EMPLOYMENT EQUITY REPORT 2016

THE UNIVERSITY OF BRITISH COLUMBIA

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.

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.

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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.

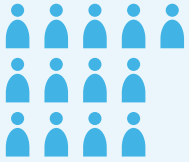
Overall, these efforts are integral to advancing UBC's commitment to excellence and providing a respectful living, working, and learning environment.

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

This report provides tables showing the headcount and percentage of employees in each Occupational Group and Designated Group.

"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 year prior as well as external Census Canada data, the latter of which is labelled "Comparison to Census."



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 fth 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

Executive Summary

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.

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.

Employment Equity Survey Results 2016
UBC Vancouver Campus

WOMEN

56.3%

- **- 0.1% relative to 2015***
- **+8.1% relative to national workforce****
- **+7.7% relative to Vancouver workforce****

VISIBLE MINORITIES

34.6%

- **- 0.3% relative to 2015***
- **+16.8% relative to national workforce****
- **-7.2% relative to Vancouver workforce****

SEXUAL & GENDER DIVERSITY

7.2%

- **+1.2% relative to 2015*****

PERSONS WITH DISABILITIES

3.8%

- **- 0.8% relative to 2015***
- **-1.1% relative to national workforce****
- **-2% relative to provincial workforce****

ABORIGINAL

2.1%

- **+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

WOMEN

56.6%

- **-1.3% relative to 2015***
- **+8.4% relative to national workforce****
- **+7.5% relative to Kelowna workforce****

VISIBLE MINORITIES

11.5%

- **- 0.5% relative to 2015***
- **-6.3% relative to national workforce****
- **+5.3% relative to Kelowna workforce****

SEXUAL & GENDER DIVERSITY

5.7%

- **+1.1% relative to 2015**

PERSONS WITH DISABILITIES

4.7%

- **- 0.6% relative to 2015***
- **-0.2% relative to national workforce****
- **-1.1% relative to provincial workforce****

ABORIGINAL

2.9%

- **-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.

Introduction

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 foundational to UBC's academic pursuits, our working lives, and our involvement in the larger campus community.

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 and fairness, brings a rich diversity to UBC as a workplace, and creates the necessary conditions for innovation and excellence.

Amongst UBC's key accountability efforts is this annual Employment Equity Report, where the representation of the designated groups amongst different Occupational Groups for faculty and staff have been tracked and are reported.

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 and Gender Diversity as a fifth designated group. "Occupational Group" refers to Employment Equity Occupational Group (EEOG), a grouping of all faculty and 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. In addition, for the purpose of calculating the representation of Women, we use information on an employee's sex which is pre-existing in our Human Resource Management System (HRMS). Cross-sectional analysis of the combined Employment Equity Census and HRMS 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.

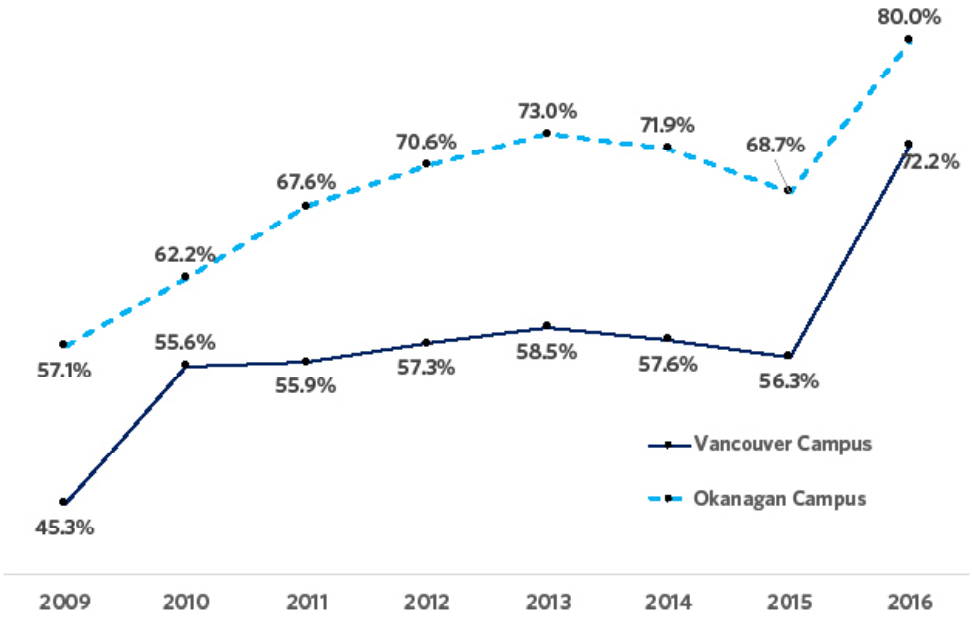
This report also constitutes UBC's commitment to compliance with the Federal Contractors Program that requires employers of a certain size to survey their employees and develop an equity plan, in order to receive federal contracts and funding.

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.

Regarding the level of participation in UBC's Employment Equity Census (also known as the "return rate"), it should be noted that the 2016 questionnaire had a much higher participation rate than the year prior (Graph 1, below). For the Vancouver Campus, participation increased from 56.3% in 2015 to 72.2% in 2016. For the Okanagan Campus, participation increased from 68.7% in 2015 to 80.0% in 2016. For more information, detailed tables regarding the return rate are provided in Appendix B.

The re-survey by the Equity & Inclusion Office of UBC's workforce population has contributed to these improved return rates. The survey was conducted electronically beginning May 2016, and an additional re-survey via paper copy was conducted in the fall of 2016 targeting employees who do not work at a computer workstation. Completion of the survey is now mandatory for new hires, although employees have the option to decline to answer.

Graph 1: Return Rate of Employment Equity Census Questionnare at UBC, 2009-2016



Employment Equity Occupational Groups at UBC

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

Table 1: Employment Equity Occupational Groups (EEOGs)

Occupationl Group	Examples of UBC Positions	Area of Recruitment [1]
Senior Managers	Associate Vice President, Dean, Deputy Vice Chancellor, President, Registrar, University Librarian, Vice President.	National
Middle & Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.	Municipal
University Professors	Adjunct Professors, Assistant Professor, Associate Professor, Clinical Professor or Instructor, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessionals.	National [2]
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
Semi-Professionals & Technicians	Biosafety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.	Municipal
Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.	Municipal
Supervisors: Crafts & Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.	Municipal
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
Skilled Sales & Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook.	Municipal
Skilled Crafts & Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.	Municipal
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
Intermediate Sales & Service	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.	Municipal
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
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
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 maket 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 2015 and 2016 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.

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.

Women

As shown in Table 2, Women at the UBC Vancouver Campus are represented 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, and Intermediate Sales & Service.

The percentage representation is at least ten percent higher than the Census Canada comparison for Senior Managers, Middle & Other Managers, Professionals, Semi-Professionals & Technicians, and Supervisors.

Women are represented 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, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers.

For women at the Vancouver Campus, there are four occupational groups where representation is above the comparison group and still increasing, four occupational groups where representation has declined yet is still above the comparison group, and four occupational groups where our representation is below the comparison group yet is increasing year-over-year. There is one occupational group where UBC has below-comparison representation and is also declining.

Table 2 Representation of Women at the UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Women, Respondents to UBC Employment Equity Census Questionnaire								Canada Census Average
		2015			2016			% Women		
		# Women	# Men	Total #	# Women	# Men	Total #	2015	2016	
1	Senior Managers	19	27	46	18	24	42	41.3%	42.9%	27.4%
2	Middle & Other Managers	441	383	824	436	380	816	53.5%	53.4%	39.8%
3	University Professors	1,337	1,997	3,334	1,335	1,918	3,253	40.1%	41.0%	43.3%
4	Professionals	1,991	1,148	3,139	2,112	1,267	3,379	63.4%	62.5%	51.8%
5	Semi-Professionals & Technicians	1,046	644	1,690	1,010	665	1,675	61.9%	60.3%	48.5%
6	Supervisors	126	55	181	123	52	175	69.6%	70.3%	51.4%
7	Supervisors: Crafts & Trades	0	25	25	0	29	29	0.0%	0.0%	12.0%
8	Administrative & Senior Clerical	859	135	994	876	137	1,013	86.4%	86.5%	79.0%
9	Skilled Sales & Service	50	103	153	75	138	213	32.7%	35.2%	46.2%
10	Skilled Crafts & Trades	3	229	232	4	230	234	1.3%	1.7%	3.9%
11	Clerical Personnel	506	140	646	503	150	653	78.3%	77.0%	70.0%
12	Intermediate Sales & Service	347	164	511	356	160	516	67.9%	69.0%	64.2%
13	Semi-Skilled Manual Workers	10	33	43	3	34	37	23.3%	8.1%	17.1%
14	Other Sales & Service	373	365	738	389	394	783	50.5%	49.7%	57.8%
15	Other Manual Workers	4	57	61	5	54	59	6.6%	8.5%	30.1%
Total		**7,112**	**5,505**	**12,617**	**7,245**	**5,632**	**12,877**	**56.4%**	**56.3%**	**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

Aboriginal Peoples

As shown in Table 3, the percentage of employees who self-identified as Aboriginal Peoples in UBC's Equity Census is 2.1% overall. UBC's representation of 2.1% is at the same level as that of the Census Canada representation for the Vancouver workforce population, but below the national workforce population, which is 3.5%.

Aboriginal Peoples on the Vancouver Campus have representation in ten occupational groups that is higher than the census comparison group. There are two occupational groups where there is no representation. However, the overall representation of Aboriginal Peoples increased from 1.9% in 2015 to 2.1% in 2016. In this case, we caution that the data is sensitive to small sample size.

Table 3 Representation of Aboriginal Peoples at the UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Aboriginal Peoples, Respondents to UBC Employment Equity Census Questionnaire				
		2015 #	2016 #	2015 %	2016 %	Canada Census Average
1	Senior Managers	1	2	3.1%	5.4%	2.9%
2	Middle & Other Managers	7	13	1.4%	1.9%	1.5%
3	University Professors	20	27	1.3%	1.4%	1.3%
4	Professionals	33	50	1.8%	2.0%	1.3%
5	Semi-Professionals & Technicians	12	15	1.6%	1.5%	2.3%
6	Supervisors	3	3	2.8%	2.1%	2.6%
7	Supervisors: Crafts & Trades	0	0	0.0%	0.0%	3.0%
8	Administrative & Senior Clerical	17	20	2.7%	2.4%	2.1%
9	Skilled Sales & Service	2	5	5.7%	5.6%	2.3%
10	Skilled Crafts & Trades	4	5	4.8%	3.0%	2.9%
11	Clerical Personnel	8	12	2.3%	2.5%	2.4%
12	Intermediate Sales & Service	6	8	3.2%	2.4%	2.3%
13	Semi-Skilled Manual Workers	0	0	0.0%	0.0%	2.2%
14	Other Sales & Service	5	21	2.4%	4.4%	2.7%
15	Other Manual Workers	2	1	8.7%	2.4%	3.2%
Total		**120**	**182**	**1.9%**	**2.1%**	**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

Visible Minorities

The percentage of people self-identifying as Visible Minorities in UBC's Equity Census (Table 4) is at a level above their representation in the broader Canadian workforce, yet below that of the Vancouver workforce. The percent self-identifying as Visible Minorities in UBC's Equity Census has a slight increase from 34.3% in 2015 to 34.6% in 2016, and nine of the fifteen Occupational Groups declined slightly from the year prior.

Looking at the breakdown by Occupational Group, people self-identifying as Visible Minorities in UBC's Equity Census remain 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 at the UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Visible Minorities, Respondents to the UBC Employment Equity Census Questionnaire				Canada Census Average
		2015 #	2016 #	2015 %	2016 %	
1	Senior Managers	1	2	3.1%	5.4%	10.1%
2	Middle & Other Managers	129	188	25.0%	27.2%	37.0%
3	University Professors	291	368	19.2%	18.8%	19.1%
4	Professionals	629	839	34.6%	34.1%	37.1%
5	Semi-Professionals & Technicians	316	421	41.6%	41.6%	37.0%
6	Supervisors	69	83	63.3%	57.2%	43.4%
7	Supervisors: Crafts & Trades	2	5	18.2%	25.0%	28.7%
8	Administrative & Senior Clerical	230	309	36.9%	37.8%	35.3%
9	Skilled Sales & Service	24	48	68.6%	53.9%	53.5%
10	Skilled Crafts & Trades	30	54	36.1%	32.3%	31.8%
11	Clerical Personnel	172	228	48.6%	47.5%	42.3%
12	Intermediate Sales & Service	110	166	57.9%	50.8%	47.5%
13	Semi-Skilled Manual Workers	6	11	42.9%	39.3%	48.9%
14	Other Sales & Service	141	291	68.4%	60.9%	55.9%
15	Other Manual Workers	7	13	30.4%	31.0%	47.6%
Total		**2,157**	**3,026**	**34.3%**	**34.6%**	**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

Based on self-identification in UBC's Equity Census, Persons with Disabilities (Table 5) are represented across almost all Occupational Groups at UBC's Vancouver Campus with the exception of Senior Managers. However, the representation of Persons with Disabilities remains below the provincial workforce average of 5.8% as well as the national workforce average of 4.9%.

In this particular case, we caution that the data is sensitive to small sample size. There were 290 Persons with Disabilities self-identifying in our survey in 2015, and in 329 such Persons in 2016.

Table 5 Representation of Persons with Disabilities at the UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Persons with Disabilities, Respondents to the UBC Employment Equity Census Questionnaire				Canada Census Average
		2015 #	2016 #	2015 %	2016 %	
1	Senior Managers	0	0	0.0%	0.0%	4.3%[a]
2	Middle & Other Managers	19	19	3.7%	2.7%	4.3%[a]
3	University Professors	56	81	3.7%	4.1%	3.8%
4	Professionals	71	65	3.9%	2.6%	5.4%
5	Semi-Professionals & Technicians	42	41	5.5%	4.1%	4.5%[b]
6	Supervisors	3	5	2.8%	3.4%	5.8%[c]
7	Supervisors: Crafts & Trades	1	1	9.1%	5.0%	5.8%[c]
8	Administrative & Senior Clerical	30	37	4.8%	4.5%	3.8%[b]
9	Skilled Sales & Service	2	3	5.7%	3.4%	3.3%[b]
10	Skilled Crafts & Trades	7	7	8.4%	4.2%	7.4%[b]
11	Clerical Personnel	23	24	6.5%	5.0%	5.1%[b]
12	Intermediate Sales & Service	17	16	8.9%	4.9%	5.7%
13	Semi-Skilled Manual Workers	3	4	21.4%	14.3%	7.8%[b]
14	Other Sales & Service	13	22	6.3%	4.6%	7.3%[b]
15	Other Manual Workers	3	4	13.0%	9.5%	5.8%[c]
Total		**290**	**329**	**4.6%**	**3.8%**	**n.a.**
National Workforce Population (All Occupational Groups)						**4.9%**
Vancouver Workforce Population (All Occupational Groups)						**5.8%**

Footnotes:
a = For Comparison to Census 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

People who self-identify within the Sexual/Gender Diversity group represent 7.2% of faculty and staff on the Vancouver Campus (Table 6).

Persons from this broadly-defined Sexual/Gender Diversity community are represented in most Occupational Groups, with the exception of Supervisors: Crafts & Trades and Semi-Skilled Manual Workers. Otherwise, representation is between 1.8% and 16.2%. The highest representation is amongst Senior Managers and Skilled Sales & Service workers. The proportion of Sexual/Gender Diversity changed from 6.0% in 2015 to 7.2% in 2016, while the total headcount almost doubled from 376 to 627 persons.

Within this larger 7.2% of the workforce, 6.3% identify as lesbian, gay, bisexual, queer or an analogous term. An additional 0.8% 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.

Table 6 Representation of Sexual/Gender Diversity at the UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Sexual/Gender Diversity[a], Respondents to the UBC Employment Equity Census Questionnaire			
		2015 #	2016 #	2015 %	2016 %
1	Senior Managers	3	6	9.4%	16.2%
2	Middle & Other Managers	33	48	6.4%	6.9%
3	University Professors	93	145	6.1%	7.4%
4	Professionals	116	171	6.4%	7.0%
5	Semi-Professionals & Technicians	52	79	6.9%	7.8%
6	Supervisors	6	9	5.5%	6.2%
7	Supervisors: Crafts & Trades	0	0	0.0%	0.0%
8	Administrative & Senior Clerical	35	67	5.6%	8.2%
9	Skilled Sales & Service	4	11	11.4%	12.4%
10	Skilled Crafts & Trades	0	3	0.0%	1.8%
11	Clerical Personnel	14	28	4.0%	5.8%
12	Intermediate Sales & Service	11	23	5.8%	7.0%
13	Semi-Skilled Manual Workers	0	0	0.0%	0.0%
14	Other Sales & Service	8	36	3.9%	7.5%
15	Other Manual Workers	1	1	4.3%	2.4%
Total		**376**	**627**	**6.0%**	**7.2%**

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.

New Hires

In this section, hiring rates (Table 7) 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, with the exception of data on Women which uses pre-existing employee records from our HRMS.

For Women, the UBC Vancouver Campus hires at a higher rate than the external market; 58.6% of new staff and faculty are 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 lower than the external markets; 1.7% of new faculty and staff self-identify as Aboriginal Peoples compared to the Vancouver workforce population and national workforce population, which is 2.1% and 3.5%, respectively. 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 University Professors, Professionals, and Skilled Sales & Service. In this case, small sample size is a factor, as the high and low representation often reflects a difference between zero and five people.

UBC hires people who self-identify in the questionnaire as Visible Minorities at a lower rate (31.9% overall) than the pre-existing representation (34.6% overall) and below the Vancouver labour market (41.8% overall).

For University Professors, the results are more nuanced; 18.8% of UBC's current faculty and 23.2% of new hires self-identify as a 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.

UBC recruits people who self-identify as Persons with Disabilities in the questionnaire at a rate that is lower (at 1.7%) than UBC's pre-existing representation (at 3.8%), 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 as such at a rate of 10.8%, which is higher than the pre-existing population of 7.2%.

Table 7 New Hires by Occupational Group and Designated Group at the UBC Vancouver Campus (Effective October 2016)

Occupational Group		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	19	19	38	50.0%	39.8%	0	0.0%	1.5%	8	34.8%	37.0%	0	0.0%	4.3%[a]	2	8.7%
3.	University Professors	154	132	286	53.8%	43.3%	3	2.4%	1.3%	29	23.2%	19.1%	4	3.2%	3.8%	20	16.0%
4.	Professionals	183	122	305	60.0%	51.8%	5	2.9%	1.3%	43	24.9%	37.1%	0	0.0%	5.4%	13	7.5%
5.	Semi-Professionals & Technicians	120	71	191	62.8%	48.5%	0	0.0%	2.3%	32	39.5%	37.0%	0	0.0%	4.5%[b]	10	12.3%
6.	Supervisors	5	2	7	71.4%	51.4%	x	x	2.6%	x	x	43.4%	x	x	5.8%[c]	x	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	12.0%	n.a.	n.a.	3.0%	n.a.	n.a.	28.7%	n.a.	n.a.	5.8%[c]	n.a.	n.a.
8.	Administrative & Senior Clerical	86	20	106	81.1%	79.0%	0	0.0%	2.1%	28	41.8%	35.3%	2	3.0%	3.8%[b]	12	17.9%
9.	Skilled Sales & Service	27	49	76	35.5%	46.2%	1	7.1%	2.3%	5	35.7%	53.5%	0	0.0%	3.3%[b]	2	14.3%
10.	Skilled Crafts & Trades	1	19	20	5.0%	3.9%	0	0.0%	2.9%	2	13.3%	31.8%	0	0.0%	7.4%[b]	0	0.0%
11.	Clerical Personnel	51	30	81	63.0%	70.0%	1	2.1%	2.4%	24	50.0%	42.3%	1	2.1%	5.1%[b]	4	8.3%
12.	Intermediate Sales & Service	41	11	52	78.8%	64.2%	0	0.0%	2.3%	9	42.9%	47.5%	1	4.8%	5.7%	0	0.0%
13.	Semi-Skilled Manual Workers	x	x	x	x	17.1%	x	x	2.2%	x	x	48.9%	x	x	7.8%[b]	x	x
14.	Other Sales & Service	46	42	88	52.3%	57.8%	0	0.0%	2.7%	12	34.3%	55.9%	2	5.7%	7.3%[b]	2	5.7%
15.	Other Manual Workers	x	x	x	x	30.1%	x	x	3.2%	x	x	47.6%	x	x	5.8%[c]	x	x
Total		**733**	**517**	**1,250**	**58.6%**	**n.a.**	**10**	**1.7%**	**n.a.**	**192**	**31.9%**	**n.a.**	**10**	**1.7%**	**n.a.**	**65**	**10.8%**
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.

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 2015 and 2016 data.

Hiring trend data is provided in Table 13 with additional discussion 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

As shown in Table 8, Women are represented at a percentage rate that is above the Census Canada comparison for six Occupational Groups (EEOG), including such levels as Senior Managers, Middle & Other Managers, University Professors, 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 at the UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Women, Respondents to UBC Employment Equity Census Questionnaire								Canada Census Average
		2015			2016			% Women		
		# Women	# Men	Total #	# Women	# Men	Total #	2015	2016	
1	Senior Managers	3	8	11	4	8	12	27.3%	33.3%	27.4%
2	Middle & Other Managers	33	30	63	34	34	68	52.4%	50.0%	37.6%
3	University Professors	189	242	431	194	246	440	43.9%	44.1%	43.3%
4	Professionals	150	69	219	150	78	228	68.5%	65.8%	55.5%
5	Semi-Professionals & Technicians	123	58	181	138	70	208	68.0%	66.3%	50.0%
6	Supervisors	x	x	x	n.a.	n.a.	n.a.	x	n.a.	71.0%
7	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	11.0%
8	Administrative & Senior Clerical	84	6	90	70	8	78	93.9%	89.7%	85.7%
9	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	51.9%
10	Skilled Crafts & Trades	n.a.	n.a.	n.a.	x	x	x	n.a.	x	3.1%
11	Clerical Personnel	37	24	61	27	18	45	60.7%	60.0%	78.3%
12	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	68.4%
13	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	15.1%
14	Other Sales & Service	0	13	13	0	12	12	0.0%	0.0%	57.6%
15	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	22.9%
Total		**619**	**450**	**1,069**	**617**	**474**	**1,091**	**57.9%**	**56.6%**	**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. 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 Group (EEOG) numbers 7, 9, 12, 13 and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

Aboriginal Peoples

In Table 9, the number of employees who self-identify as Aboriginal Peoples is 2.9% overall, and is below the Kelowna and national averages of 4.3% and 3.5%, respectively. The percentage has slightly decreased while the number self-identifying has increased by 5 people from the year prior.

Table 9 Representation of Aboriginal Peoples at the UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Aboriginal Peoples, Respondents to UBC Employment Equity Census Questionnaire				
		2015 #	2016 #	2015 %	2016 %	Canada Census Average
1	Senior Managers	1	0	12.5%	0.0%	2.9%
2	Middle & Other Managers	2	3	4.8%	4.8%	2.6%
3	University Professors	7	8	2.6%	2.4%	1.3%
4	Professionals	5	6	3.4%	3.1%	2.5%
5	Semi-Professionals & Technicians	3	6	2.9%	4.0%	3.1%
6	Supervisors	x	n.a.	x	n.a.	6.3%
7	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	7.1%
8	Administrative & Senior Clerical	2	1	2.9%	1.5%	3.4%
9	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	4.1%
10	Skilled Crafts & Trades	n.a.	x	n.a.	x	4.5%
11	Clerical Personnel	0	1	0.0%	4.2%	4.5%
12	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	4.5%
13	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	5.8%
14	Other Sales & Service	0	0	0.0%	0.0%	8.3%
15	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	4.9%
Total		**20**	**25**	**3.0%**	**2.9%**	**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 (EEOG) numbers 7, 9, 12, 13 and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.
x = data suppressed due to insufficient data to report.

Visible Minorities

The percentage of people self-identifying as Visible Minorities (Table 10) is higher than the Census Canada comparison group for six of the eight Occupational Groups. However, the percentage decreased from the year prior in seven cases.

Table 10 Representation of Visible Minorities at the UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Visible Minorities, Respondents to the UBC Employment Equity Census Questionnaire				Canada Census Average
		2015 #	2016 #	2015 %	2016 %	
1	Senior Managers	1	1	12.5%	11.1%	10.1%
2	Middle & Other Managers	3	4	7.1%	6.5%	6.1%
3	University Professors	52	61	19.0%	18.4%	19.1%
4	Professionals	10	11	6.8%	5.7%	6.2%
5	Semi-Professionals & Technicians	6	12	5.7%	8.0%	6.6%
6	Supervisors	x	n.a.	x	n.a.	5.6%
7	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	3.8%
8	Administrative & Senior Clerical	5	4	7.4%	5.9%	3.9%
9	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	9.9%
10	Skilled Crafts & Trades	n.a.	x	n.a.	x	3.3%
11	Clerical Personnel	2	2	9.1%	8.3%	4.8%
12	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	7.1%
13	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	5.8%
14	Other Sales & Service	2	3	28.6%	27.3%	9.1%
15	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	5.6%
Total		**81**	**98**	**12.0%**	**11.5%**	**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 (EEOG) number 7, 9, 12, 13, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.
x = data suppressed due to insufficient data to report.

Persons with Disabilities

Those self-identifying in the questionnaire as Persons with Disabilities (Table 11) have a level of representation at 4.7%, which is below the national workforce and provincial workforce average of 4.9% and 5.8%, respectively. The percent representation is below UBC's comparison market in most Occupational Groups with the exception of University Professors, Semi-Professionals & Technicians, and Administrative & Senior Clerical.

Table 11 Representation of Persons with Disabilities at the UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Persons with Disabilities, Respondents to the UBC Employment Equity Census Questionnaire				Canada Census Average
		2015 #	2016 #	2015 %	2016 %	
1	Senior Managers	0	0	0.0%	0.0%	4.3%[a]
2	Middle & Other Managers	0	2	0.0%	3.2%	4.3%[a]
3	University Professors	19	19	6.9%	5.7%	3.8%
4	Professionals	9	7	6.1%	3.6%	5.4%
5	Semi-Professionals & Technicians	6	8	5.7%	5.3%	4.5%[b]
6	Supervisors	x	n.a.	x	n.a.	5.8%[c]
7	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	5.8%[c]
8	Administrative & Senior Clerical	2	4	2.9%	5.9%	3.8%[b]
9	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	3.3%[b]
10	Skilled Crafts & Trades	n.a.	x	n.a.	x	7.4%[b]
11	Clerical Personnel	0	0	0.0%	0.0%	5.1%[b]
12	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	5.7%
13	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	7.8%[b]
14	Other Sales & Service	0	0	0.0%	0.0%	7.3%[b]
15	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	5.8%[c]
Total		**36**	**40**	**5.3%**	**4.7%**	**n.a.**
National Workforce Population (All Occupational Groups)						**4.9%**
Provincial Workforce Population (All Occupational Groups)						**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.
Please note that UBC Okanagan Campus does not have any positions that are matched to Occupational Groups (EEOG) number 7, 9, 12, 13, and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.
x = data suppressed due to insufficient data to report. n.a. = not applicable or not available.

Sexual/Gender Diversity

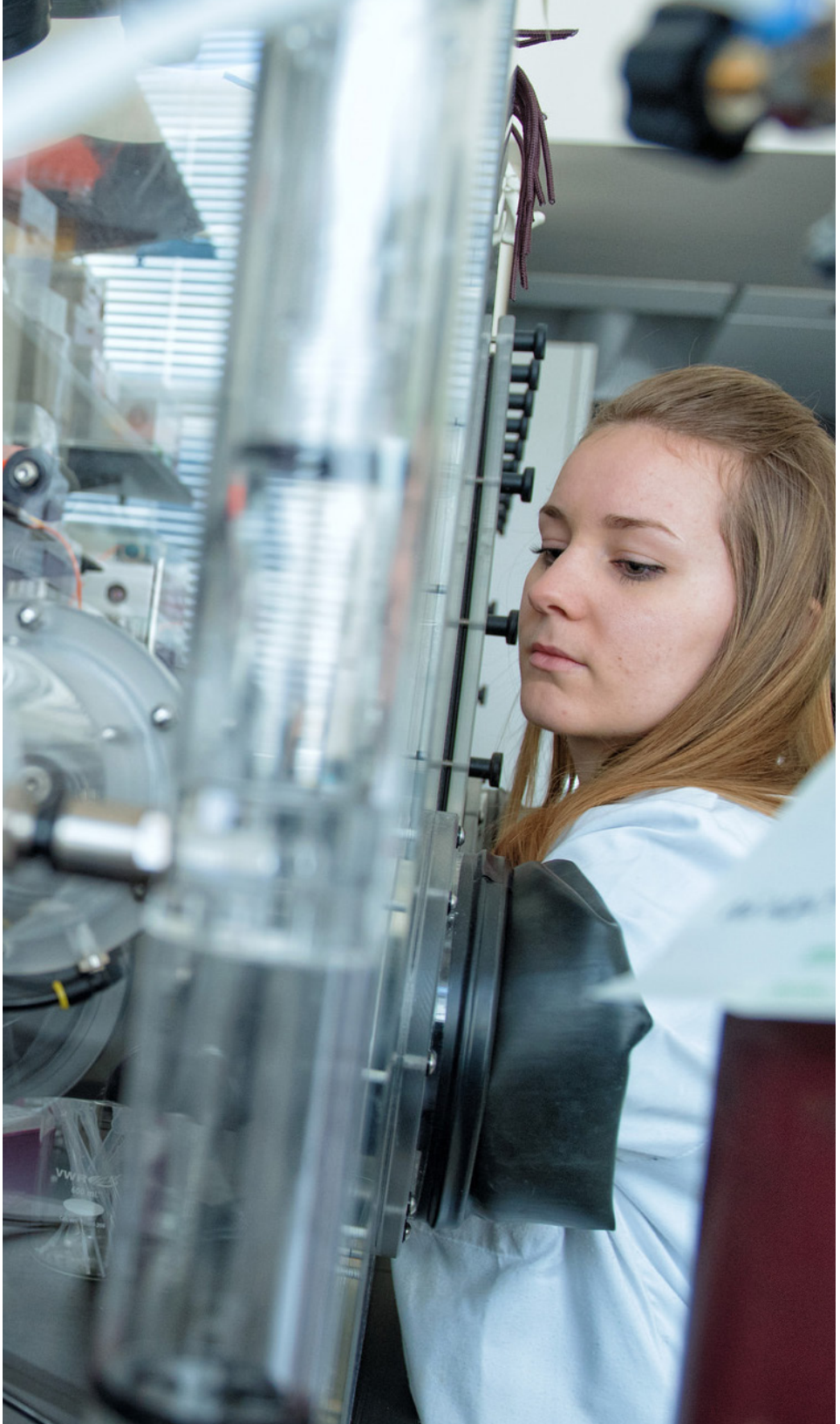
People who self-identify within the Sexual/Gender Diversity group represent 5.7% of faculty and staff completing the Equity Census (Table 12). This percentage reflects an increase of 17 people or 1.1% of all survey respondents.

Persons from this broadly-defined Sexual/Gender Diversity category are found to have a higher representation amongst Middle & Other Managers and University Professors. Due to a lack of data, we cannot interpret whether Sexual/Gender Diversity is representative of the local workforce. Within the larger 5.7% of the workplace, 5.3% 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 to ensure greater confidentiality because of the small population size. Please also note that for this group, external labour market comparisons are not available.

Table 6 Representation of Sexual/Gender Diversity at the UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Sexual/Gender Diversity[a], Respondents to the UBC Employment Equity Census Questionnaire			
		2015 #	2016 #	2015 %	2016 %
1	Senior Managers	0	0	0.0%	0.0%
2	Middle & Other Managers	2	5	4.8%	8.1%
3	University Professors	21	28	7.7%	8.5%
4	Professionals	6	6	4.1%	3.1%
5	Semi-Professionals & Technicians	2	8	1.9%	5.3%
6	Supervisors	x	n.a.	x	n.a.
7	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.
8	Administrative & Senior Clerical	0	0	0.0%	0.0%
9	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.
10	Skilled Crafts & Trades	n.a.	x	n.a.	x
11	Clerical Personnel	0	1	0.0%	4.2%
12	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.
13	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.
14	Other Sales & Service	0	0	0.0%	0.0%
15	Other Manual Workers	n.a.	n.a.	n.a.	n.a.
Total		**31**	**48**	**4.6%**	**5.7%**

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, 12, 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.



New Hires

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

For Women, UBC hires at a higher rate than the external market; 58.1% 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, UBC hires at a higher rate than the external markets; 4.8% 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 is higher than the Census Canada comparison group for University Professors, Professionals, and Semi-Professionals & Technicians.

UBC hires people who self-identify as Visible Minorities, at a higher rate (14.5% overall) than the pre-existing representation (11.5% 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 as such in the questionnaire at a lower level (1.6% overall) than pre-existing representation (at 4.7% overall), which is itself lower than the provincial comparison group of 5.8%.

For Sexual/Gender Diversity, UBC recruits at a lower level (1.6%) than the pre-existing representation (at 5.7%), according to self-identification in the questionnaire.

Table 7 New Hires by Occupational Group and Designated Group at the UBC Okanagan Campus (Effective October 2016)

Occupational Group		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	x	x	x	x	37.6%	x	x	2.6%	x	x	6.1%	x	x	4.3%[a]	x	x
3.	University Professors	23	20	43	53.5%	43.3%	1	3.7%	1.3%	5	18.5%	19.1%	0	0.0%	3.8%	1	3.7%
4.	Professionals	15	7	22	68.2%	55.5%	1	7.7%	2.5%	1	7.7%	6.2%	0	0.0%	5.4%	0	0.0%
5.	Semi-Professionals & Technicians	16	16	32	50.0%	50.0%	1	6.3%	3.1%	2	12.5%	6.6%	1	6.3%	4.5%[b]	0	0.0%
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	71.0%	n.a.	n.a.	6.3%	n.a.	n.a.	5.6%	n.a.	n.a.	5.8%[c]	n.a.	n.a.
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	7	1	8	87.5%	85.7%	0	0.0%	3.4%	1	16.7%	3.9%	0	0.0%	3.8%[b]	0	0.0%
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	x	x	x	x	3.1%	x	x	4.5%	x	x	3.3%	x	x	7.4%[b]	x	x
11.	Clerical Personnel	x	x	x	x	78.3%	x	x	4.5%	x	x	4.8%	x	x	5.1%[b]	x	x
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	68.4%	n.a.	n.a.	4.5%	n.a.	n.a.	7.1%	n.a.	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	n.a.	n.a.	n.a.	n.a.	57.6%	n.a.	n.a.	8.3%	n.a.	n.a.	9.1%	n.a.	n.a.	7.3%[b]	n.a.	n.a.
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		**61**	**44**	**105**	**58.1%**	**n.a.**	**3**	**4.8%**	**n.a.**	**9**	**14.5%**	**n.a.**	**1**	**1.6%**	n.a.	**1**	**1.6%**
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 (1.6%) 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 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

55.9% of those who completed the additional questions on race/ethnicity identified themselves as White. A further 15.9% identified as Chinese, 5.4% identified as Filipino, and 4.3% identified as South Asian. It should be noted that the re-survey of the workforce population resulted in a 2,460-person increase in those completing the supplemental questionnaire. Due to this shift we advise caution on the interpretation of year-over-year trends.

Okanagan Campus

80.1% of those who complete the additional questions on race/ethnicity identified themselves as White. A further 2.8% identified as Aboriginal Peoples or Chinese, 1.4% identified as South Asian, and 1.3% identified as West Asian. Because of increased responses due to the re-survey of the workforce population, interpretations of year-over-year shifts should be made with caution.

Table 14 Representation by Race/Ethnicity, UBC Vancouver Campus (Effective October of Each Year)

	Faculty and Staff, Number of Survey Respondents					Faculty and Staff, **Percent of Survey Respondents**				
Race/Ethnicity	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Aboriginal	75	78	72	67	113	1.2%	1.2%	1.1%	1.1%	1.3%
Arab	30	32	27	22	54	0.5%	0.5%	0.4%	0.3%	0.6%
Black	48	53	49	43	71	0.8%	0.8%	0.8%	0.7%	0.8%
Chinese	776	835	864	870	1,394	12.5%	13.0%	13.5%	13.8%	15.9%
Filipino	207	228	245	242	473	3.3%	3.5%	3.8%	3.8%	5.4%
Japanese	75	89	96	94	143	1.2%	1.4%	1.5%	1.5%	1.6%
Korean	45	54	59	64	103	0.7%	0.8%	0.9%	1.0%	1.2%
Latin American	115	133	131	132	215	1.9%	2.1%	2.1%	2.1%	2.5%
South Asian	225	244	257	262	374	3.6%	3.8%	4.0%	4.2%	4.3%
Southeast Asian	98	106	113	115	254	1.6%	1.6%	1.8%	1.8%	2.9%
West Asian	63	78	75	75	88	1.0%	1.2%	1.2%	1.2%	1.0%
White	3,323	3,442	3,419	3,376	4,893	53.7%	53.5%	53.5%	53.7%	55.9%
Total Respondents*	6,191	6,433	6,386	6,286	8,746	100%	100%	100%	100%	100%

Table 15 Representation by Race/Ethnicity, UBC Okanagan Campus (Effective October of Each Year)

Faculty and Staff, Number of Survey Respondents					Faculty and Staff, **Percent of Survey Respondents**				
2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
11	13	14	16	24	1.7%	1.9%	2.1%	2.4%	2.8%
3	4	3	3	4	0.5%	0.6%	0.4%	0.4%	0.5%
5	7	6	6	9	0.8%	1.0%	0.9%	0.9%	1.1%
12	15	14	13	24	1.9%	2.2%	2.1%	1.9%	2.8%
1	4	5	6	4	0.2%	0.6%	0.7%	0.9%	0.5%
7	6	3	3	7	1.1%	0.9%	0.4%	0.4%	0.8%
4	4	4	4	4	0.6%	0.6%	0.6%	0.6%	0.5%
4	5	7	6	9	0.6%	0.7%	1.0%	0.9%	1.1%
14	13	11	11	12	2.2%	1.9%	1.6%	1.6%	1.4%
1	3	3	3	4	0.2%	0.4%	0.4%	0.4%	0.5%
9	11	8	12	11	1.4%	1.6%	1.2%	1.8%	1.3%
416	464	470	466	681	66.0%	67.9%	69.6%	69.1%	80.1%
630	683	675	674	850	100%	100%	100%	100%	100%

*Total Respondents is the total number of faculty and staff completing the supplemental questionnaire. This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.

Representation of Persons with Disabilities by Type of Disability

Vancouver Campus

Of those on the Vancouver Campus self-identifying as Persons with Disabilities (Table 16) and providing additional information on their disability type, 2.1% indicated that they had a physical disability or impairment, 3.5% indicated they had an invisible disability or impairment, 6.1% indicated that they had an ongoing medical condition, and 35% of those with a disability indicated that their disability requires some kind of workplace accommodation. A year-over-year comparison is not viable because the total number of survey respondents has increased due to the re-survey of the workforce population.trends.

Table 16 Representation Of Persons with Disabilities by Type of Disability, UBC Vancouver Campus (Effective October of Each Year)

Question	Faculty and Staff, Number of Survey Respondents					Faculty and Staff, **Percent of Survey Respondents**				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Physical Disability or Impairment	106	120	123	113	182	1.7%	1.9%	1.9%	1.8%	2.1%
Invisible Disability or Impairment	156	161	146	133	302	2.5%	2.5%	2.3%	2.1%	3.5%
Ongoing Medical Condition	227	231	228	208	529	3.7%	3.6%	3.6%	3.3%	6.1%
Does Your Disability Require Workplace Accommodation?*	145	146	138	130	302	35%	34%	33%	34%	35%
Number of people who answered "yes" at least once (question 1, 2 or 3)	412	426	413	377	862	100%	100%	100%	100%	100%
Total Respondents**	6,191	6,433	6,386	6,286	8,746	100%	100%	100%	100%	100%

Okanagan Campus

Of those on the Okanagan Campus self-identifying as Persons with Disabilities (Table 17) and providing additional information on their disability type, 2.4% indicated that they had a physical disability or impairment, 3.8% indicated they had an invisible disability or impairment, 6.6% indicated that they had an ongoing medical condition, and 43% of those with a disability indicated that their disability requires some kind of workplace accommodation. Year-over-year comparisons should be made with caution, as the total number of respondents to the supplemental questionnaire increased due to the re-survey of the workforce population.

Table 17 Representation of Persons with Disabilities by Type of Disability, UBC Okanagan Campus (Effective October of Each Year)

Faculty and Staff, Number of Survey Respondents					Faculty and Staff, **Percent of Survey Respondents**				
2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
12	12	13	14	20	1.9%	1.8%	1.9%	2.1%	2.4%
14	17	17	17	32	2.2%	2.5%	2.5%	2.5%	3.8%
19	19	20	22	56	3.0%	2.8%	3.0%	3.3%	6.6%
22	21	21	23	41	56%	49%	48%	50%	43%
39	43	44	46	95	100%	100%	100%	100%	100%
630	683	675	674	850	100%	100%	100%	100%	100%

* Percentage is out of those who answered "Yes" at least once (questions 1, 2 or 3).

** Total respondents is the total number of faculty and staff completing the supplemental questionnaire. This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.

Representation of Designated Groups by Bargaining Unit

Tables 18 and 19 show the representation by the designated groups according to bargaining unit, plus several non-unionized employee groups. These tables are created as described in the Methodology Notes in Appendix D of this Report. The acronyms for each bargaining unit are as follows:

Glossary of Bargaining Unit Acronyms

AAPS – Association of Administrative and Professional Staff, representing managers and professionals that are excluded from other bargaining units.

BCGEU – British Columbia Government Employees' Union (including Vancouver local of childcare employees and a support-staff local on the Okanagan Campus).

CUPE – Canadian Union of Public Employees, including local 116 representing trades, research technicians, and other support staff; local 2950 representing library support, administrative support, and other support staff, and local 2278 representing English Language Instructors who are also referred to as Non-Credit Instructors. CUPE 2278 members who are student employees delivering teaching assistance, are outside the scope of this Report.

IUOE – International Union of Operating Engineers, a union representing operating engineers.

Vancouver Campus

Women are represented at UBC's Vancouver Campus (Table 18) at a rate of 56.2 % of staff and faculty. Representation amongst Women is above 56.2% for such bargaining units as BCGEU (Vancouver 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).

For faculty and staff 2.1% self-identify in UBC's survey as Aboriginal Peoples, and representation is above 2.1% in such groups as BCGEU (Vancouver Child Care), CUPE 116, CUPE 2950, IUOE 882, AAPS, and Senior Executives.

Those self-identifying as Visible Minorities make up 34.6% of those who complete the questionnaire, and are more highly represented amongst BCGEU (Vancouver 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 3.8% of those who submitted an equity questionnaire, and are represented at a rate above 3.8% in such bargaining units as BCGEU (Vancouver Child Care), CUPE 116, CUPE 2950, and Faculty (Faculty Association).

Amongst faculty and staff, 7.2% of the Vancouver Campus self-identify in the survey as part of the broader Sexual/Gender Diversity category. Representation in this category is at or above 7.2% of survey respondents for such bargaining units as CUPE116, Excluded M&P, Exec Admin, Faculty (Faculty Association), Service Unit Directors, and Senior Executives.

Table 18 Representation of Designated Groups by Bargaining Unit, UBC Vancouver Campus (Effective October 2016)

	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]	144	8	152	94.7%	3	3.5%	38	43.7%	4	4.6%	6	6.9%
CUPE116[b]	942	1,259	2,201	42.8%	41	2.9%	714	49.9%	75	5.2%	106	7.4%
CUPE2278 (Non-CR Instructors)	47	17	64	73.4%	0	0.0%	3	13.6%	0	0.0%	1	4.5%
CUPE2950[c]	1,294	269	1,563	82.8%	29	2.6%	486	44.1%	58	5.3%	74	6.7%
Excluded Management & Professional	47	13	60	78.3%	0	0.0%	13	24.1%	1	1.9%	4	7.4%
Executive Admin (non-union clerical)	36	2	38	94.7%	0	0.0%	10	33.3%	1	3.3%	3	10.0%
Faculty (Faculty Association)	1,254	1,785	3,039	41.3%	30	1.5%	369	18.7%	83	4.2%	151	7.6%
Faculty (Non-Faculty Association)	420	545	965	43.5%	2	0.6%	97	27.1%	6	1.7%	20	5.6%
International Union of Operation Engineers 882	1	65	66	1.5%	1	2.4%	19	45.2%	1	2.4%	0	0.0%
Management & Professional (AAPS)	2,422	1,332	3,754	64.5%	69	2.2%	1,043	33.9%	83	2.7%	218	7.1%
Service Unit Directors	23	24	47	48.9%	0	0.0%	2	5.1%	1	2.6%	5	12.8%
Sr. Executives[d]	10	8	18	55.6%	2	12.5%	0	0.0%	0	0.0%	4	25.0%
Technicians & Research Assistants	565	287	852	66.3%	4	0.8%	229	45.8%	15	3.0%	35	7.0%
Grand Total	7,205	5,614	12,819	56.2%	181	2.1%	3,023	34.6%	328	3.8%	627	7.2%

Footnotes:
a = BCGEU UBC-Vancouver includes BCGEU UBC-Vancouver, BCGEU UBC-Vancouver Kids Club and BCGEU UBC-Vancouver (Auxiliary).
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.

Okanagan Campus

At UBC's Okanagan Campus (Table 19) women represent 56.3% of faculty and staff, and exceed this level in bargaining units as such as BCGEU Okanagan, Exec Admin, Faculty (Non-Faculty Association), and AAPS. For faculty and staff 3.0% self-identify as Aboriginal Peoples, with representation higher than 3.0% in BCGEU Okanagan and AAPS. Self-identified Visible Minorities, which make up 11.7% of faculty and staff, are represented that rate for both categories of faculty. For staff and faculty 4.8% of those 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 within the Sexual/Gender Diversity group are 5.7% of the total, and representation is higher than this percentage for Faculty (Faculty Association).

Table 19 Representation of Designated Groups by Bargaining Unit, UBC Okanagan Campus (Effective October 2016)

	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]	144	8	152	94.7%	3	3.5%	38	43.7%	4	4.6%	6	6.9%
CUPE116[b]	942	1,259	2,201	42.8%	41	2.9%	714	49.9%	75	5.2%	106	7.4%
CUPE2278 (Non-CR Instructors)	47	17	64	73.4%	0	0.0%	3	13.6%	0	0.0%	1	4.5%
CUPE2950[c]	1,294	269	1,563	82.8%	29	2.6%	486	44.1%	58	5.3%	74	6.7%
Excluded Management & Professional	47	13	60	78.3%	0	0.0%	13	24.1%	1	1.9%	4	7.4%
Executive Admin (non-union clerical)	36	2	38	94.7%	0	0.0%	10	33.3%	1	3.3%	3	10.0%
Faculty (Faculty Association)	1,254	1,785	3,039	41.3%	30	1.5%	369	18.7%	83	4.2%	151	7.6%
Faculty (Non-Faculty Association)	420	545	965	43.5%	2	0.6%	97	27.1%	6	1.7%	20	5.6%
International Union of Operation Engineers 882	1	65	66	1.5%	1	2.4%	19	45.2%	1	2.4%	0	0.0%
Management & Professional (AAPS)	2,422	1,332	3,754	64.5%	69	2.2%	1,043	33.9%	83	2.7%	218	7.1%
Service Unit Directors	23	24	47	48.9%	0	0.0%	2	5.1%	1	2.6%	5	12.8%
Sr. Executives[d]	10	8	18	55.6%	2	12.5%	0	0.0%	0	0.0%	4	25.0%
Technicians & Research Assistants	565	287	852	66.3%	4	0.8%	229	45.8%	15	3.0%	35	7.0%
Grand Total	**7,205**	**5,614**	**12,819**	**56.2%**	**181**	**2.1%**	**3,023**	**34.6%**	**328**	**3.8%**	**627**	**7.2%**

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 analogous term.

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 are represented 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 workforce but at the same level as the local workforce. The percentage has increased from the previous year in both number and proportion. 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. Persons with Disabilities self-identify at a level that is below the national and provincial labour market. Representation amongst those self-identifying within our Sexual/Gender Diversity category has increased in proportion and in number.

Regarding UBC's hiring trends on the Vancouver Campus, Women are hired 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 below the Vancouver and national labour markets. 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 those self-identifying as Persons with Disabilities, we are hiring at a rate that is below the provincial and national comparison.

On the Okanagan Campus, 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, and has declined slightly from the year prior. For those self-identifying as Visible Minorities, UBC has representation above the external comparison for six of the eight occupational groups. Those self-identifying as Persons with Disabilities are represented at a rate that is below the provincial comparison group overall, however there are three occupational groups where UBC's representation is higher than the external market.

UBC's hiring trends on the Okanagan Campus are higher than the Census Canada comparison market for Women. The Okanagan Campus hires those who self-identify as Aboriginal Peoples at a rate that is higher the national and regional comparison market. 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, 7.2% of the Vancouver Campus and 5.7% of the Okanagan Campus self-identify as part of this designated group. UBC hires candidates at a percentage rate that is above the pre-existing population within the Vancouver Campus, but below the pre-existing population within the Okanagan Campus.

Through the office of the Associate Vice President, Equity & Inclusion, education, outreach and proactive strategies focused on improving equity employment are offered on both campuses. For example, the annual Equity Enhancement Fund supports community-led initiatives that build student, faculty and staff competencies related to issues of equity, diversity and inclusion. The office also delivers professional development workshops, supports interviewing and hiring practices, offers guidance and support to those with human rights concerns, and facilitates dialogues around conflict engagement and strategic planning. In July 2016, Dr. Jennifer Love was appointed as Senior Advisor to the Provost on Women Faculty, to continue pre-existing successes in promoting faculty diversity through policy development, advancement and leadership, and ongoing research. A similar Senior Advisor to the Provost role is being created to address concerns of faculty who are Visible Minorities.

Several administrative departments (for example Access & Diversity) co-ordinate 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.

In recent years there has been an increased focus on wellbeing at UBC. These initiatives include the establishment of the UBC Wellbeing Initiative, the eighth successful year of UBC Thrive, the 2016 signing of the Okanagan Charter: An International Charter for Health Promoting Universities and Colleges, the extension

of the 30 Day Online Mindfulness Challenge beyond the pilot program, the expansion of the Mental Health First Aid facilitation, the hiring of two Senior Managers, Workplace Mental Health, the extension of the Not Myself Today Campaign into its second year, and the awarding of Golden Apple Awards on the Okanagan Campus. These efforts are pro-active in their contribution to a community health orientation to mental health and wellbeing.

Recently, UBC created a presence on aboriginalcareers.ca, to extend our advertising reach beyond paper advertisements previously sent to Band offices. 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. UBC continues to deliver Selection Interviewing Workshops to ensure recruiters understand effective recruitment practices that avoid discrimination. The University also delivers presentations to recruitment panels for senior positions – up to and including the position of President - to ensure panels consider the impact of personal bias and the value of diversity. There is also a formal education process on the prevention of bullying and harassment.
UBC provides a variety of general practices to encourage skills growth and career mobility. Because historically-disadvantaged groups are more likely to face obstacles in these areas, we expect these robust practices to improve equity and equality. Specific examples include: a formal career navigation service; an ongoing funding commitment to provide on-line learning through Lynda.com to staff and faculty free of charge; the expansion of professional development funding for several bargaining units; a variety of leadership development programs; and coaching services.
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 growing expectations that everyone will meet and exceed compliance standards and increasingly break new ground. Employment Equity is part of this effort.

The re-survey of the UBC population on both campuses provided significantly more robust data than has been available in the past. As a result, we are now in a position to undertake an Employment Systems Review and update the existing Employment Equity Plan to address the areas of under-representation that have been identified in this report. Throughout 2017 and 2018, we will undertake the review of systems, processes and policies related to employment at UBC and use this as a basis to update our Employment Equity Plan.

Appendix

APPENDIX A

TABLE CONVERSION KEY

Table 20 lists the tables provided in this year as well as prior year's report in sequential order, and also provides the table numbers in those prior reports. 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.Directors, and Senior Executives.

Table 20 Table Conversion Key - List of Tables From the 2016 Report and their 2011-2014 Counterparts

Table Number (2015 + 2016 Report)	Current Name of Table (In Some Cases Simplified)	2013 and 2014 Reports	2012 Report	2011 Report
Graph 1	Return Rate of Employment Equity Census Questionnare at UBC, 2009-2016	Graph 1	n.a.	n.a.
Table 1	Employment Equity Occupational Groups (EEOGs)	Table 1	Table 1	Figure 1
Table 2	Representation of Women - Vancouver Campus	Table 2	Table 2	Figure 3 (i)
Table 3	Representation of Aboriginal Peoples - Vancouver Campus	Table 3	Table 3	Figure 3 (ii)
Table 4	Representation of Visible Minorities - Vancouver Campus	Table 4	Table 4	Figure 3 (iii)
Table 5	Representation of Persons with Disabilities - Vancouver Campus	Table 5	Table 5	Figure 3 (iv)
Table 6	Representation of Sexual/Gender Diversity - Vancouver Campus	Table 6	n.a.	n.a.
Table 7	New Hires by Occupational Group and by Designated Group - Vancouver Campus	Table 7	Table 6	Appendix 6
Table 8	Representation of Women - Okanagan Campus	Table 8	Table 7	Figure 3a (i)
Table 9	Representation of Aboriginal Peoples - Okanagan Campus	Table 9	Table 8	Figure 3a (ii)
Table 10	Representation of Visible Minorities - Okanagan Campus	Table 10	Table 9	Figure 3a (iii)
Table 11	Representation of Persons with Disabilities - Okanagan Campus	Table 11	Table 10	Figure 3a (iv)
Table 12	Representation of Sexual/Gender Diversity - Okanagan Campus	Table 12	n.a.	n.a.
Table 13	New Hires by Occupational Group and by Designated Group - Okanagan Campus	Table 13	Table 11	Appendix 6a
Table 14	Representation by Race/Ethnicity - Vancouver Campus	Table 14	Table 12	Figure 11
Table 15	Representation by Race/Ethnicity - Okanagan Campus	Table 15	Table 13	Figure 11a
n.a.	Table deleted and replaced by more comprehensive Tables 6 and 12 of the 2013-16 Reports.	n.a.	Table 14	Figure 12
Table 16	Persons with Disabilities by Type of Disability - Vancouver	Table 16	Table 15	Figure 13
Table 17	Persons with Disabilities by Type of Disability - Okanagan	Table 16	Table 15	Figure 13
Table 18	Representation of Designated Groups by Bargaining Unit - Vancouver Campus	Table 17	Table 16	Appendix 7
Table 19	Representation of Designated Groups by Bargaining Unit - Okanagan Campus	Table 18	Table 17	Appendix 7a
Table 20	Table Conversion Key	Table 19	Table 18	n.a.
Table 21	Return Rate of Questionnaire - Vancouver Campus	Table 20	Table 19	Figure 2
Table 22	Return Rate of Questionnaire - Okanagan Campus	Table 21	Table 20	Figure 2a
Table 23	Response Rate of Questionnaire - Vancouver Campus	n.a.	n.a.	n.a.
Table 24	Response Rate of Questionnaire - Okanagan Campus	n.a.	n.a.	n.a.

APPENDIX B

RETURN AND RESPONSE RATE OF THE UBC EMPLOYMENT EQUITY CENSUS QUESTIONNAIRE

This is the ninth 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 15, 2016.

Tables 21-22 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 72.2% for the Vancouver Campus which reflects a high increase from the year prior due to the re-survey of the workforce population. The return rate is 80.0% for the Okanagan Campus, which also reflects a strong increase from the previous year.

Tables 23-24 show the "response rate" or UBC's percentage of staff and faculty who provided completed questionnaires only, excluding those respondents who submitted a questionnaire instrument but declined to answer the questions. The response rate is 67.9% for the Vancouver Campus which reflects an increase from the year prior. The response rate is 77.8% for the Okanagan Campus, which also reflects an increase from the previous year due to the re-survey of the workforce population.

Table 21 Return Rate of Employment Equity Questionnaire, UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Return Rate (Includes Declined-to-Answer)							
		2009	2010	2011	2012	2013	2014	2015	2016
1.	Senior Managers	80.0%	87.9%	88.6%	88.9%	86.8%	83.3%	71.7%	88.1%
2.	Middle & Other Managers	61.1%	69.2%	69.7%	70.9%	68.5%	65.0%	68.8%	88.4%
3.	University Professors	40.3%	49.1%	49.6%	50.8%	52.0%	52.0%	51.0%	63.9%
4.	Professionals	53.6%	63.5%	64.4%	66.6%	68.1%	66.7%	64.1%	76.5%
5.	Semi-Professionals & Technicians	41.8%	53.5%	51.7%	52.2%	55.6%	55.6%	52.0%	65.6%
6.	Supervisors	57.1%	63.1%	64.3%	66.8%	67.0%	69.4%	70.7%	88.6%
7.	Supervisor-Crafts & Trades	40.5%	58.8%	63.6%	57.6%	53.1%	65.5%	64.0%	86.2%
8.	Administrative & Senior Clerical	58.0%	68.5%	68.9%	70.4%	71.5%	70.4%	68.4%	83.8%
9.	Skilled Sales & Service	26.8%	44.8%	44.9%	35.9%	31.1%	31.2%	27.5%	45.5%
10.	Skilled Crafts & Trades	28.0%	39.1%	40.1%	41.7%	43.3%	46.0%	44.4%	79.1%
11.	Clerical Personnel	51.9%	60.2%	58.8%	61.6%	63.3%	60.1%	61.5%	78.4%
12.	Intermediate Sales & Service	32.6%	43.6%	44.9%	47.0%	46.7%	43.9%	43.6%	68.6%
13.	Semi-Skilled Manual Workers	27.3%	51.2%	64.3%	53.7%	46.0%	42.6%	44.2%	78.4%
14.	Other Sales & Service	24.5%	41.9%	40.6%	41.6%	41.4%	40.0%	38.2%	66.7%
15.	Other Manual Workers	26.0%	42.6%	45.6%	47.8%	50.9%	49.2%	47.5%	76.3%
Grand Total		**45.3%**	**55.6%**	**55.9%**	**57.3%**	**58.5%**	**57.6%**	**56.3%**	**72.2%**

Table 22 Return Rate of Employment Equity Questionnaire
UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Return Rate (Includes Declined-to-Answer)							
		2009	2010	2011	2012	2013	2014	2015	2016
1.	Senior Managers	80.0%	87.9%	88.6%	88.9%	86.8%	83.3%	71.7%	88.1%
2.	Middle & Other Managers	61.1%	69.2%	69.7%	70.9%	68.5%	65.0%	68.8%	88.4%
3.	University Professors	40.3%	49.1%	49.6%	50.8%	52.0%	52.0%	51.0%	63.9%
4.	Professionals	53.6%	63.5%	64.4%	66.6%	68.1%	66.7%	64.1%	76.5%
5.	Semi-Professionals & Technicians	41.8%	53.5%	51.7%	52.2%	55.6%	55.6%	52.0%	65.6%
6.	Supervisors	57.1%	63.1%	64.3%	66.8%	67.0%	69.4%	70.7%	88.6%
7.	Supervisor-Crafts & Trades	40.5%	58.8%	63.6%	57.6%	53.1%	65.5%	64.0%	86.2%
8.	Administrative & Senior Clerical	58.0%	68.5%	68.9%	70.4%	71.5%	70.4%	68.4%	83.8%
9.	Skilled Sales & Service	26.8%	44.8%	44.9%	35.9%	31.1%	31.2%	27.5%	45.5%
10.	Skilled Crafts & Trades	28.0%	39.1%	40.1%	41.7%	43.3%	46.0%	44.4%	79.1%
11.	Clerical Personnel	51.9%	60.2%	58.8%	61.6%	63.3%	60.1%	61.5%	78.4%
12.	Intermediate Sales & Service	32.6%	43.6%	44.9%	47.0%	46.7%	43.9%	43.6%	68.6%
13.	Semi-Skilled Manual Workers	27.3%	51.2%	64.3%	53.7%	46.0%	42.6%	44.2%	78.4%
14.	Other Sales & Service	24.5%	41.9%	40.6%	41.6%	41.4%	40.0%	38.2%	66.7%
15.	Other Manual Workers	26.0%	42.6%	45.6%	47.8%	50.9%	49.2%	47.5%	76.3%
Grand Total		**45.3%**	**55.6%**	**55.9%**	**57.3%**	**58.5%**	**57.6%**	**56.3%**	**72.2%**

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, 13 and 15. However, we have provided the rows with n.a. in each cell to allow easier comparison to other tables.

Table 23 Response Rate of Employment Equity Questionnaire
UBC Vancouver Campus (Effective October of Each Year)

Occupational Group		Response Rate (Completed Questionnaires Only)							
		2009	2010	2011	2012	2013	2014	2015	2016
1.	Senior Managers	80.0%	87.9%	85.7%	86.1%	83.8%	81.0%	69.6%	88.1%
2.	Middle & Other Managers	56.9%	63.9%	64.6%	65.6%	63.0%	59.1%	62.7%	84.8%
3.	University Professors	35.5%	42.4%	43.0%	44.5%	46.1%	46.2%	45.4%	60.1%
4.	Professionals	50.0%	58.2%	58.4%	60.9%	62.1%	60.4%	57.9%	72.8%
5.	Semi-Professionals & Technicians	36.8%	44.7%	43.3%	44.3%	47.1%	47.3%	44.9%	60.4%
6.	Supervisors	50.0%	53.5%	55.2%	58.8%	57.9%	61.1%	60.2%	82.9%
7.	Supervisor-Crafts & Trades	35.1%	44.1%	51.5%	42.4%	34.4%	44.8%	44.0%	69.0%
8.	Administrative & Senior Clerical	54.1%	62.8%	62.9%	64.6%	65.5%	64.2%	62.7%	80.8%
9.	Skilled Sales & Service	21.6%	32.4%	33.9%	27.4%	23.5%	24.2%	22.9%	41.8%
10.	Skilled Crafts & Trades	24.0%	29.2%	31.2%	32.8%	34.4%	37.6%	35.8%	71.4%
11.	Clerical Personnel	46.8%	53.5%	51.4%	53.7%	55.2%	53.0%	54.8%	73.5%
12.	Intermediate Sales & Service	28.3%	37.4%	37.7%	40.5%	39.8%	37.1%	37.2%	63.4%
13.	Semi-Skilled Manual Workers	22.7%	36.6%	42.9%	34.1%	35.4%	31.9%	32.6%	75.7%
14.	Other Sales & Service	21.3%	27.8%	27.3%	29.9%	29.4%	28.9%	27.9%	61.0%
15.	Other Manual Workers	24.7%	35.3%	35.3%	37.3%	42.1%	39.3%	37.7%	71.2%
Grand Total		**40.8%**	**48.4%**	**48.6%**	**50.4%**	**51.5%**	**50.7%**	**49.7%**	**67.9%**

Table 24 Response Rate of Employment Equity Questionnaire
UBC Okanagan Campus (Effective October of Each Year)

Occupational Group		Response Rate (Completed Questionnaires Only)							
		2009	2010	2011	2012	2013	2014	2015	2016
1.	Senior Managers	66.7%	71.4%	66.7%	63.6%	72.7%	80.0%	72.7%	75.0%
2.	Middle & Other Managers	69.0%	79.5%	68.6%	73.1%	73.7%	69.5%	66.7%	91.2%
3.	University Professors	55.6%	58.4%	60.6%	61.7%	64.1%	64.4%	63.6%	75.2%
4.	Professionals	57.9%	66.7%	71.1%	65.2%	72.1%	71.0%	67.1%	85.1%
5.	Semi-Professionals & Technicians	61.0%	57.0%	52.5%	65.7%	67.8%	62.4%	58.0%	72.1%
6.	Supervisors	x	x	x	x	x	x	100.0%	x
7.	Supervisor-Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
8.	Administrative & Senior Clerical	70.8%	77.2%	80.0%	80.0%	79.3%	77.4%	75.6%	87.2%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
10.	Skilled Crafts & Trades	0.0%	83.3%	80.0%	66.7%	71.4%	n.a.	n.a.	100.0%
11.	Clerical Personnel	39.4%	50.8%	41.0%	50.7%	49.3%	43.9%	36.1%	53.3%
12.	Intermediate Sales & Service	n.a.	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	n.a.	n.a.
14.	Other Sales & Service	50.0%	57.1%	52.9%	50.0%	58.8%	58.8%	53.8%	91.7%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Grand Total		**51.2%**	**48.6%**	**61.8%**	**64.0%**	**66.8%**	**65.4%**	**63.0%**	**77.8%**

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, 13 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 which includes a variety of topics, for which draft terminology is part of a work in progress.

Sexual diversity describes behaviors, identities, and expressions that occur outside of the mainstream heterosexual (i.e. male/female) romantic or sexual pairing. Transgender includes gender identities and expressions that do not presume that women are feminine and men are masculine, or that we must conform to the sexual stereotypes of our external environment. Transsexual includes those who were born into a biological sex (male/female) which is different from their gender (masculine/feminine) identity or expression, some of whom undergo medical transformation to have their body match their gender identity. Trans* is an umbrella term used to capture the diversity of people who might identify with transgender or transsexual identities and communities.

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 "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 people identifying as a member of the designated group. 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 data sample is the denominator, whereas for individual rows of data, the number of survey respondents within that Occupational Group is the denominator. UBC's data is effective October 31 of each year with the exception of 2016, where October 15 data was used in order to take advantage of a comprehensive data set created for other purposes.

Data for UBC's internal workforce comes from two sources: employee records that are pre-existing in UBC's Human Resource Management System (HRMS), and confidential survey data from UBC's Employment Equity Census which resides in a secure and confidential location within UBC's Human Resource Management System. The Census has a participation rate of 72.2% for the Vancouver Campus and 80.0% for the Okanagan Campus, as described in Appendix B. As such, this report is interpreting a sample of the population of employees.

For the tables in this report, all information on an employee's sex is taken from employee records in HRMS, for all who are eligible to participate in the Employment Equity Census. By contrast, the tables in all other areas including Visible Minorities, Persons with Disabilities, Aboriginal Peoples, and all supplemental questions, the information is taken exclusively from self-identification responses from the Employment Equity Census itself.

The terms "Comparison to Census" and "external labour market" are used to refer to data from Canadian Census 2011, in most cases. Canadian labour force data is drawn from the 2011 Canadian Census Employment Equity Data Report. 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. Availability is the normal terminology amongst those with advanced knowledge of employment equity reporting. UBC has attempted to use plain language in this report to make it accessible.

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 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 those tables reporting data broken down by Bargaining Unit, we use Union Code records that exist within our HRMS. Bargaining Unit and Union Code are designated by the terms of union certifications as assessed by UBC human resources, in compliance with provincial legislation and the related mechanisms for feedback from the employee groups themselves. 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 December 2016 and July 2017 as a combined effort involving staff in the Workforce Planning team of UBC Human Resources, Planning and Institutional Research (PAIR), the Equity and Inclusion Office, and with some use of the pre-existing wording of the authors of prior years' reports.

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