



EMPLOYMENT EQUITY REPORT 2019



THE UNIVERSITY OF BRITISH COLUMBIA

About UBC

The University of British Columbia is a globally renowned university. UBC contributes world-leading research, provides distinctive excellence in education, attracts outstanding people domestically and internationally, and collaborates with pre-eminent universities and organizations around the world. The founders of UBC understood the university's potential as a place of engagement; a place where relevant, innovative and impactful research would be conducted; a place where pressing societal issues would be examined, deliberated and resolved; and a place where critical thinking would always be welcomed and informed citizens shaped.

UBC employs 5,531 faculty members and 10,174 staff members at its Vancouver campus, and 526 faculty members and 660 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 Syilx 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 in the work and life of the campuses.

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

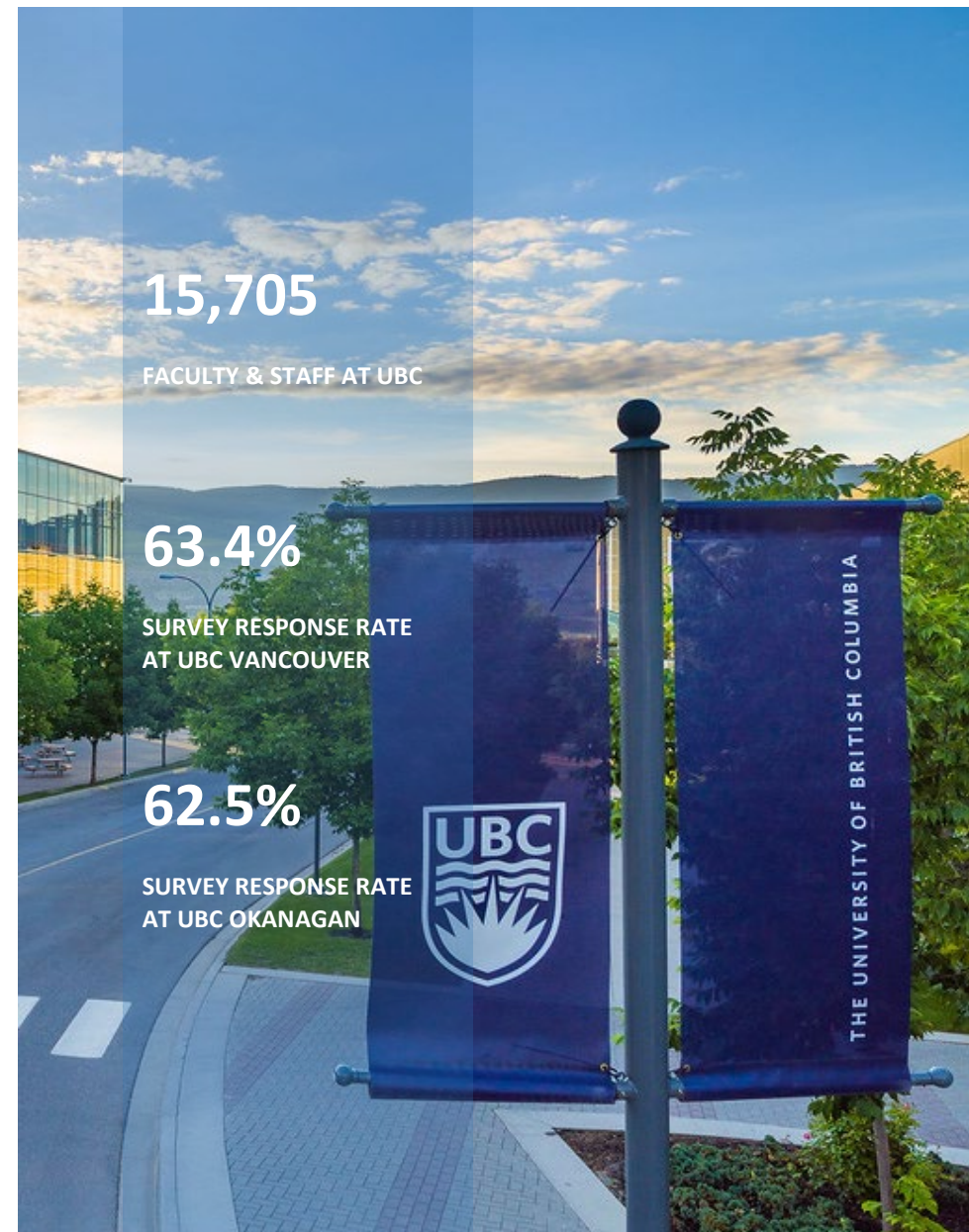
This Employment Equity Report is part of ensuring accountability to access, success and representation of historically underserved, marginalized or excluded populations.

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 (using the terminology in the 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 to external Census Canada data, the latter of which is labelled "Comparison to Census."



Executive Summary

Employment Equity Initiatives at UBC

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.

UBC has embarked on a number of initiatives to demonstrate and fulfill its commitment to employment equity and progress is well underway.

- In 2018, UBC **completed an Employment Systems Review** to explore how its employment systems may be creating barriers and challenges to access, representation, retention, and success for staff and faculty from designated groups.
- As a result of those findings, the University **developed its 2019 Employment Equity Plan** which delineates a number of initiatives designed to address hiring and promotion disparities across designated groups.
- As a component of that plan, UBC has **continued its review of Employment Equity Census results in comparison to the 2016 Canada Census data for all occupational groups** to better understand where disparities in proportional representation may exist.
- The institution is also in the process of **updating its Employment Equity Census Questionnaire**, to adopt best practices in demographic data collection, particularly to reduce use of outdated and irrelevant terminology, and embrace language and concepts that better reflect the way members of the UBC community think of themselves. The new questionnaire will be

deployed in conjunction with the institution's transition to the Workday enterprise system as a component of UBC's Integrated Renewal Program.

- UBC is also **administering and analyzing results of an applicant pool equity survey** to track and examine the number and proportion of Canada Research Chair (CRC) applicants identifying within any of the four designated groups to the proportion of those who progress through the application and nomination process. This analysis will serve to identify patterns and trends that may indicate the presence of barriers for the full participation of members of equity groups in UBC's CRC program.
- Furthermore, the institution has **deployed a Workplace Accessibility Fund Pilot** to improve UBC's representation of CRC's who identify as persons with disabilities. The pilot intends to streamline the system of workplace accommodations to remove barriers to employment for persons with disabilities at UBC.
- Finally, the University **developed its 2019 Inclusion Action Plan (IAP)** to operationalize the inclusion theme of UBC's strategic plan. Building upon findings and recommendations from the Employment Systems Review and Employment Equity Plan, the IAP contains goals and specific actions that respond to community feedback that expressed the need for the institution to improve staff and faculty recruitment, selection, retention and success, particularly for those individuals from historically, persistently or systemically marginalized communities. The UBC community will launch into its first year of implementing the IAP over the summer of 2020.

UBC Vancouver Campus

Women comprise 56.3 percent of the workforce at the UBC Vancouver Campus, well above the proportion of women in the Vancouver workforce and nationally, and are represented at a percentage rate higher than the Canada Census comparison group for more than half of Employment Equity Occupational Groups, particularly among high-skill occupation groups.

The percentage of employees who self-identified as Aboriginal People in UBC's Equity Census is 2.5% overall, above both the National and Vancouver Workforce Population percentage rates. Employees who self-identified as Aboriginal are represented at a percentage rate higher than the Canada Census comparison group in 10 of the 15 occupational groups.

The percentage of people self-identifying as Visible Minorities in UBC's Equity Census (36.1%) is at a level above their representation in the broader Canadian workforce (21.3%), yet below that of the Vancouver workforce (45.9%). While the percentage rate of employees self-identifying as Visible Minorities in UBC's Equity Census has increased slightly from 35.7% in 2018, seven of 15 Occupational Groups saw a slight decline in representation from the year prior.

Persons with Disabilities comprise 3.7% of UBC Vancouver Campus employees, well below the representation for this group among the national (9.1%) and provincial (11%) workforce. Persons with Disabilities are underrepresented across all Occupational Groups at UBC's Vancouver Campus.

People who self-identify as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term (i.e. within the Sexual/Gender Diversity group) represent 7.9% of faculty and staff on the Vancouver Campus (Table 6), a slight increase from 7.6% in 2018.

For Women, Aboriginal Peoples and Visible Minorities, the UBC Vancouver Campus hires new faculty and staff at a higher rate than the external market when compared to the National Workforce Population, and for the Regional Workforce Population, except in the case of Visible Minorities. For Persons

with Disabilities, UBC Vancouver Campus hires at a significantly lower rate when compared to both the National and Regional Workforce Population.

UBC Okanagan Campus

Women comprise about 55.5% of the workforce at the UBC Okanagan Campus, 7.3% higher than the National Workforce Population and 6.7% higher than the Kelowna Workforce. Women are represented at a percentage rate that is above the Census Canada comparison in five Employment Equity Occupational Groups, particularly high-skill occupations.

The proportion of employees who self-identify as Aboriginal Peoples is 4.8% overall, above the proportional representation of the National Workforce Population but below that of the Kelowna Workforce Population. Aboriginal People are represented at a rate at or above the Canada Census comparison group in six out of the 10 occupational groups for which there is sufficient data.

The percentage of people self-identifying as Visible Minorities at UBC Okanagan Campus is 13.5%, higher than the Kelowna Workforce Population (8.1%) but well below the National Workforce (21.3%). Visible Minorities are represented at a rate higher than the Census Canada comparison group in four Occupational Groups.

Persons with Disabilities have a level of representation at 4.2%, which is a slight decline from 2018 and below the national workforce and provincial workforce average of 9.1% and 11.0%, respectively. The percent representation is below UBC Okanagan's comparison market in nearly all Occupational Groups for which there is sufficient data.

People who self-identify as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous terms (i.e. within the Sexual/Gender Diversity group) represent 6.6% of faculty and staff completing the Equity Census.

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."

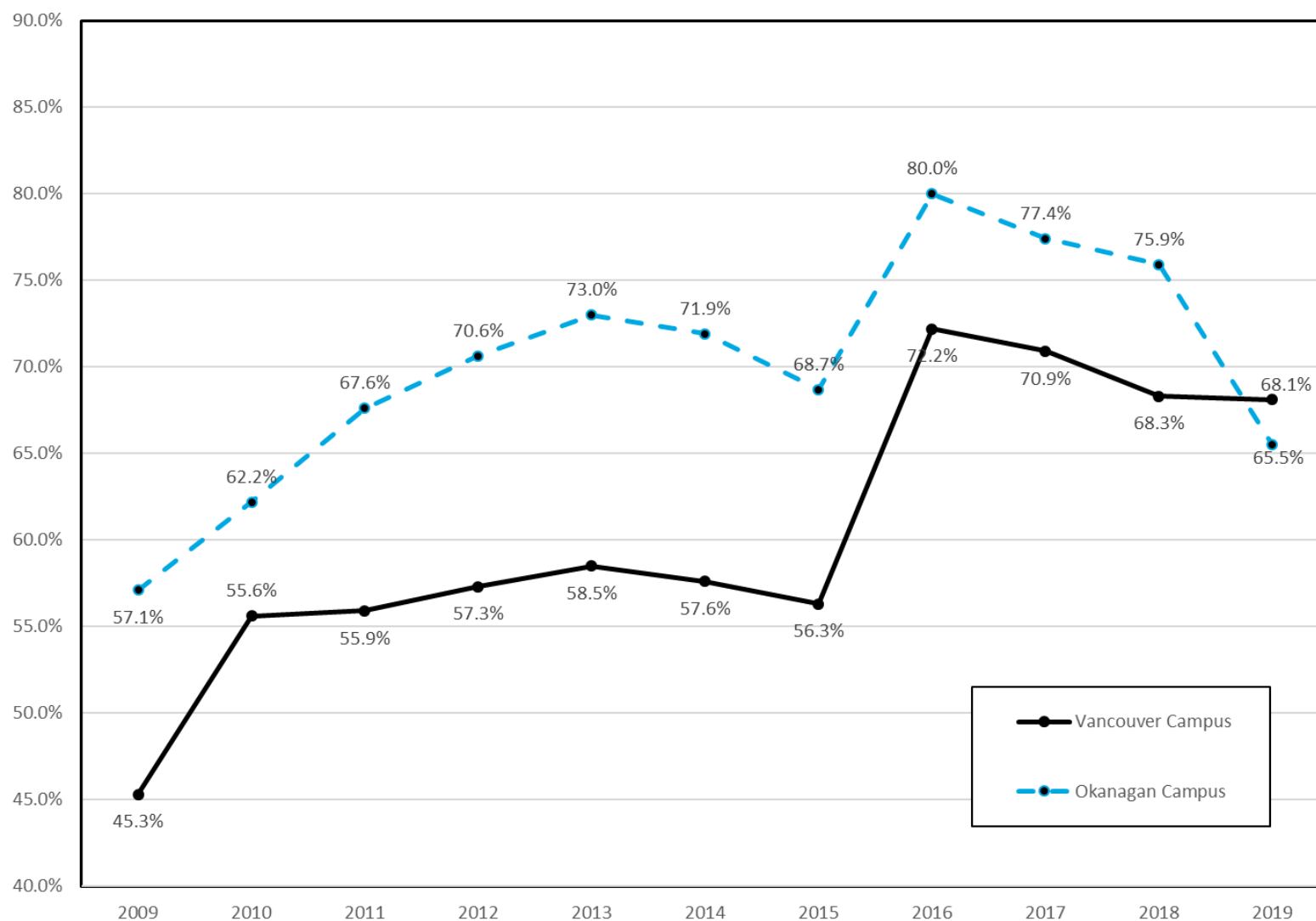
This information is collected through the UBC Employment Equity Census Questionnaire that, upon hire, asks people to self-identify if they are a member of the four designated groups or as having a diverse sexual or gender identity. In addition, for the purpose of calculating the representation of Women, we use information on an employee's sex (binary

value only) 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.

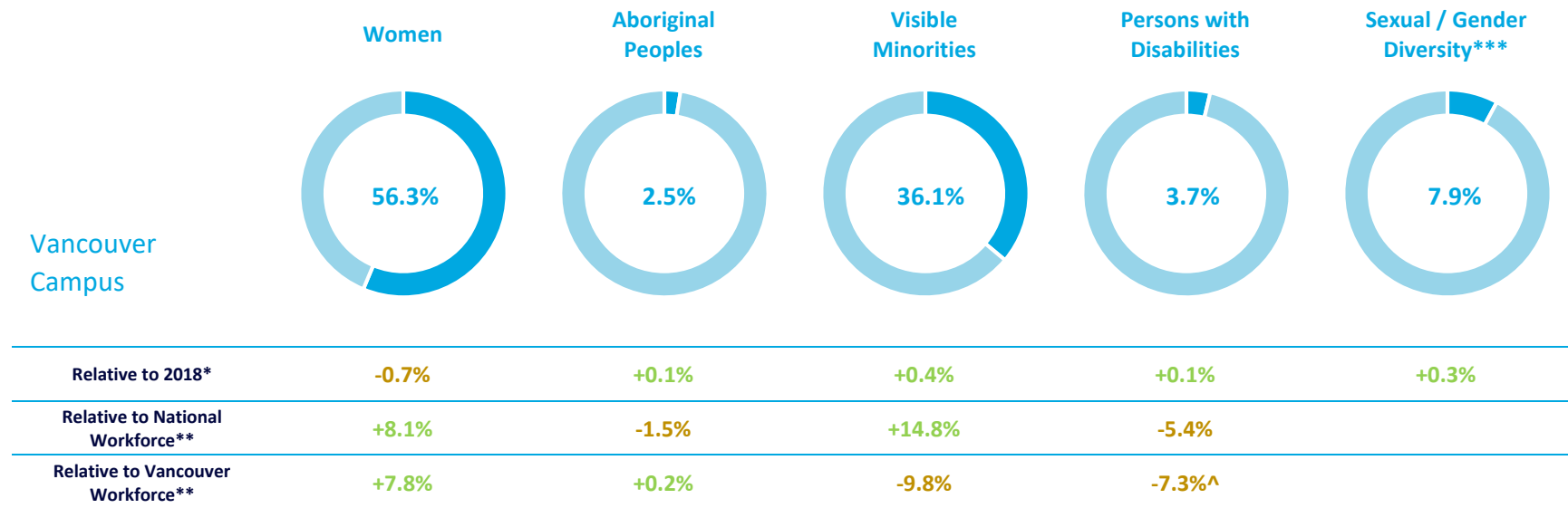
Regarding the level of participation in UBC's Employment Equity Census (also known as the "return rate"), it should be noted that the 2019 questionnaire had a lower participation rate than the year prior (Figure 1). For the Vancouver Campus, participation decreased from 68.3% to 68.1% between 2018 and 2019. For the Okanagan Campus, participation decreased more substantially, from 75.9% to 65.5% - the first time it has been lower than the Vancouver Campus.

For more information, detailed tables regarding the return rate are provided in Appendix B.

Figure 1 Return Rate of Employment Equity Census Questionnaire at UBC, 2009-2019



2019 Employment Equity Results - UBC Vancouver Campus



Footnotes:

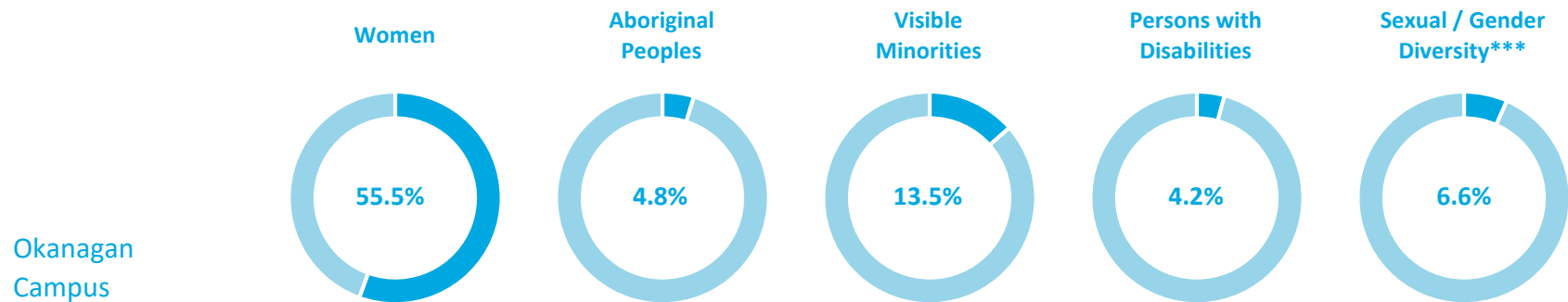
* Relative to 2018 UBC Employment Equity Survey data.

** Relative to the 2016 Canada Census data.

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

^ Relative to the 2016 Canada Census data for provincial workforce.

2019 Employment Equity Results - UBC Okanagan Campus



Relative to 2018*	-1.2%	+1.0%	+0.9%	-0.1%	+0.1%
Relative to National Workforce**	+7.3%	+0.8%	-7.8%	-4.9%	
Relative to Kelowna Workforce**	+6.7%	-1.7%	+5.4%	-6.8%^	

Footnotes:

* Relative to 2018 UBC Employment Equity Survey data.

** Relative to the 2016 Canada Census data.

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

^ Relative to the 2016 Canada Census data for provincial workforce.

What is UBC Doing to Advance Employment Equity?

UBC's 2019 Employment Equity Plan

UBC completed an [Employment Systems Review](#) in 2018 to explore how its employment systems may be creating barriers and challenges to access, representation, retention, and success for staff and faculty from designated groups. UBC's 2019 Employment Equity Plan is based on the 2018 Employment Systems Review, and builds on the efforts of previous Employment Equity Plans at UBC (1991, 1997, 2010). It includes actions and responsibilities based on three objectives:

- Objective A: Ensure policies and practices support employment opportunities for, and representation of, designated group members at UBC;
- Objective B: Foster and establish a respectful work environment at UBC that supports the successful integration and engagement of equity group members; and,
- Objective C: Ensure that learning and progress evaluations are incorporated into UBC's Employment Equity Program through robust monitoring and accountability mechanisms.

The Employment Equity Plan is intended to be implemented in conjunction with [Shaping UBC's Next Century: Strategic Plan 2018-2028](#) and its theme of Inclusion, and works to support the institution's Inclusion Action Plan and Indigenous Strategic Plan.

While still in its early stages, progress on the 2019 Employment Equity Plan is already well underway. Notable highlights include the following:

Proportional Representation Comparison to Census 2016

The 2019 Employment Equity Plan provides an overview of the proportion of faculty and staff respondents to UBC's 2018 Employment Equity Census who identify within each of the five designated groups. Depending on the nature of the position, Canadian workforce availability comparisons align to local (Vancouver or Okanagan), provincial, or national recruitment efforts as appropriate, however, comparison to fairly outdated 2011 Canada Census data presented challenges for understanding just how well UBC fared when compared to municipal, regional or provincial representation across Occupational Groups. 2016 Canada Census data is now available and is used for comparison purposes in this report allowing for a more accurate understanding of where disparities in proportional representation exist; and can be used to inform the development of hiring and promotion initiatives to increase representation of persons in designated groups where, over time, trend data may indicate systemic barriers may be present.

Updating the Employment Equity Census Questionnaire

The 2019 Employment Equity Plan delineates a number of initiatives designed to address hiring and promotion disparities across designated groups. Among these is the updating of UBC's Employment Equity Census Questionnaire itself – including revising the language, format, and accessibility based on consultations, while retaining the ability to compare past data and report on trends. UBC is currently in the process of revising its questionnaire.

The questionnaire revision responds to feedback from the UBC community indicating the need to update the survey to better reflect best practices in demographic data collection, particularly to reduce use of outdated and irrelevant terminology, and embrace language and concepts that better reflect the way members of the UBC community think of themselves.

The Equity & Inclusion Office is leading the effort to revise the questionnaire, proposing revisions for inclusion in a new version of the questionnaire to be integrated into the Workday enterprise system as a component of UBC's Integrated Renewal Program. This revision process has been informed to date by: meetings with EIO staff to review the lineage of prior consultations and decision making regarding employment equity data collection and question formulation in recent years; a review and integration of comments, feedback and suggested changes informed by research and prior consultations undertaken by EIO staff and others from the UBC community, including the development and planned dissemination of the rationale supporting the recommended revisions; a review and integration of recent comments and feedback received from various leaders from across the institution, from whom feedback was solicited following the review of proposed revisions; and a review of revisions from other leaders in Canadian universities.

Implementing an Applicant Equity Survey

With an allocation of over 200 Canada Research Chairs, UBC has developed an [Equity, Diversity and Inclusion Action Plan](#) (EDIAP) to ensure greater transparency in the allocation, selection, and renewal processes for chairholders from members of the four federally designated groups (FDGs) – women, Indigenous peoples, persons with disabilities, and visible minorities/members of groups that are racially categorized. UBC's EDIAP includes impactful equity, diversity, and inclusion objectives to address any inequalities that are currently experienced by individuals.

To progress one of the EDIAP's core objectives of ensuring UBC's CRCs are recruited through an open and transparent process, making use of evidence-based strategies to ensure applicants are representative of the diversity of

scholars available within and outside of UBC, UBC is administering and analyzing results of an applicant pool equity survey. The survey allows UBC to track and examine the number and proportion of CRC applicants identifying within any of the four designated groups to the proportion of those who progress through the application and nomination process – from eligibility under UBC's restricted hiring requirements, through long and short lists, interviews, offers extended and accepted and, ultimately, nomination to a CRC. Examining applicant pool data through the various stages from application to nomination can support the institution to identify patterns and trends that may indicate the presence of persistent barriers for some members of designated groups in effectively and equitably participating in UBC's CRC program.

To date, UBC's CRC equity strategies have resulted in chair occupancy rates that surpass the targets for visible minorities and Aboriginal Peoples, and meet the target for women. The institution is currently embarking on a restricted hiring process that provides specific focus on recruiting persons with disabilities.

Centralized Accommodations Fund Pilot

The Workplace Accessibility Fund Pilot provides an opportunity for UBC to signal its desire to fulfill its commitment to recruiting excellent Canada Research Chairholders with disabilities. The pilot aims to:

1. Streamline the system of workplace accommodations so that disclosure is to a centralized advisor with expertise in disability in the workplace (based in Human Resources) has the capacity and funding to ensure appropriate and necessary accommodations are put in place;
2. Enable the hiring of more CRCs with disabilities at UBC.

This Workplace Accessibility Fund Pilot is urgent in the face of requirements to provide more representation of people with disabilities among faculty in the Canada Research Chairs Program. Currently, the Canada Research Chair Program has a shortfall in representation of people with disabilities of seven chairholders.

UBC's representation of people self-reporting with disabilities among tenure-stream research faculty has been dropping steadily over the past 20+ years, from 7.5% to 4% as of 2018, and the overall representation of persons with disabilities among faculty and staff was less than half that of University of Toronto in 2017/18. The University of Toronto has had a centralized fund covering workplace accommodations since at least 2004.

This pilot is intended to remove two barriers to employment for persons with disabilities:

- The conscious or unconscious tendency in hiring decisions at a departmental level to hire a candidate who will not require costly accommodations: currently, departments are expected to cover the cost of any accommodations from their departmental budgets; and
- the lack of privacy and dignity for persons with disabilities, and the lack of agency about where and how decisions about disclosure are made in the current system to enable accommodations.

Introducing the 2019 Inclusion Action Plan

In 2018, the University of British Columbia developed *Shaping UBC's Next Century: 2018–2028 Strategic Plan*. During the planning process, the UBC community converged on three themes: Inclusion, Collaboration, and Innovation. These three themes are cross cutting, spanning the core areas of People & Places, Research Excellence, Transformative Learning, and Local & Global Engagement. To operationalize the inclusion theme of the strategic plan, and building upon the findings and recommendations from the 2019 Employment Systems Review, and development of the 2019 Employment Equity Plan, UBC has also developed an Inclusion Action Plan (IAP).

Between the fall of 2018 and 2019, almost 2,000 people participated in consultations with the UBC community on both the Vancouver and Okanagan campuses dedicated to informing the development of the IAP, and shared more than 5,400 ideas for how UBC can advance inclusion. Those

ideas, through consultation and iterative reviews, were synthesized and distilled into 36 actions organized under five goals:

1. Recruitment, Retention, and Success
2. Systems Change
3. Capacity Building
4. Learning, Research & Engagement
5. Accountability

The IAP embraces a foundational understanding that equity, diversity and inclusion are the conditions for attracting and retaining the best and brightest students, faculty and staff from around the world, and understanding how we can best create the environments in which we work, learn, and live.

The purpose of the IAP is to:

- Report on the results of an extensive consultation process to develop goals and actions for building a more inclusive institution;
- Develop a guiding framework that identifies inclusion goals for UBC and collaborative institutional actions needed to advance inclusion at UBC over the next seven to ten years;
- Build on and connect existing equity, diversity, and inclusion efforts across UBC's campuses under a single high-level framework; and
- Develop a 'menu' of actions to ensure academic departments and operational units across UBC can incorporate inclusive actions into their unit-level planning.

'Staff and faculty recruitment and selection' and 'staff and faculty retention and success', particularly for individuals from historically, persistently and systemically marginalized communities, were among the fourteen major themes identified, and among those themes most frequently mentioned in feedback received during the spring 2019 consultations. Within these themes, consultation feedback highlighted the need for:

- Ensuring faculty and staff, at every level, are just as diverse as the community UBC serves, particularly among senior leadership

- Addressing barriers to employment such as lack of affordable housing, while increasing flexible work options, and creating healthier workplaces cultures
- Improving tenure and promotion processes
- Providing tools and resources to improve representation of marginalized groups at the unit and department level

Goals 1 and 5 both contain specific actions informed by and responding to this feedback. Actions under ‘Goal 1 – Recruitment, Retention, and Success’ clearly outline a focus on the integration of equity, diversity and inclusion in assessment of skills and competencies; in hiring, recruitment, professional development and performance review processes; expanding scholarship rooted in different worldviews; and recognition and valuing of related work in scholarship, teaching, leadership and service. Goal 1 also contains an action that explicitly calls for the implementation of recommendations identified in the 2018 Employment Systems Review.

Under ‘Goal 2 – Systems Change’, the IAP calls for the development of an institutional level policy for faculty and staff with disabilities to be supported by a central accommodation fund, for which a pilot has since been launched. Furthermore, a separate action under this goal emphasizes the need to enhance the accessibility of both physical and virtual spaces on UBC campuses.

Over the summer and fall of 2020, the UBC community will launch the implementation of the IAP. A comprehensive implementation structure has been developed which situates accountability for the plan among the institution’s senior leadership. It provides a structured approach to coordinate communications and reporting. Through backbone support provided by the Equity & Inclusion Office, and a collective impact approach, divisions and departments throughout the university are offered support to engage with the plan and identify, prioritize and implement inclusive actions most relevant to their local context.

UBC expects to begin annual reporting on the progress of the plan after the first year of implementation. A mid-point evaluation is slated for the fourth year of the plan.

Self-Identification: Why it Matters

As noted in the Introduction and illustrated in Figure 1, the rate of participation in the Employment Equity Census has dropped on both Vancouver and Okanagan campuses over the past year, continuing a downward trend that began in 2017. While the Employment Equity Survey is not mandatory and faculty and staff may choose to self-identify, the census is the primary source of data that allows the UBC community to understand the composition of its faculty and staff, particularly in terms of representation of designated groups, and, to understand where systemic barriers and disparities in employment and experience may exist. Essentially, understanding the composition of our community and the diversity of experiences is key to evidence-based decision-making for greater inclusion.

Spotlight: Women Who Identify as Visible Minorities

Overall, women represent more than half of faculty and staff employed at both the UBC Vancouver and Okanagan campuses. At UBC Vancouver, women are represented at a percentage rate higher than the Canada Census comparison group for more than half of Occupational Groups and women have strong representation particularly among high-skill Occupational Groups on both campuses (see Tables 2 and 8, Appendix A).

However, a deeper dive into this data, for example, a cross-tab analysis of women who identify as visible minorities (Figures 2 and 3) reveal disparities in representation. While racialized women (those who identify as visible minorities) comprise roughly one-third of all UBC Vancouver faculty and staff, they are less than four percent of faculty and staff in the Okanagan. Racialized women are significantly less likely to be employed in any given occupational group at UBC Vancouver and the disparity is even greater at UBC Okanagan for all occupational groups for which there is sufficient data. Notably, nearly all Senior Executive positions at UBC are held by women who do not identify as racialized (note, for this Occupational Group, the proportion of women who identify as visible minorities at UBC Vancouver has been suppressed for privacy reasons).

This example illustrates how an examination of Employment Equity Census results, particularly data disaggregation, can improve our understanding of the composition of our community and the differential trajectories and experiences individuals may be facing.

Figure 2 Women, Racialized Women - Respondents to UBC Employment Equity Census Questionnaire (Vancouver Campus)

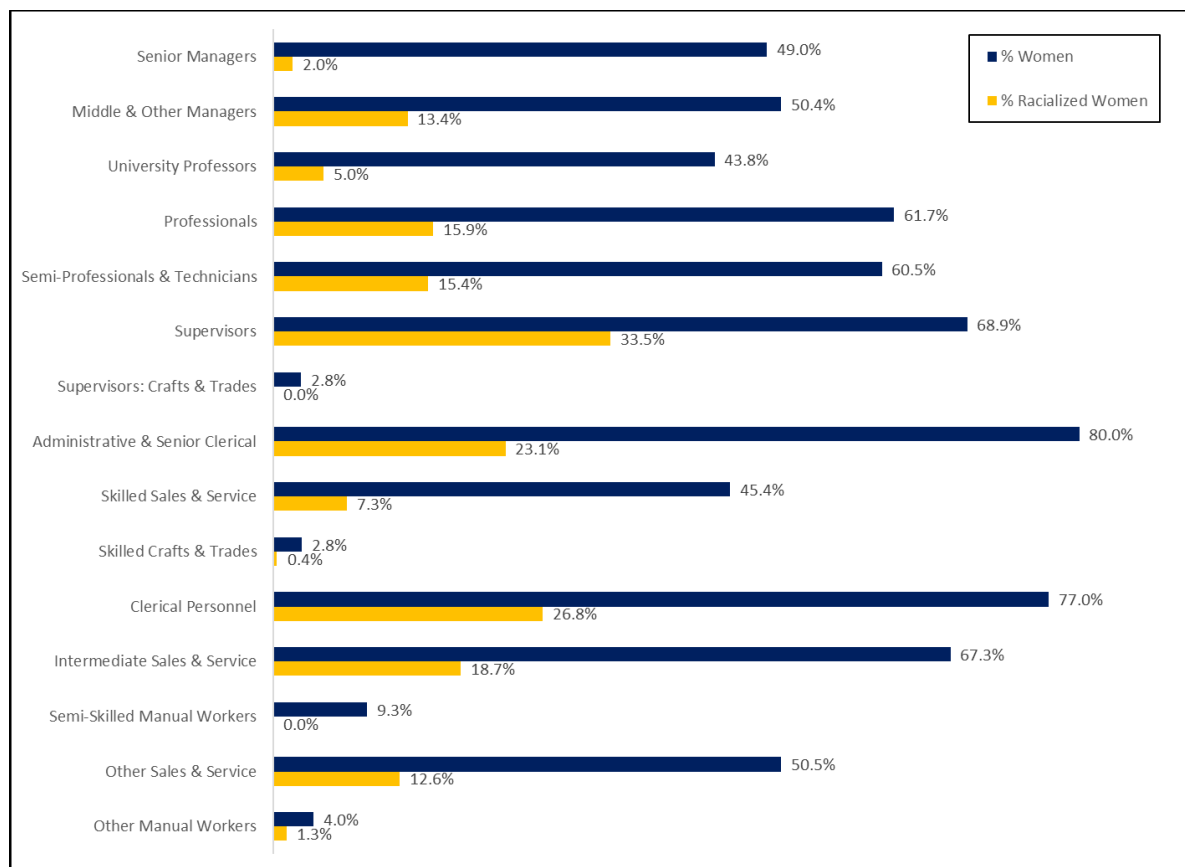
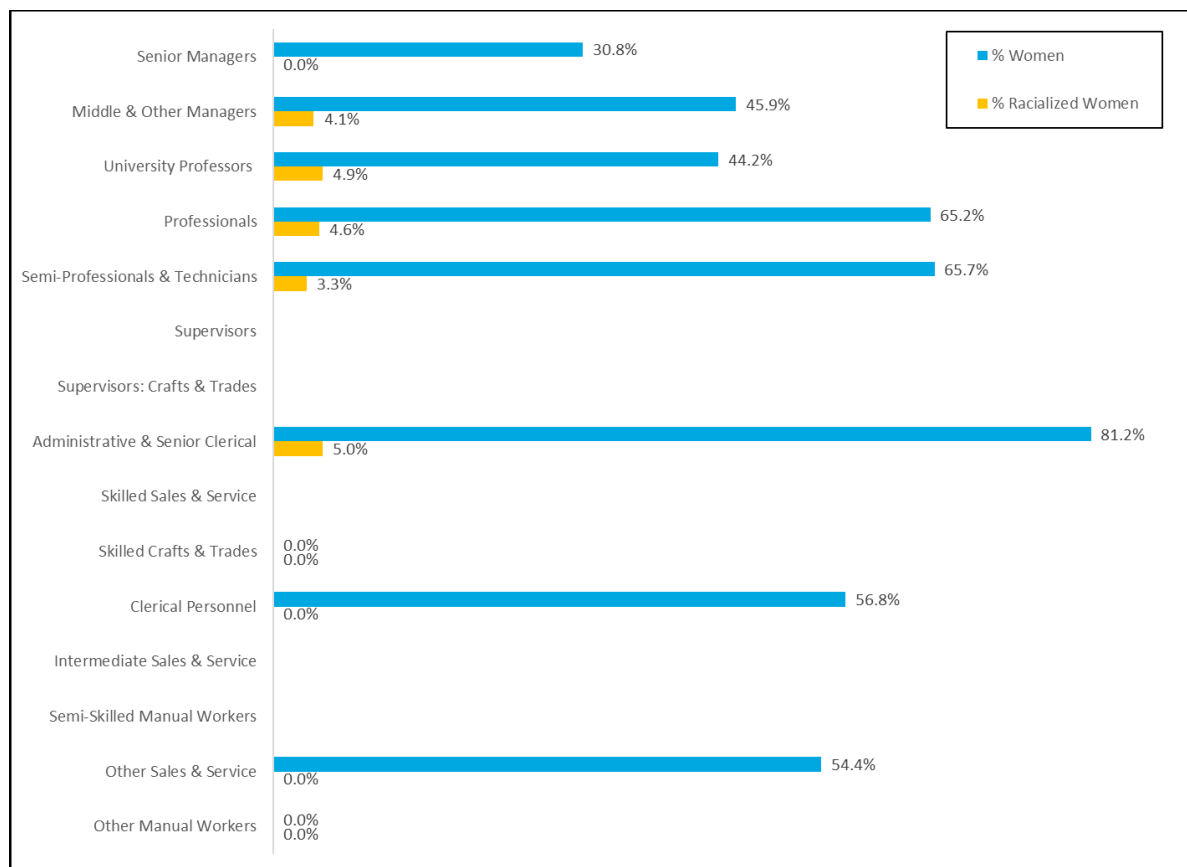


Figure 3 Women, Racialized Women - Respondents to UBC Employment Equity Census Questionnaire (Okanagan Campus)



Spotlight: Disability Disclosures vs. Current Case Loads

The 2019 Employment Equity Census questionnaire provides an opportunity for UBC faculty and staff to self-identify as a person with a disability.

According to the 2019 Employment Equity Census results, persons with disabilities comprise 3.7% (350 employees) of UBC Vancouver Campus faculty and staff and 4.2% (38 employees) of those at UBC Okanagan (see Tables 5 and 11, Appendix A). With the exception of Skilled Crafts & Trades at UBCO, persons with disabilities are underrepresented across all occupational groups. Further, faculty and staff have the opportunity to identify an option that best categorizes their disability as a physical disability, invisible disability impairment, or an ongoing medical condition, and to indicate whether they receive any type of work place support or accommodation in order to do their job. In 2019, a total of 793 individuals at UBC Vancouver Campus and 87 individuals at UBC Okanagan self-identified as having a physical or invisible disability or impairment or ongoing medical condition (see Tables 16 and 17, Appendix A). Of these individuals, 277 at UBC Vancouver and 37 at UBC Okanagan indicated they currently receive workplace support or accommodation to do their job.

UBC's Return to Work/Stay at Work (RTW) and Workplace Reintegration and Accommodation (WRA) programs are designed to provide injured or ill UBC faculty and staff with information, services, and the support they need to keep working or return to work while managing a medical condition, impairment, or disability. In 2019, RTW/WRA were supporting 913 people at UBC Vancouver and 189 at UBC Okanagan – significantly more than those who were willing to disclose this information through the employment equity survey.

There is no way to know whether individuals self-identifying in the employment equity survey are necessarily the same ones seeking support from the RTW / WRA programs, however the data suggests a large disparity exists between the proportion of individuals actually receiving accommodation versus those reporting having done so. This further suggests that the proportion of individuals self-identifying through the survey is a sizable underrepresentation of the actual number of faculty and staff at UBC actively seeking work place support or accommodation and that there may be additional barriers for faculty and staff with disabilities to indicate this in the employment equity survey.

Feedback received through recent UBC community consultations undertaken by the Equity & Inclusion Office in 2018 and 2019, informing the Employment Systems Review and Inclusion Action Plan, provides anecdotal evidence that a number of factors may inhibit faculty and staff from self-identifying as persons with disabilities and / or seeking out work place supports or accommodations. These include that respondents:

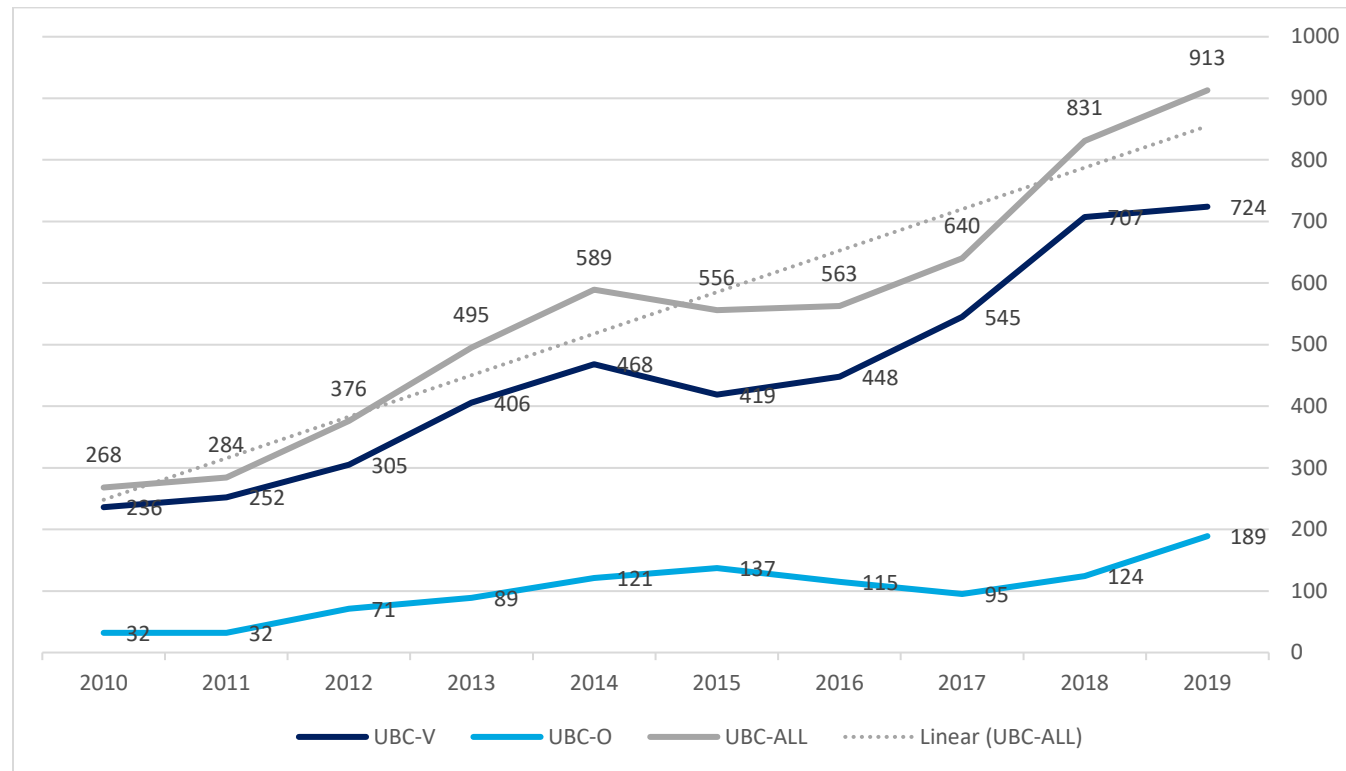
- Do not see themselves in the definition of disability;
- Are worried that it will have an effect on their professional growth and so do not disclose invisible disabilities;
- May not update their responses in subsequent employment equity surveys to reflect disabilities which often occur later in life.

Disability is defined in accordance with the definition used by the Federal Contractors Program:

"Persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons with disabilities who have been accommodated in their current job or workplace."

In summary, the Employment Equity Questionnaire results are integral to improving our understanding of the composition of UBC's faculty and staff. The more faculty and staff who complete the employment equity questionnaire the more robust the data and more detailed the resulting information that can be gleaned from it. Improving data collection and analysis is critical for UBC to develop a comprehensive understanding of current and historical patterns and trends, including related challenges and opportunities, and for developing programs and initiatives that can help ensure UBC is a welcoming, diverse and inclusive campus community now and into the future.

Figure 4 UBC Return to Work/Stay at Work Program and Workplace Reintegration and Accommodation Program Case Load



Conclusion

This year's report focuses on some key initiatives supporting the work of employment equity and highlighted two examples which help to indicate the importance of the ongoing collection of this information and provide a significant rationale for heightened attention to survey completion. The Appendices provide more detail on the employment equity data that is reported annually.

Over the last two years, UBC has seen a significant decline in the response rate to the survey. This loss of data makes it very difficult to undertake the kind of intersectional analysis that allows us to have a much deeper understanding of the barriers that exist at UBC for those faculty and staff from historically, persistently and systemically marginalized communities. In order to address this, the Equity & Inclusion Office is working to update the existing Employment Equity Census Questionnaire by moving away from the existing bureaucratic language to the use of language and identity categories with which more people can identify. Rationales for the choice of particular terms will be included so as to build a deeper understanding of the complexity of our community. Once the revised Employment Equity & Inclusion Survey has been embedded into the new Workday system, UBC will conduct a census of its campus community.

Additionally, the Equity & Inclusion Office is now proactively sharing Faculty-level aggregate data with each of the Deans as a matter of course, rather than upon request. Recognizing the importance of equity data to the advancement of the Inclusion Action Plan and to the institution's ability to measure progress across a number of actions, the EIO seeks to provide opportunities for a 'deep-dive' into the representation data for faculty and staff within a particular division. With the introduction of Workday, UBC hopes to find additional ways to share information through online dashboards.

As the Associate Vice-President, Equity & Inclusion concludes her first term, this Employment Equity Report has offered the opportunity to reflect on some of the work that has occurred over the last five years including a census of the UBC community in 2016, an Employment Systems Review in 2018, the updating of the Employment Equity Plan in 2018/19, and the creation of the Inclusion Action Plan in 2019. Each plan and process built on the previous to provide a comprehensive understanding of the representation and experience of equity groups at UBC. As we look to the next few years, we see some important ways that our work on employment equity will continue to support our growth to inclusion.

APPENDICES

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)

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

Footnotes:

¹ Area of Recruitment: National = "Canada" for both Campuses. Municipal = "Vancouver" for Vancouver Campus and "Kelowna" for the Okanagan Campus. Where noted, the comparison may be changed to province-wide data based on data availability.

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

APPENDIX A - 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 2018 and 2019 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.

Cells highlighted in green represent those where the UBC Vancouver Campus representation for any given equity group exceeds that of the Canada Census comparison for that occupational group.



Women

As shown in Table 2, Women comprise 56.3 percent of the workforce at the UBC Vancouver Campus, well above the proportion of women in the Vancouver workforce and nationally, and are represented at a percentage rate higher than the Canada Census comparison group for more than half of Occupational Groups (EEOG). This is particularly true for levels such as Senior Managers and Supervisors, where percentage representation is approximately 21% and 16% higher than the Census Canada comparison groups, respectively.

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								Comparison to Census 2016
		2018			2019			% Women		
		# Women	# Men	# Unk	# Women	# Men	# Unk	2018	2019	
1.	Senior Managers	18	25	0	25	26	0	41.9%	49.0%	27.6% ^a
2.	Middle & Other Managers	447	437	0	471	453	10	50.6%	50.4%	39.5%
3.	University Professors	1,579	2,099	0	1,681	2,151	x	42.9%	43.8%	44.0% ^a
4.	Professionals	2,404	1,405	x	2,466	1,450	84	63.1%	61.7%	51.5%
5.	Semi-Professionals & Technicians	1,094	653	0	1,072	648	53	62.6%	60.5%	50.1%
6.	Supervisors	144	61	0	144	64	x	70.2%	68.9%	52.5%
7.	Supervisors: Crafts & Trades	0	36	0	x	35	0	0.0%	x	10.9%
8.	Administrative & Senior Clerical	1,031	191	0	1,082	239	31	84.4%	80.0%	78.9%
9.	Skilled Sales & Service	116	150	0	118	140	x	43.6%	45.4%	45.9%
10.	Skilled Crafts & Trades	6	237	0	7	236	5	2.5%	2.8%	3.8%
11.	Clerical Personnel	472	141	0	486	128	17	77.0%	77.0%	70.6%
12.	Intermediate Sales & Service	360	165	x	339	156	9	68.4%	67.3%	66.0%
13.	Semi-Skilled Manual Workers	5	37	0	x	37	x	11.9%	x	16.4%
14.	Other Sales & Service	422	405	x	437	420	9	51.0%	50.5%	56.9%
15.	Other Manual Workers	x	75	0	x	71	x	x	x	27.9%
	Total	8,102	6,117	x	8,336	6,254	226	57.0%	56.3%	n.a.
	National Workforce Population (All Occupational Groups)									48.2%
	Vancouver Workforce Population (All Occupational Groups)									48.5%

Footnotes:

a = Compared to the national labour market.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

Aboriginal Peoples

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				Comparison to Census 2016
		# 2018	# 2019	2018%	2019%	
1.	Senior Managers	x	x	x	x	3.2% ^a
2.	Middle & Other Managers	15	16	2.0%	2.1%	1.7%
3.	University Professors	31	36	1.5%	1.7%	1.4% ^a
4.	Professionals	73	87	2.7%	3.1%	1.5%
5.	Semi-Professionals & Technicians	22	25	2.2%	2.5%	2.5%
6.	Supervisors	x	x	x	x	2.7%
7.	Supervisors: Crafts & Trades	x	x	x	x	3.0%
8.	Administrative & Senior Clerical	27	21	2.9%	2.1%	2.1%
9.	Skilled Sales & Service	x	x	x	x	2.0%
10.	Skilled Crafts & Trades	5	7	2.8%	4.0%	3.5%
11.	Clerical Personnel	7	12	1.7%	2.9%	2.7%
12.	Intermediate Sales & Service	7	7	2.5%	2.7%	2.5%
13.	Semi-Skilled Manual Workers	0	0	0.0%	0.0%	2.7%
14.	Other Sales & Service	22	20	5.0%	4.6%	2.9%
15.	Other Manual Workers	0	0	0.0%	0.0%	4.3%
Total		218	239	2.4%	2.5%	n.a.
National Workforce Population (All Occupational Groups)						4.0%
Vancouver Workforce Population (All Occupational Groups)						2.3%

Footnotes:

a = Compared to the national labour market.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

As shown in Table 3, the percentage of employees who self-identified as Aboriginal People in UBC's Equity Census is 2.5% overall, above both the National and Vancouver Workforce Population percentage rates.

Employees who self-identified as Aboriginal are represented at a percentage rate higher than the Canada Census comparison group in 9 of the 15 occupational groups for which sufficient data is available.

Visible Minorities

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				Comparison to Census 2016
		# 2018	# 2019	2018%	2019%	
1.	Senior Managers	x	x	x	x	11.5% ^a
2.	Middle & Other Managers	231	248	31.3%	32.0%	41.2%
3.	University Professors	410	456	20.4%	21.5%	21.1% ^a
4.	Professionals	968	1025	35.6%	36.1%	41.2%
5.	Semi-Professionals & Technicians	426	433	41.9%	43.3%	40.0%
6.	Supervisors	96	97	58.5%	57.1%	49.6%
7.	Supervisors: Crafts & Trades	7	8	26.9%	30.8%	30.4%
8.	Administrative & Senior Clerical	359	382	38.9%	38.3%	39.9%
9.	Skilled Sales & Service	41	41	52.6%	51.9%	57.2%
10.	Skilled Crafts & Trades	50	52	28.2%	29.5%	35.1%
11.	Clerical Personnel	211	218	51.1%	52.7%	46.7%
12.	Intermediate Sales & Service	139	134	49.1%	51.7%	52.6%
13.	Semi-Skilled Manual Workers	11	10	40.7%	41.7%	53.4%
14.	Other Sales & Service	276	269	63.0%	62.4%	59.5%
15.	Other Manual Workers	18	20	35.3%	37.7%	50.9%
	Total	3,244	3,395	35.7%	36.1%	n.a.
	National Workforce Population (All Occupational Groups)					21.3%
	Vancouver Workforce Population (All Occupational Groups)					45.9%

Footnotes:

a = Compared to the national labour market.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

As shown in Table 4, the percentage of people self-identifying as Visible Minorities in UBC's Equity Census (36.1%) is at a level above their representation in the broader Canadian workforce (21.3%), yet below that of the Vancouver workforce (45.9%). While the percentage rate of employees self-identifying as Visible Minorities in UBC's Equity Census has increased slightly from 35.7% in 2018, a number of Occupational Groups saw a slight decline in representation from the year prior.

Visible Minorities' representation exceeds that of the Canada Census comparison group in six Occupational Groups, most notably among Supervisors: Crafts & Trades, Supervisors and Clerical Personnel. Visible Minorities' representation is much lower than the comparator group most notably among Semi-Skilled Manual Workers and Other Manual Workers.

Persons with Disabilities

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				Comparison to Census 2016
		# 2018	# 2019	2018%	2019%	
1.	Senior Managers	0	0	0.0%	0.0%	5% ^a
2.	Middle & Other Managers	14	16	1.9%	2.1%	5% ^a
3.	University Professors	85	87	4.2%	4.1%	8.9% ^b
4.	Professionals	81	86	3.0%	3.0%	10.0%
5.	Semi-Professionals & Technicians	40	33	3.9%	3.3%	9.6%
6.	Supervisors	x	x	x	x	11% ^d
7.	Supervisors: Crafts & Trades	x	x	x	x	14.3%
8.	Administrative & Senior Clerical	46	51	5.0%	5.1%	12.4%
9.	Skilled Sales & Service	x	x	x	x	9.1%
10.	Skilled Crafts & Trades	7	6	4.0%	3.4%	9.2%
11.	Clerical Personnel	22	23	5.3%	5.6%	13.0%
12.	Intermediate Sales & Service	15	13	5.3%	5.0%	10.5%
13.	Semi-Skilled Manual Workers	x	x	x	x	11.9%
14.	Other Sales & Service	23	24	5.3%	5.6%	14.2%
15.	Other Manual Workers	x	x	x	x	11.0%
Total		344	350	3.8%	3.7%	n.a.
National Workforce Population (All Occupational Groups)						9.1%
Provincial Workforce Population (All Occupational Groups)^d						11.0%

Footnotes:

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

b = Compared to the national labour market.

c = Occupational Group numbers 4 to 15 (excluding 6) are compared to the provincial labour market, due to the absence of city-specific data for this data source.

d = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

Based on self-identification in UBC's Equity Census, Persons with Disabilities (Table 5) comprise 3.7% of UBC Vancouver Campus employees, well below the representation for this group among the national (9.1%) and provincial (11%) workforce. Persons with Disabilities are underrepresented across all Occupational Groups at UBC's Vancouver Campus.

Sexual & Gender Diversity

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			
		# 2018	# 2019	2018%	2019%
1.	Senior Managers	6	x	17.6%	x
2.	Middle & Other Managers	44	47	6.0%	6.1%
3.	University Professors	156	182	7.8%	8.6%
4.	Professionals	194	216	7.1%	7.6%
5.	Semi-Professionals & Technicians	89	89	8.8%	8.9%
6.	Supervisors	12	10	7.3%	5.9%
7.	Supervisors: Crafts & Trades	0	0	0.0%	0.0%
8.	Administrative & Senior Clerical	86	92	9.3%	9.2%
9.	Skilled Sales & Service	8	8	10.3%	10.1%
10.	Skilled Crafts & Trades	5	5	2.8%	2.8%
11.	Clerical Personnel	28	30	6.8%	7.2%
12.	Intermediate Sales & Service	22	22	7.8%	8.5%
13.	Semi-Skilled Manual Workers	x	0	x	0.0%
14.	Other Sales & Service	42	39	9.6%	9.0%
15.	Other Manual Workers	x	x	x	x
	Total	695	746	7.6%	7.9%

Footnotes:

n.a. = not applicable or not available.

a = The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous terms. We have omitted the comparison to Canadian Census due to limited external data.

x = data suppressed due to insufficient data to report.

People who self-identify as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term (i.e. within the Sexual/Gender Diversity group) represent 7.9% of faculty and staff on the Vancouver Campus (Table 6), a slight increase from 7.6% in 2018.

About half of employees identifying within this group are University Professors and Professionals, comprising 8.7% and 7.6% of these occupational groups, respectively.

Within this larger 7.9% of the workforce, 6.9% identify as lesbian, gay, bisexual, queer or an analogous term. About an additional 1.0% 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 to Canada Census are not available.

New Hires

UBC VANCOUVER CAMPUS

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 Employment Equity Census Questionnaire, with the exception of data on Women which uses pre-existing employee records from our HRMS.

For Women, Aboriginal Peoples, and Visible Minorities, the UBC Vancouver Campus hires new faculty and staff at a higher rate than the external market when compared to the National Workforce Population. This is also true for Women and Aboriginal Peoples when compared to the Regional Workforce Population, but not so with Visible Minorities where the Regional Workforce Population representation is approximately 12% higher. For Persons with Disabilities, UBC Vancouver Campus hires at a significantly lower rate when compared to both the National and Regional Workforce Population. The proportion of Persons with Disabilities is consistently lower than the Canada Census comparison group for all occupational groups for which sufficient data is available.

Table 7 New Hires by Occupational Group and Designated Group at the UBC Vancouver Campus (Effective October 2018)

Occupational Group		Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities			Sexual /Gender Diversity ^d	
		Women	Men	Unknown	% Women	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent
1.	Senior Managers	x	x	x	x	27.6% ^b	x	x	3.2% ^b	x	x	11.5% ^b	x	x	5% ^a	x	x
2.	Middle & Other Managers	29	27	10	43.9%	39.5%	x	4.7%	1.7%	20	46.5%	41.2%	x	2.3%	5% ^a	x	4.7%
3.	University Professors	181	131	x	57.6%	44% ^b	7	4.3%	1.4% ^b	40	24.7%	21.1% ^b	7	4.3%	8.9% ^b	22	13.6%
4.	Professionals	209	134	64	51.4%	51.5%	15	6.3%	1.5%	77	32.4%	41.2%	7	2.9%	10.0%	24	10.1%
5.	Semi-Professionals & Technicians	131	66	35	56.5%	50.1%	x	2.6%	2.5%	22	28.2%	40.0%	x	2.6%	9.6%	16	20.5%
6.	Supervisors	6	5	x	50.0%	52.5%	0	0.0%	2.7%	x	37.5%	49.6%	0	0.0%	11% ^e	x	12.5%
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	10.9%	n.a.	n.a.	3.0%	n.a.	n.a.	30.4%	n.a.	n.a.	14.3%	n.a.	n.a.
8.	Administrative & Senior Clerical	125	47	25	63.5%	78.9%	x	2.2%	2.1%	35	38.5%	39.9%	x	1.1%	12.4%	12	13.2%
9.	Skilled Sales & Service	x	x	x	x	45.9%	x	x	2.0%	x	x	57.2%	x	x	9.1%	x	x
10.	Skilled Crafts & Trades	0	19	3	0.0%	3.8%	x	7.7%	3.5%	x	15.4%	35.1%	0	0.0%	9.2%	0	0.0%
11.	Clerical Personnel	75	15	13	72.8%	70.6%	x	7.3%	2.7%	25	61.0%	46.7%	x	7.3%	13.0%	7	17.1%
12.	Intermediate Sales & Service	11	x	x	68.8%	66.0%	0	0.0%	2.5%	x	33.3%	52.6%	0	0.0%	10.5%	x	22.2%
13.	Semi-Skilled Manual Workers	x	x	x	x	16.4%	0	0.0%	2.7%	0	0.0%	53.4%	0	0.0%	11.9%	0	0.0%
14.	Other Sales & Service	13	16	x	41.9%	56.9%	x	x	2.9%	x	x	59.5%	x	x	14.2%	x	x
15.	Other Manual Workers	x	x	x	x	27.9%	x	x	4.3%	x	x	50.9%	x	x	11.0%	x	x
	Total	780	463	157	55.7%	n.a.	32	4.7%	n.a.	227	33.2%	n.a.	21	3.1%	n.a.	86	12.6%
	National Workforce Population (All Groups)					48.2%			4.0%			21.3%			9.1%		
	Regional Workforce Population (All Groups)^d					48.5%			2.3%			45.9%			11.0%		

Footnotes:

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

b = Compared to the national labour market.

c = For Persons with Disabilities, Occupational Group numbers 4 to 15 (excluding 6) are compared to the 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.

d = 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.

e = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disabilities for all Occupational Groups province-wide.

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 2018 and 2019 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.

Cells highlighted in green represent those where the UBC Okanagan Campus representation for a given equity group exceeds that of the Canada Census comparison for that occupational group.



Women

Table 8 Representation of Women at the UBC Okanagan Campus (Effective October of Each Year)

As shown in Table 8, Women comprise about 55.5% of the workforce at the UBC Okanagan Campus, which is 7.3% higher than the National Workforce Population and 6.7% higher than the Kelowna Workforce. Women are represented at a percentage rate that is above the Census Canada comparison in four Occupational Groups (EOG) for which sufficient data is available.

Occupational Group		Women, Respondents to UBC Employment Equity Census Questionnaire								Comparisor to Census 2016
		2018			2019			% Women		
		# Women	# Men	# Unk	# Women	# Men	# Unk	2018	2019	
1.	Senior Managers	x	9	0	x	9	0	x	x	27.6% ^a
2.	Middle & Other Managers	32	35	0	34	38	x	47.8%	45.9%	38.8%
3.	University Professors	217	253	0	215	271	0	46.2%	44.2%	44.0% ^a
4.	Professionals	154	87	0	184	89	9	63.9%	65.2%	55.8%
5.	Semi-Professionals & Technicians	150	63	0	157	74	8	70.4%	65.7%	54.0%
6.	Supervisors	n.a.	n.a.	n.a.	x	x	x	n.a.	x	57.0%
7.	Supervisors: Crafts & Trades	x	x	x	x	x	x	x	x	11.1%
8.	Administrative & Senior Clerical	76	17	0	82	14	5	81.7%	81.2%	85.1%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	x	x	x	n.a.	x	49.3%
10.	Skilled Crafts & Trades	0	15	0	0	15	0	0.0%	0.0%	4.4%
11.	Clerical Personnel	42	26	0	54	39	x	61.8%	56.8%	77.3%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	70.1%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	14.3%
14.	Other Sales & Service	x	10	0	80	45	22	9.1%	54.4%	58.7%
15.	Other Manual Workers	x	x	x	0	8	0	x	0.0%	18.5%
	Total	675	515	0	810	602	48	56.7%	55.5%	n.a.
	National Workforce Population (All Occupational Groups)									48.2%
	Kelowna Workforce Population (All Occupational Groups)									48.8%

Footnotes:

a = Compared to the national labour market.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

Aboriginal Peoples

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

Occupational Group		Aboriginal Peoples, Respondents to the UBC Employment Equity Census Questionnaire				Comparison to Census 2016
		# 2018	# 2019	2018%	2019%	
1.	Senior Managers	0	0	0.0%	0.0%	3.2% ^a
2.	Middle & Other Managers	x	x	x	x	3.9%
3.	University Professors	9	10	2.7%	2.9%	1.4% ^a
4.	Professionals	13	17	6.8%	7.9%	3.2%
5.	Semi-Professionals & Technicians	7	7	4.8%	4.4%	5.2%
6.	Supervisors	n.a.	x	n.a.	x	3.9%
7.	Supervisors: Crafts & Trades	x	x	x	x	4.3%
8.	Administrative & Senior Clerical	x	5	x	7.0%	4.9%
9.	Skilled Sales & Service	n.a.	x	n.a.	x	5.7%
10.	Skilled Crafts & Trades	0	0	0.0%	0.0%	6.3%
11.	Clerical Personnel	0	x	0.0%	x	5.1%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	6.5%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	6.2%
14.	Other Sales & Service	0	x	0.0%	x	8.2%
15.	Other Manual Workers	x	x	x	x	8.2%
	Total	33	44	3.8%	4.8%	n.a.
	National Workforce Population (All Occupational Groups)					4.0%
	Kelowna Workforce Population (All Occupational Groups)					5.5%

Footnotes:

a = Compared to the national labour market.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

In Table 9, the proportion of employees who self-identify as Aboriginal Peoples is 4.8% overall, above the proportional representation of the National Workforce Population but below that of the Kelowna Workforce Population.

Aboriginal People are represented at a rate at or above the Canada Census comparison group in three out of the six occupational groups for which there is sufficient data. The relatively higher representation is most pronounced among Professionals, where UBC Okanagan campus exceeds the Canada Census proportional representation for that occupational group by 4.7%.

Visible Minorities

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				Comparison to Census 2016
		# 2018	# 2019	2018%	2019%	
1.	Senior Managers	0	0	0.0%	0.0%	11.5% ^a
2.	Middle & Other Managers	x	x	x	x	7.8%
3.	University Professors	63	70	18.8%	20.3%	21.1% ^a
4.	Professionals	12	18	6.3%	8.4%	8.2%
5.	Semi-Professionals & Technicians	18	19	12.3%	11.9%	6.3%
6.	Supervisors	n.a.	x	n.a.	x	12.1%
7.	Supervisors: Crafts & Trades	x	x	x	x	4.5%
8.	Administrative & Senior Clerical	7	7	9.3%	9.9%	3.7%
9.	Skilled Sales & Service	n.a.	x	n.a.	x	13.8%
10.	Skilled Crafts & Trades	0	0	0.0%	0.0%	3.4%
11.	Clerical Personnel	x	x	x	x	5.5%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	10.2%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	7.5%
14.	Other Sales & Service	x	x	x	x	12.4%
15.	Other Manual Workers	x	x	x	14.3%	9.5%
Total		108	123	12.6%	13.5%	n.a.
National Workforce Population (All Occupational Groups)						21.3%
Kelowna Workforce Population (All Occupational Groups)						8.1%

Footnotes:

a = Compared to national labour market.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

The percentage of people self-identifying as Visible Minorities (Table 10) at UBC Okanagan Campus is 13.5%, higher than the Kelowna Workforce Population (8.1%) but well below the National Workforce (21.3%). Visible Minorities are represented at a rate higher than the Census Canada comparison group in four Occupational Groups: Other Sales & Service, Semi-Professionals & Technicians, Administrative & Senior Clerical and Professionals.

In this particular case, we caution that the data is sensitive to small sample size. There were 108 employees identifying as Visible Minorities in 2018, and 123 in 2019.

Persons with Disabilities

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				Comparison to Census 2016
		# 2018	# 2019	2018%	2019%	
1.	Senior Managers	0	0	0.0%	0.0%	5% ^a
2.	Middle & Other Managers	x	x	x	x	5% ^a
3.	University Professors	20	18	6.0%	5.2%	8.9% ^b
4.	Professionals	x	x	x	x	10.0%
5.	Semi-Professionals & Technicians	7	9	4.8%	5.6%	9.6%
6.	Supervisors	n.a.	x	n.a.	x	11.0% ^d
7.	Supervisors: Crafts & Trades	x	x	x	x	14.3%
8.	Administrative & Senior Clerical	5	x	6.7%	5.6%	12.4%
9.	Skilled Sales & Service	n.a.	x	n.a.	x	9.1%
10.	Skilled Crafts & Trades	x	x	x	x	9.2%
11.	Clerical Personnel	0	0	0.0%	0.0%	13.0%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	10.5%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	11.9%
14.	Other Sales & Service	0	0	0.0%	0.0%	14.2%
15.	Other Manual Workers	x	0	x	0.0%	11.0%
Total		37	38	4.3%	4.2%	n.a.
National Workforce Population (All Occupational Groups)						9.1%
Provincial Workforce Population (All Occupational Groups)^d						11.0%

Footnotes:

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

b = Compared to the national labour market.

c = Occupational Groups number 4 to 15 (excluding 6) are compared to the provincial labour market, due to the absence of city-specific data for this data source.

d = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

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

Those self-identifying in the questionnaire as Persons with Disabilities (Table 11) have a level of representation at 4.2%, which is a slight decline from 2018 and below the national workforce and provincial workforce average of 9.1% and 11.0%, respectively. The percent representation is below UBC Okanagan's comparison market in all Occupational Groups for which there is sufficient data.

In this particular case, we caution that the data is sensitive to small sample size. There were 38 employees identifying as Persons with Disabilities in 2019, and 37 in 2018.

Accordingly, available data is insufficient to report comparisons for five occupational groups.

Sexual/Gender Diversity

Table 12 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			
		# 2018	# 2019	2018%	2019%
1.	Senior Managers	x	x	x	x
2.	Middle & Other Managers	x	5	x	7.8%
3.	University Professors	25	25	7.4%	7.3%
4.	Professionals	10	12	5.3%	5.6%
5.	Semi-Professionals & Technicians	13	14	8.9%	8.8%
6.	Supervisors	n.a.	x	n.a.	x
7.	Supervisors: Crafts & Trades	x	x	x	x
8.	Administrative & Senior Clerical	x	x	x	x
9.	Skilled Sales & Service	n.a.	x	n.a.	x
10.	Skilled Crafts & Trades	0	0	0.0%	0.0%
11.	Clerical Personnel	x	x	x	x
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	x	0.0%	x
15.	Other Manual Workers	x	0	x	0.0%
	Total	56	60	6.5%	6.6%

People who self-identify as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous terms (i.e. within the Sexual/Gender Diversity group) represent 6.6% of faculty and staff completing the Equity Census (Table 12).

Persons who identify within this broadly-defined Sexual/Gender Diversity group are represented in all Occupational Groups where sufficient data is available, with the exception of Skilled Crafts & Trades.

Within this larger 6.6% of the workforce, 5.8% 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 to ensure greater confidentiality because of the small population size.

Please also note that for this group, external labour market comparisons are not available.

Footnotes:

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.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

New Hires

UBC OKANAGAN CAMPUS

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.

Overall, the UBC Okanagan Campus hires Women and Aboriginal Peoples at a rate higher than the external market compared to both the National and Regional Workforce Population. This is particularly true for University Professors, where representation of UBC Okanagan's new hires exceeds that of the Canada Census comparison group for both Women and Aboriginal Peoples. University Professors is also the only category in which UBC Okanagan hires at a rate higher than the Canada Census comparison for that occupation group as well as the National and Regional Workforce Population rates overall.

Hiring of Persons with Disabilities is on par with the National Workforce Population but below the Regional Workforce Population among Semi-Professionals & Technicians, and is below the Canada Census comparator for all other occupational groups for which sufficient data is available.

Table 13 New Hires by Occupational Group and Designated Group at the UBC Okanagan Campus (Effective October 2018)

#	Occupational Group (EOG)	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities			Sexual /Gender Diversity ^d	
		Women	Men	Unknown	% Women	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent
1.	Senior Managers	x	x	x	x	27.6% ^b	x	x	3.2% ^b	x	x	11.5% ^b	x	x	5% ^a	x	x
2.	Middle & Other Managers	x	x	x	x	38.8%	0	0.0%	3.9%	0	0.0%	7.8%	0	0.0%	5% ^a	x	16.7%
3.	University Professors	43	31	0	58.1%	44% ^b	x	8.6%	1.4% ^b	8	22.9%	21.1% ^b	0	0.0%	8.9% ^b	x	2.9%
4.	Professionals	35	12	5	67.3%	55.8%	x	4.2%	3.2%	x	8.3%	8.2%	x	4.2%	10.0%	x	8.3%
5.	Semi-Professionals & Technicians	13	12	6	41.9%	54.0%	0	0.0%	5.2%	0	0.0%	6.3%	x	9.1%	9.6%	0	0.0%
6.	Supervisors	x	x	x	x	57.0%	x	x	3.9%	x	x	12.1%	x	x	11.0% ^e	x	x
7.	Supervisors: Crafts & Trades	0	0	0	0.0%	11.1%	0	0.0%	4.3%	0	0.0%	4.5%	0	0.0%	14.3%	0	0.0%
8.	Administrative & Senior Clerical	13	x	5	65.0%	85.1%	x	20.0%	4.9%	x	10.0%	3.7%	0	0.0%	12.4%	0	0.0%
9.	Skilled Sales & Service	x	x	x	x	49.3%	x	x	5.7%	x	x	13.8%	x	x	9.1%	x	x
10.	Skilled Crafts & Trades	0	0	0	0.0%	4.4%	0	0.0%	6.3%	0	0.0%	3.4%	0	0.0%	9.2%	0	0.0%
11.	Clerical Personnel	x	6	0	25.0%	77.3%	0	0.0%	5.1%	0	0.0%	5.5%	0	0.0%	13.0%	0	0.0%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	70.1%	n.a.	n.a.	6.5%	n.a.	n.a.	10.2%	n.a.	n.a.	10.5%	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	14.3%	n.a.	n.a.	6.2%	n.a.	n.a.	7.5%	n.a.	n.a.	11.9%	n.a.	n.a.
14.	Other Sales & Service	74	34	22	56.9%	58.7%	x	x	8.2%	x	x	12.4%	x	x	14.2%	x	x
15.	Other Manual Workers	x	x	x	x	18.5%	x	x	8.2%	x	x	9.5%	x	x	11.0%	x	x
	Total	183	101	40	56.5%	n.a.	6	7.0%	n.a.	11	12.8%	n.a.	x	2.3%	n.a.	x	4.7%
	National Workforce Population (All Groups)					48.2%			4.0%			21.3%			9.1%		
	Regional Workforce Population (All Groups)^d					48.8%			5.5%			8.1%			11.0%		

Footnotes:

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

b = Compared to the national labour market.

c = For Persons with Disabilities, Occupational Group numbers 4 to 15 (excluding 6) are compared to the 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.

d = 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.

e = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

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 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

56.7% of those who completed the additional questions on race/ethnicity identified themselves as White. A further 18.2% identified as Chinese, 5.4% identified as Filipino, 5.0% identified as South Asian and 3.4% as Southeast Asian. Respondents could choose more than one category, and the overlap in those choices is not represented here.

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

Race/Ethnicity	Faculty and Staff, Number of Survey Respondents							Faculty and Staff, Percent of Survey Respondents						
	2013	2014	2015	2016	2017	2018	2019	2013	2014	2015	2016	2017	2018	2019
Aboriginal	78	72	67	113	118	128	136	1.2%	1.1%	1.1%	1.3%	1.4%	1.5%	1.5%
Arab	32	27	22	54	53	56	62	0.5%	0.4%	0.3%	0.6%	0.6%	0.7%	0.7%
Black	53	49	43	71	79	81	100	0.8%	0.8%	0.7%	0.8%	0.9%	0.9%	1.1%
Chinese	835	864	870	1,394	1,459	1,526	1,619	13.0%	13.5%	13.8%	15.9%	17.5%	17.8%	18.2%
Filipino	228	245	242	473	477	483	478	3.5%	3.8%	3.8%	5.4%	5.7%	5.6%	5.4%
Japanese	89	96	94	143	151	160	164	1.4%	1.5%	1.5%	1.6%	1.8%	1.9%	1.8%
Korean	54	59	64	103	129	136	152	0.8%	0.9%	1.0%	1.2%	1.5%	1.6%	1.7%
Latin American	133	131	132	215	225	249	277	2.1%	2.1%	2.1%	2.5%	2.7%	2.9%	3.1%
South Asian	244	257	262	374	389	409	446	3.8%	4.0%	4.2%	4.3%	4.7%	4.8%	5.0%
Southeast Asian	106	113	115	254	258	272	303	1.6%	1.8%	1.8%	2.9%	3.1%	3.2%	3.4%
West Asian	78	75	75	88	98	103	104	1.2%	1.2%	1.2%	1.0%	1.2%	1.2%	1.2%
White	3,442	3,419	3,376	4,893	4,921	4,959	5,062	53.5%	53.5%	53.7%	55.9%	59.0%	57.8%	56.7%
Total Respondents*	6,433	6,386	6,286	8,746	8,334	8,573	8,920	100%	100%	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.

OKANAGAN CAMPUS

83.3% of those who complete the additional questions on race/ethnicity identified themselves as White. A further 4.4% identified as Aboriginal, 3.0% identified as Chinese, 2.2% identified as Latin American, and 2.1% identified as South Asian. Respondents could choose more than one category, and the overlap in those choices is not represented here.

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

Race/Ethnicity	Faculty and Staff, Number of Survey Respondents							Faculty and Staff, Percent of Survey Respondents						
	2013	2014	2015	2016	2017	2018	2019	2013	2014	2015	2016	2017	2018	2019
Aboriginal	13	14	16	24	25	29	38	1.9%	2.1%	2.4%	2.8%	3.1%	3.6%	4.4%
Arab	4	3	3	4	4	5	6	0.6%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%
Black	7	6	6	9	9	9	8	1.0%	0.9%	0.9%	1.1%	1.1%	1.1%	0.9%
Chinese	15	14	13	24	22	20	26	2.2%	2.1%	1.9%	2.8%	2.7%	2.5%	3.0%
Filipino	4	5	6	4	5	5	5	0.6%	0.7%	0.9%	0.5%	0.6%	0.6%	0.6%
Japanese	6	3	3	7	8	8	8	0.9%	0.4%	0.4%	0.8%	1.0%	1.0%	0.9%
Korean	4	4	4	4	4	4	4	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%
Latin American	5	7	6	9	10	14	19	0.7%	1.0%	0.9%	1.1%	1.2%	1.7%	2.2%
South Asian	13	11	11	12	16	18	18	1.9%	1.6%	1.6%	1.4%	2.0%	2.2%	2.1%
Southeast Asian	3	3	3	4	4	7	8	0.4%	0.4%	0.4%	0.5%	0.5%	0.9%	0.9%
West Asian	11	8	12	11	10	10	14	1.6%	1.2%	1.8%	1.3%	1.2%	1.2%	1.6%
White	464	470	466	681	690	680	718	67.9%	69.6%	69.1%	80.1%	85.7%	84.2%	83.3%
Total Respondents*	683	675	674	850	805	808	862	100%	100%	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 5, Appendix A), and providing additional information on their disability type (Table 16), 1.9% indicated that they had a physical disability or impairment, 2.8% indicated they had an invisible disability or impairment, 5.6% 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. Respondents could choose more than one category, and the overlap in those choices is not represented here.

Table 16 Representation of Persons with Disabilities by Type of Disability, UBC Vancouver Campus

Question	Faculty and Staff, Number of Survey Respondents***							Faculty and Staff, Percent of Survey Respondents						
	2013	2014	2015	2016	2017	2018	2019	2013	2014	2015	2016	2017	2018	2019
	2013	2014	2015	2016	2017	2018	2019	2013	2014	2015	2016	2017	2018	2019
Physical Disability or Impairment	120	123	113	182	174	177	173	1.9%	1.9%	1.8%	2.1%	2.1%	2.1%	1.9%
Invisible Disability or Impairment	161	146	133	302	270	250	251	2.5%	2.3%	2.1%	3.5%	3.2%	2.9%	2.8%
Ongoing Medical Condition	231	228	208	529	525	520	499	3.6%	3.6%	3.3%	6.1%	6.3%	6.1%	5.6%
Does Your Disability Require Workplace Accommodation?* (includes those whose needs have already been accommodated)	146	138	130	302	290	278	277	34%	33%	34%	35%	35%	34%	35%
Number of people who answered "yes" at least once (question 1, 2 or 3)	426	413	377	862	831	810	793	100%	100%	100%	100%	100%	100%	100%
Total Respondents**	6,433	6,386	6,286	8,746	8,334	8,573	8,920	100%	100%	100%	100%	100%	100%	100%

* Percentage is out of those who answered "Yes" at least once (questions 1, 2 or 3 regarding a physical disability or invisible disability or impairment or ongoing medical condition).

** "Total respondents" provides 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.

*** The workforce was re-surveyed in 2016, illustrated by the notable increase in survey respondents between 2015 and 2016. Typically, employees are not asked to self-identify each year.

OKANAGAN CAMPUS

Of those on the Okanagan Campus self-identifying as Persons with Disabilities (Table 11, Appendix A), and providing additional information on their disability type (Table 17), 2.3% indicated that they had a physical disability or impairment, 3.0% indicated they had an invisible disability or impairment, 5.9% 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. Respondents could choose more than one category, and the overlap in those choices is not represented here.

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

Question	Faculty and Staff, Number of Survey Respondents***							Faculty and Staff, Percent of Survey Respondents						
	2013	2014	2015	2016	2017	2018	2019	2013	2014	2015	2016	2017	2018	2019
Physical Disability or Impairment	12	13	14	20	19	18	20	1.8%	1.9%	2.1%	2.4%	2.4%	2.2%	2.3%
Invisible Disability or Impairment	17	17	17	32	30	27	26	2.5%	2.5%	2.5%	3.8%	3.7%	3.3%	3.0%
Ongoing Medical Condition	19	20	22	56	57	50	51	2.8%	3.0%	3.3%	6.6%	7.1%	6.2%	5.9%
Does Your Disability Require Workplace Accommodation?* (includes those whose needs have already been accommodated)	21	21	23	41	43	37	37	49%	48%	50%	43%	45%	43%	43%
Number of people who answered "yes" at least once (question 1, 2 or 3)	43	44	46	95	95	86	87	100%	100%	100%	100%	100%	100%	100%
Total Respondents**	683	675	674	850	805	808	862	100%	100%	100%	100%	100%	100%	100%

* Percentage is out of those who answered "Yes" at least once (questions 1, 2 or 3 regarding a physical disability or invisible disability or impairment or ongoing medical condition).

** "Total respondents" provides 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.

*** The workforce was re-surveyed in 2016, illustrated by the notable increase in survey respondents between 2015 and 2016. Typically, employees are not asked to self-identify each year.

Representation of Designated Groups by Bargaining Unit

Tables 18 and 19 show the representation of 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 about 56.3% of staff and faculty. Representation amongst Women is well above 56.3% for BCGEU and CUPE 2950 and Executive Admin.

For faculty and staff, 2.5% self-identify as Aboriginal in the survey, and representation is much higher in such groups as Excluded M&P, IUOE 882, and Senior Executives.

Those self-identifying as Visible Minorities make up 36.1% of those who completed the questionnaire, and are most highly represented amongst CUPE 116, BCGEU, Technicians & Research Assistants, and CUPE 2950.

Faculty and staff self-identifying as Persons with Disabilities represent 3.7% of those who completed an employment equity questionnaire, and are represented at a higher rate in such bargaining units as CUPE 2950, BCGEU, CUPE 116, and Excluded M&P.

Amongst faculty and staff, 7.9% of the Vancouver Campus self-identify in the survey as part of the broader Sexual/Gender Diversity category. Representation in this category is much higher in Senior Executives, Excluded M&P, Executive Admin, and Faculty (Faculty Association) bargaining units.

Table 18 Representation of Designated Groups by Bargaining Unit, UBC Vancouver Campus (Effective October 2019)

Bargaining Unit	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Sexual/Gender Diversity ^e	
	Women	Men	Unknown	% Women	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Agassiz Farm Workers	x	x	0	x	x	x	x	x	x	x	x	x
BCGEU UBC - Vancouver ^a	162	7	0	95.9%	x	x	36	48.6%	x	x	6	8.1%
CUPE116 ^b	1,071	1,315	40	44.1%	45	3.3%	702	50.8%	65	4.7%	112	8.1%
CUPE2278 (Non-CR Instructors)	33	15	0	68.8%	0	0.0%	x	x	0	0.0%	x	x
CUPE2950 ^c	1,341	286	42	80.3%	23	2.2%	484	46.8%	52	5.0%	74	7.1%
Excluded Management & Professional	86	25	x	76.1%	6	7.0%	23	26.7%	x	x	10	11.6%
Executive Admin (non-union clerical)	41	9	x	80.4%	x	x	14	45.2%	x	x	x	x
Faculty (Faculty Association)	1,322	1,752	x	43.0%	40	1.9%	447	21.2%	89	4.2%	187	8.9%
Faculty (Non-Faculty Association)	785	822	0	48.8%	7	1.7%	119	28.1%	8	1.9%	26	6.1%
International Union of Operation Engineers 882	x	59	x	x	x	x	15	36.6%	x	x	0	0.0%
Management & Professional (AAPS)	2,843	1,643	102	62.0%	101	2.8%	1,315	36.0%	112	3.1%	281	7.7%
Non Union Childcare Workers	8	0	0	100.0%	x	x	x	x	x	x	x	x
Other Staff	33	19	0	63.5%	x	x	x	x	x	x	x	x
Service Unit Directors	22	18	0	55.0%	x	x	x	x	0	0.0%	0	0.0%
Sr. Executives ^d	12	10	0	54.5%	x	x	x	x	0	0.0%	x	x
Technicians & Research Assistants	572	270	36	65.1%	9	1.8%	231	47.0%	13	2.6%	41	8.4%
Grand Total	8,334	6,254	226	56.3%	239	2.5%	3,393	36.1%	348	3.7%	744	7.9%

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), CUPE116 (Service, Techns, Trades), CUPE116 (Auxil/Cler/Sec/Bkstr), and CUPE116 (Auxil.Serv/Trades).

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

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

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.

x = data suppressed due to insufficient data to report.

OKANAGAN CAMPUS

At UBC's Okanagan Campus (Table 19) women represent 55.3% of faculty and staff, and exceed this level in most bargaining units except Faculty (Faculty Association) and Senior Executives. Faculty and staff who self-identify as Aboriginal represent 4.9% of questionnaire respondents, with higher representation in AAPS. Self-identified Visible Minorities, which make up 13.5% of faculty and staff respondents, are represented at higher rates only among Faculty (Faculty Association). Faculty and staff identifying as Persons with Disabilities comprise 4.2% of respondents, with representation above this percentage rate for BCGEU UBC-Okanagan and Faculty (Faculty Association) bargaining units. Faculty and staff self-identifying within the Sexual/Gender Diversity group represent 6.8% of all faculty and staff, and representation is higher than this percentage for BCGEU UBC-Okanagan and Faculty (both Faculty and Non-Faculty Association).

Table 19 Representation of Designated Groups by Bargaining Unit, UBC Okanagan Campus (Effective October 2019)

Bargaining Unit	Gender					Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Sexual / Gender Diversity ^a	
	Women	Men	Unknown	Total	% Women	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BCGEU UBC-Okanagan	304	166	35	505	60.2%	9	4.3%	24	11.4%	11	5.2%	16	7.6%
Excluded M&P	8	0	0	8	100.0%	x	x	x	x	x	x	x	x
Executive Admin (non-union clerical)	6	0	1	7	85.7%	x	x	x	x	x	x	x	x
Faculty (Faculty Association)	200	261	0	461	43.4%	10	2.9%	71	20.5%	18	5.2%	26	7.5%
Faculty (Non-Faculty Association)	27	19	0	46	58.7%	0	0.0%	0	0.0%		0.0%	1	10.0%
Management & Professional (AAPS)	258	153	12	423	61.0%	25	7.6%	27	8.2%	9	2.7%	18	5.5%
Service Unit Directors	5	3	0	8	62.5%	0	0.0%	0	0.0%		0.0%	0	0.0%
Sr. Executives ^b	3	5	0	8	37.5%	x	x	x	x	x	x	x	x
Technicians & Research Assistants	x	x	x	x	x	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Grand Total	811	607	48	1,466	55.3%	44	4.9%	122	13.5%	38	4.2%	61	6.8%

Footnotes:

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.

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

APPENDIX B

RETURN AND RESPONSE RATE OF THE UBC EMPLOYMENT EQUITY CENSUS QUESTIONNAIRE

This is the tenth Employment Equity Report at UBC that is exclusively using the data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008. The data used throughout this report is the snapshot of questionnaire results as of October 31, 2019

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 68.1% for the Vancouver Campus which reflects a decrease from the year prior. The return rate is 65.5% for the Okanagan Campus, which also reflects a slight 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 63.4% for the Vancouver Campus which reflects a decrease from the year prior. The response rate is 62.5% for the Okanagan Campus, which also reflects a decrease from the previous year.

Table 200 Return Rate of Employment Equity Questionnaire, UBC Vancouver Campus (Effective October of Each Year)

#	Occupational Group	Return Rate (Includes Declined-to-Answer)										
	(EEOG)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1.	Senior Managers	80.0%	87.9%	88.6%	88.9%	86.8%	83.3%	71.7%	88.1%	81.4%	81.4%	76.5%
2.	Middle & Other Managers	61.1%	69.2%	69.7%	70.9%	68.5%	65.0%	68.8%	88.4%	87.7%	87.2%	86.9%
3.	University Professors	40.3%	49.1%	49.6%	50.8%	52.0%	52.0%	51.0%	63.9%	65.3%	58.0%	58.6%
4.	Professionals	53.6%	63.5%	64.4%	66.6%	68.1%	66.7%	64.1%	76.5%	75.0%	75.5%	75.8%
5.	Semi-Professionals & Technicians	41.8%	53.5%	51.7%	52.2%	55.6%	55.6%	52.0%	65.6%	64.1%	63.7%	62.6%
6.	Supervisors	57.1%	63.1%	64.3%	66.8%	67.0%	69.4%	70.7%	88.6%	88.6%	85.4%	85.7%
7.	Supervisor-Crafts & Trades	40.5%	58.8%	63.6%	57.6%	53.1%	65.5%	64.0%	86.2%	83.3%	86.1%	83.3%
8.	Administrative & Senior Clerical	58.0%	68.5%	68.9%	70.4%	71.5%	70.4%	68.4%	83.8%	81.7%	80.1%	78.9%
9.	Skilled Sales & Service	26.8%	44.8%	44.9%	35.9%	31.1%	31.2%	27.5%	45.5%	36.4%	32.7%	33.9%
10.	Skilled Crafts & Trades	28.0%	39.1%	40.1%	41.7%	43.3%	46.0%	44.4%	79.1%	78.5%	80.3%	79.4%
11.	Clerical Personnel	51.9%	60.2%	58.8%	61.6%	63.3%	60.1%	61.5%	78.4%	76.0%	71.6%	70.5%
12.	Intermediate Sales & Service	32.6%	43.6%	44.9%	47.0%	46.7%	43.9%	43.6%	68.6%	61.6%	60.3%	56.9%
13.	Semi-Skilled Manual Workers	27.3%	51.2%	64.3%	53.7%	46.0%	42.6%	44.2%	78.4%	71.8%	71.4%	65.1%
14.	Other Sales & Service	24.5%	41.9%	40.6%	41.6%	41.4%	40.0%	38.2%	66.7%	62.2%	58.5%	55.4%
15.	Other Manual Workers	26.0%	42.6%	45.6%	47.8%	50.9%	49.2%	47.5%	76.3%	69.3%	67.1%	73.3%
	Grand Total	45.3%	55.6%	55.9%	57.3%	58.5%	57.6%	56.3%	72.2%	70.9%	68.3%	68.1%

Table 211 Return Rate of Employment Equity Questionnaire UBC Okanagan Campus (Effective October of Each Year)

#	Occupational Group	Return Rate (Includes Declined-to-Answer)										
	(EEOG)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1.	Senior Managers	66.7%	80.0%	76.9%	72.7%	81.8%	90.0%	81.8%	91.7%	85.7%	91.7%	84.6%
2.	Middle & Other Managers	69.0%	82.1%	78.6%	80.8%	80.7%	78.0%	74.6%	94.1%	90.0%	92.5%	89.2%
3.	University Professors	62.2%	69.0%	64.8%	68.1%	70.6%	70.2%	68.9%	78.2%	77.3%	75.1%	73.1%
4.	Professionals	64.7%	73.7%	74.4%	70.8%	78.9%	79.0%	73.5%	86.8%	85.8%	81.7%	78.4%
5.	Semi-Professionals & Technicians	64.6%	72.1%	60.7%	73.6%	71.9%	68.8%	63.5%	74.0%	71.5%	72.3%	72.0%
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	n.a.	n.a.	n.a.	100.0%
7.	Supervisor-Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	100.0%
8.	Administrative & Senior Clerical	75.0%	82.7%	84.6%	85.6%	83.7%	83.9%	80.0%	88.0%	88.5%	87.1%	78.2%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	33.3%
10.	Skilled Crafts & Trades	16.7%	100.0%	100.0%	83.3%	85.7%	n.a.	n.a.	100.0%	100.0%	73.3%	80.0%
11.	Clerical Personnel	53.0%	73.6%	54.6%	58.2%	55.1%	48.5%	41.0%	55.6%	36.9%	33.8%	22.1%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
14.	Other Sales & Service	58.3%	61.5%	55.6%	56.3%	65.0%	64.7%	61.5%	92.0%	84.6%	90.9%	8.2%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	87.5%
	Grand Total	57.1%	62.2%	67.6%	70.6%	73.0%	71.9%	68.7%	80.0%	77.4%	75.9%	65.5%

n.a. = Not applicable or not available.

Table 22 Response Rate of Employment Equity Questionnaire UBC Vancouver Campus (Effective October of Each Year)

#	Occupational Group	Response Rate (Completed Questionnaires Only)										
	(EEOG)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1.	Senior Managers	80.0%	87.9%	85.7%	86.1%	83.8%	81.0%	69.6%	88.1%	79.1%	79.1%	76.5%
2.	Middle & Other Managers	56.9%	63.9%	64.6%	65.6%	63.0%	59.1%	62.7%	84.8%	84.2%	83.4%	83.1%
3.	University Professors	35.5%	42.4%	43.0%	44.5%	46.1%	46.2%	45.4%	60.1%	61.5%	54.6%	55.2%
4.	Professionals	50.0%	58.2%	58.4%	60.9%	62.1%	60.4%	57.9%	72.8%	71.4%	71.4%	71.0%
5.	Semi-Professionals & Technicians	36.8%	44.7%	43.3%	44.3%	47.1%	47.3%	44.9%	60.4%	58.3%	58.2%	56.3%
6.	Supervisors	50.0%	53.5%	55.2%	58.8%	57.9%	61.1%	60.2%	82.9%	79.9%	80.0%	81.3%
7.	Supervisor-Crafts & Trades	35.1%	44.1%	51.5%	42.4%	34.4%	44.8%	44.0%	69.0%	73.3%	72.2%	72.2%
8.	Administrative & Senior Clerical	54.1%	62.8%	62.9%	64.6%	65.5%	64.2%	62.7%	80.8%	77.8%	75.6%	73.8%
9.	Skilled Sales & Service	21.6%	32.4%	33.9%	27.4%	23.5%	24.2%	22.9%	41.8%	32.6%	29.3%	30.4%
10.	Skilled Crafts & Trades	24.0%	29.2%	31.2%	32.8%	34.4%	37.6%	35.8%	71.4%	70.7%	72.8%	71.0%
11.	Clerical Personnel	46.8%	53.5%	51.4%	53.7%	55.2%	53.0%	54.8%	73.5%	71.1%	67.4%	65.6%
12.	Intermediate Sales & Service	28.3%	37.4%	37.7%	40.5%	39.8%	37.1%	37.2%	63.4%	56.5%	53.8%	51.4%
13.	Semi-Skilled Manual Workers	22.7%	36.6%	42.9%	34.1%	35.4%	31.9%	32.6%	75.7%	64.1%	64.3%	55.8%
14.	Other Sales & Service	21.3%	27.8%	27.3%	29.9%	29.4%	28.9%	27.9%	61.0%	56.4%	52.9%	49.8%
15.	Other Manual Workers	24.7%	35.3%	35.3%	37.3%	42.1%	39.3%	37.7%	71.2%	68.0%	64.6%	70.7%
	Grand Total	40.8%	48.4%	48.6%	50.4%	51.5%	50.7%	49.7%	67.9%	66.5%	64.0%	63.4%

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

#	Occupational Group (EEOG)	Response Rate (Completed Questionnaires Only)										
		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1.	Senior Managers	66.7%	71.4%	66.7%	63.6%	72.7%	80.0%	72.7%	75.0%	71.4%	75.0%	76.9%
2.	Middle & Other Managers	69.0%	79.5%	68.6%	73.1%	73.7%	69.5%	66.7%	91.2%	87.1%	89.6%	86.5%
3.	University Professors	55.6%	58.4%	60.6%	61.7%	64.1%	64.4%	63.6%	75.2%	74.8%	71.5%	70.8%
4.	Professionals	57.9%	66.7%	71.1%	65.2%	72.1%	71.0%	67.1%	85.1%	82.6%	78.8%	75.9%
5.	Semi-Professionals & Technicians	61.0%	57.0%	52.5%	65.7%	67.8%	62.4%	58.0%	72.1%	68.0%	68.5%	66.9%
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	n.a.	n.a.	n.a.	100.0%
7.	Supervisor-Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	100.0%
8.	Administrative & Senior Clerical	70.8%	77.2%	80.0%	80.0%	79.3%	77.4%	75.6%	87.2%	83.3%	80.6%	70.3%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	33.3%
10.	Skilled Crafts & Trades	0.0%	83.3%	80.0%	66.7%	71.4%	n.a.	n.a.	100.0%	100.0%	66.7%	73.3%
11.	Clerical Personnel	39.4%	50.8%	41.0%	50.7%	49.3%	43.9%	36.1%	53.3%	35.4%	32.4%	20.0%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
14.	Other Sales & Service	50.0%	57.1%	52.9%	50.0%	58.8%	58.8%	53.8%	91.7%	84.6%	90.9%	8.2%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	87.5%
	Okanagan Campus Total	51.2%	48.6%	61.8%	64.0%	66.8%	65.4%	63.0%	77.8%	74.3%	72.3%	62.5%

n.a. = Not applicable or not available.

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 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Trans, Queer [or Questioning], Intersex, Asexual [or sometimes Ally]). The placement of

Two Spirit (2S) first is to recognize that Indigenous people are the first peoples of this land and their understanding of gender and sexuality precedes colonization. The '+' is for all the new and growing ways we become aware of sexual orientations and gender diversity.

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 68.1% for the Vancouver Campus and 65.6% 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 2016, in most cases. Canadian labour force data is drawn from the 2016 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 2015 or 2016, except for Persons with Disabilities, for whom the data refers to people aged 15 to 64 years and who worked in 2016 or 2017. 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 whom 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 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 Employment Equity Occupational Group (EEOG) are suppressed (i.e. in cases where the number of overall survey respondents in any given EEOG and not how many people self-identified within the various designated groups). 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 in February 2020 and reflects a combined effort involving staff in the Workforce Strategy and Engagement 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.

