thrive UBC, and Welcome Back Staff and Faculty BBQ.

This year's featured campaign sought to inspire everyone to be a superhero in their own community, using fun and creative calls to action so as to raise awareness of the need to stop all forms of discrimination.



UBC Okanagan

Building Positive Space

Annual Queer Orientation

In 2016, we continued to build a visible and vibrant queer community at UBC's Okanagan Campus.

This year, we hosted an inaugural annual Queer Orientation (QO) and continued with the ongoing work of the Positive Space Committee to engage our campus.

Working with campus partners, such as the Pride Resource Centre and the Positive Space Committee, we hosted a series of events for students, staff & faculty, including meet-ups, workshops, games nights, and a drag show in September and October.

These initiatives demonstrate our continued efforts to increase the visibility of resources and community building opportunities available to our LGBTQ2SQA+ community members.

Our Positive Space Committee continues to represent a wide variety of students, staff and faculty.

Two Spirit Awareness Event

On November 18th 2016 we welcomed novelist and playwright Tomson Highway to UBC's Okanagan campus to raise awareness about Two-Spirit identities. This event was a collaboration with Aboriginal Programs & Services and aimed to provide an intersectional alternative to the usual one-dimensional narrative of queerness.

The event was rooted in a desire to move away from just tolerating difference, to fostering inclusion and the celebration of sexual and gender diversity.

Partners included the Aboriginal Programs & Services, AVP Students Portfolio, Faculty of Creative and Critical Studies, IKBSAS, Que(e)rying Campus Research Team, UBCSUO Pride Resource Centre, and the Okanagan Pride Society.

Engaging Peers, Advancing Social Change

Equity Ambassadors Program

The Equity Ambassador (EA) program is part of the Social Change category of Peer Programs in the Center for Student Involvement and Careers.

By participating in the program, students develop leadership qualities, grow their understanding and skills in relation to social justice issues, and work to engage the campus community in dialogue on issues of equity, diversity and inclusion.

The EA program provides opportunities for student leadership training in the areas of social issues, facilitation, conflict engagement (difficult dialogues), event planning, and communications.

The students that are part of this program are concerned with equity and inclusion on campus and the program gives them an outlet through which they can make high impact social changes.

In 2016-2017, 14 Equity Ambassadors organized two dialogue events, three information and outreach booths, and one training event in partnership with UBC Okanagan Equity Ambassador team.

In addition to organizing their own events, students participated in a number of other campaigns and events, including Imagine Day, UBC Pride Week, and Thrive UBC.



STUDENT EQUITY AMBASSADORS



Supporting Community-Led Change

Equity Enhancement Fund

In 2016-2017, the Equity & Inclusion Office again conducted a campus-wider call for proposals for the Equity Enhancement Fund. The fund allows us to encourage and support community-led engagement projects that help build student, staff and faculty competencies and understanding related to issues of equity, diversity and inclusion.

In total, \$70,000 was allocated to seven projects at the UBC Vancouver campus. and \$15,000 to four projects at the UBC Okanagan campus. Over the application period of January to end of February, the office received 35 applications. 11 applications were selected - 7 from UBC Vancouver and 4 from the UBC Okanagan campus.

In 2015-2016, the office funded 15 projects at UBC Vancouver and 5 at the UBC Okanagan campus. Majority of those project came to completion with the end of the fiscal 2016-2017 year.

\$85,000 
IN FUNDING FOR **COMMUNITY-LED,**
COLLABORATIVE PROJECTS

11 
**COMMUNITY-LED EQUITY PROJECTS
FUNDED THROUGH THE EQUITY
ENHANCEMENT FUND**

Project Spotlight



Forestry Diversity Crew

The Forestry Diversity Crew is one of the 2016-2017 recipients of the Equity Enhancement Fund. With funding in hand, the crew commenced planning of activities for 2017-2018 academic year that will engage and educate the Faculty of Forestry community members around diversity, inclusion, and equity.



Promising Practices in Teaching, Learning and Research

As part of our efforts to advance equity & inclusion across the university, we collaborated with students, faculty and staff on collaborative and applied research, education and curriculum projects that enhance the academic environment.

Supporting Applied Research Collaborations

This year, the Equity Facilitation team participated in a SEEDS Sustainability Program project led by UBC Varsity.

UBC's SEEDS Sustainability Program brings together students, staff and faculty to address campus sustainability challenges, including those in the area of social sustainability.

Through this project, the Equity Facilitation team worked with UBC Varsity on a project titled "Interculturalism in Varsity Athletics at the University of British Columbia: Creating Meaningful Connections".

Part of the Kinesiology 465 Interculturalism and Sport course, the project provided UBC Varsity athletes with an opportunity to reflect on the intersections of interculturalism in varsity sports at UBC. The student group conducted interviews with varsity athletes from a number of teams to explore students' understanding of interculturalism and how it shows up in their team culture.

Three main findings were presented from the research:

- 1) International participants had an accurate understanding of interculturalism, whereas domestic participants were either unaware of the concept or thought of it as synonymous to multiculturalism.
- 2) International participants found language barriers and sport culture practices to be the most significant cultural differences they've experienced within UBC varsity athletics.
- 3) The majority of international participants felt that their team facilitated a cohesive environment in which cultural values and norms were co-created, while all but one of the domestic athletes agreed that UBC Varsity fosters this acceptance for social integration.

These findings were presented to the UBC Varsity community fostering a better understanding of these issues and ways to support athlete integration and team cohesion.

Partner Spotlight



Wingspan Collaborative

The Equity & Inclusion Office, through the Equity Enhancement Fund, provided funding for the Wingspan Collaborative project. The project received funding in April 2017 in order to foster collaboration across disciplines at UBC to advance the rights of people with disabilities.

The goal of the project is to proactively promote the idea that while individual disabilities pose impairments, they should not be seen as deficits but instead as differences that enrich collective human experience and the arts.

The project is an integral part of the Vice President Research and International Disability Arts, Culture & Public Pedagogy Cluster.

Enhancing Inclusive Curriculum

In 2016, a proposed expansion of the previously funded Teacher Education for All! (TEFA) project was again selected as one of the Equity Enhancement Fund recipients.

The Faculty of Education Teacher Education for All project will build capacity for faculty, staff and students in Teacher education to create and provide an inclusive culture, workplace, and learning environment with a particular focus on the intersectional approaches to thinking about sexual and gender diversity and pedagogical approaches to recognize, and intervene to transform, the impacts of systemic discrimination.

The initial pilot led to the creation of a Teacher Education for All! Working Group of Bachelor of Education (B.Ed) faculty, staff and students. The group reviewed policies, conducted curriculum mapping across the B.Ed Program courses, offered workshops, and produced an LGBT2SQIA+ inclusion statement for B.Ed syllabi.

The newly funded 2017-18 project extended the pilot, creating and compiling resources into a digital clearinghouse of learning opportunities and workshops that help build teacher candidate and instructor capacity for LGBT2SQIA+inclusion at all levels and in their own lives and teaching careers. The project will culminate with a TEFA conference.





Advancing Excellence in Graduate Supervision

At UBC, we understand that excellence in graduate supervision is integral to excellence in graduate education, research, student learning, student health and wellbeing, and an outstanding work environment at UBC.

The diversity of UBC Vancouver's community and UBC's commitment to equity and inclusion necessitate a broad and deep awareness and understanding of intercultural differences and the development of intercultural fluency.

This is critically important in the realm of graduate supervision where the power differential is marked and the nature of the supervisory relationship can be isolating.

The project team, funded by the 2016-2017 Equity Enhancement Funds, commenced their work in May of 2017 with an intent to:

- » Promote a campus-wide dialogue about intercultural understanding and the role of diversity and inclusion in supervision excellence, one that broadens our awareness of cultural through an intersectional lens.
- » Conduct focus groups to gain insight and input into the issue of intercultural fluency and supervision and inform a symposium and potential training/education initiatives to build competencies and tools for students, staff and faculty.
- » Develop a template for a workshop on intercultural fluency in graduate supervision based on the data, research and insights gained through the focus group discussions and the symposium.
- » Develop a set of recommendations regarding graduate supervision excellence in the context of intercultural fluency and present to key stakeholders and Vice-Presidents Students, Research, Academic, and Human Resources.

Partners and Workshop Participants

Board of Governors
VP Research | Presidential Search Committee
VP Students | Student Development and Services
VP Students | Centre for Student Involvement & Careers
VP Students | Student Communications
Associate Vice-President, Students, UBC Okanagan
Planning and Institutional Analysis (PAIR)
Cammpus + Community Planning | SEEDS Sustainability Program
alumni UBC
Student Housing and Hospitality Services
Centre for Teaching, Learning and Technology
Irvin K. Barber Learning Centre
Aboriginal Programs & Services
UBC Library
UBC Athletics and Recreation
UBC Human Resources
UBC Varsity
UBC Wellbeing
Accelerated Leadership Development Program
Faculty of Arts
Faculty of Education
Faculty of Forestry
Faculty of Medicine
Faculty of Science
Faculty of Applied Science | Women in Engineering
Faculty of Applied Science | School of Architecture and Landscape
Planning
Faculty of Creative and Critical Studies
Irvin K. Barber School of Arts and Sciences
Banting Post-doctoral Fellowship
Network of Centres of Excellence
UBC Student Union Okanagan Pride Resource Centre
Okanagan Pride Society
Pride Collective
Diversity Crew
Pride Resource Centre





About UBC

The University of British Columbia is a global centre for research and teaching, consistently ranked among the 40 best universities in the world.

Since 1915, UBC's West Coast spirit has embraced innovation and challenged the status quo. Its entrepreneurial perspective encourages students, staff and faculty to challenge convention, lead discovery and explore new ways of learning. At UBC, bold thinking is given a place to develop into ideas that can change the world.

UBC employs 5,003 faculty members and 9,550 staff members at its Vancouver campus, and 471 faculty members and 673 staff members at its Okanagan campus.

UBC Vancouver Campus is located on the traditional, ancestral and unceded territory of the Musqueam First Nation. UBC Okanagan Campus is located on the traditional territory of the Okanagan Nation.

equity.ubc.ca