

UBC Employment Equity and Inclusion Survey

2024 Version

UBC Employment Equity Survey

Equity in hiring and advancement opportunities is key to an inclusive working environment for all current and prospective employees at UBC. Your responses to this survey deepen understanding of the demographics and diversity of experiences at UBC, which is key to evidence-based decision-making for greater inclusion.

Why provide your information in this survey?

Everyone benefits from an inclusive, fair, and equitable workplace. This survey is one way to examine patterns and trends, in effort to identify and remove barriers to, inclusive employment across the university. Three minutes of your time spent completing this survey will provide UBC with better and more accurate data to advance equity and inclusion in our workplaces.

How is your information protected?

The information you provide in this survey is collected under the authority of section 26(a) and (c) of the [Freedom of Information and Protection of Privacy Act](#), and will be treated in the strictest confidence. The data collected is aggregated and analyzed anonymously; you will not be identified by name, nor will any of your details be shared with your current or prospective colleagues, managers, supervisors, or department heads.

About this Survey:

- This confidential survey takes three minutes to complete.
- Self-identification is voluntary. You may select 'prefer not to answer' to any or all of the questions.
- If you choose not to complete all of the survey at one time, you can discard your changes and return to the survey link to complete it at a later time.
- You can also update your information at any time.
- Answers to the most common questions about the survey can be found [here](#).
- For alternative options to complete the survey, including hard-copy versions, or if you have any additional questions about the survey, please email info@equity.ubc.ca.
- Thank you for your participation!

Thank you for your participation in the UBC Employment Equity & Inclusion Survey!



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Employee ID:

1. Do you identify as a woman, man or non-binary person?

Woman

Man

Non-Binary Person

Prefer not to answer

2. Do you identify as someone with trans experience?

For the purposes of this survey, trans experience means that your gender identity does not align with your sex assigned at birth.

Yes

No

Prefer not to answer

3. Do you identify as someone who is lesbian, gay, bisexual, queer, Two-spirit, or an analogous term, etc.?

Yes

No

Prefer not to answer

4. Do you identify as an Indigenous person?

For the purpose of this survey, Indigenous peoples include treaty, status/non-status, and/or registered/non-registered members of First Nations, Métis or Inuit.

Yes

No

Prefer not to answer



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5. Do you identify as someone who is racialized, a visible minority, person of colour, or an analogous term?

The term “racialized” is used as a more current term than “visible minority” from the [Employment Equity Act \(1995\)](#). For the purposes of this survey, members of racialized groups are persons who do not identify as Indigenous peoples (as defined in the previous question), and who do not identify as primarily White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship.

Yes

No

Prefer not to answer

6. Which of the following broad Canadian census categories best describes you? If you identify as biracial or multiracial, please select all that apply.

Please note that, while imperfect, use of terminology consistent with the Canadian census allows for comparison between UBC employees and regional and / or national workforce populations, where relevant.

Arab

Black

Chinese

Filipino

Indigenous (within North America)

Japanese

Jewish

Korean

Latin American

South Asian (e.g., Indian, Pakistani, Sri Lankan)

Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)

West Asian (e.g., Iranian, Afghan)

White

Other group – specify in the text box below

Prefer not to answer [**Please note:** If you choose this response, all of your other responses to this question will not be considered in the data analysis.]



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7. Do you identify as someone who [Please check all that apply]:

Has a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment?

Experiences functional restrictions or limitations of your ability to perform the range of life's activities related to a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment?

Experiences environmental barriers related to a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment that hamper your full and self-directed participation in University activities?

None of the above. [Please note: If you choose this response, any responses to questions 8 & 9 will not be considered in the data analysis.]

Prefer not to answer. [Please note: If you choose this response, any responses to questions 8 & 9 will not be considered in the data analysis.]

8. Please indicate which of the following categories best describe any impairment, functional restriction, limitation, and/or barrier you are facing. Please check all that apply.

Physical impairment, for example:

- Coordination/dexterity impairment (e.g., cerebral palsy),
- Mobility impairment (e.g., need to use a wheelchair or other assistive device),
- Speech impairment,
- Hearing impairment - hard of hearing,
- Hearing impairment – D/deaf,
- Visual impairment - partially sighted/low vision (excluding those corrected by prescription eyewear),
- Visual impairment - blind]

Invisible impairment, for example:

- Learning disability or comprehension impairment (e.g., dyslexia),
- Psychiatric/mental illness (e.g., severe depression, addiction),
- Non-visible physical impairment (e.g., head injury, hemophilia),
- Developmental impairment (e.g., Down's Syndrome),
Neurodiverse/neurodevelopmental (e.g., autism)]

Ongoing medical condition (e.g., epilepsy, diabetes, diagnosed chronic pain, etc.)

Other – specify in the text box below

Prefer not to answer



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9. Do you require any type of workplace support/job accommodation to do your job? For example, changes to physical space, technical aids, adjustments to job duties etc.). Please answer "yes" even if your needs have already been accommodated. Please note that your response to this question does not constitute a disclosure to the University that you require a workplace support/job accommodation.

Yes

No

Prefer not to answer

10. As an employer subject to the Federal Contractors Program, UBC is required to collect, analyze and report on workforce data pertaining to the four designated groups under the Employment Equity Act (women, Indigenous Peoples, racialized people, and disabled people/people with disabilities). The language UBC uses is slightly different from the definition reflected in the Employment Equity Act and used by the Federal Contractor's Program. To support UBC's compliance, please take a moment to respond to the following self-identification question connected to UBC's Federal Contractor Program reporting.

According to the Employment Equity Act definition, Person(s) with a "Disability" or "Disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who

- a. consider themselves to be disadvantaged in employment by reason of that impairment, or
- b. believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment,

and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Referring to the definition above, do you identify as a Disabled Person or a person with a disability or disabilities?

Yes

No

Prefer not to answer

Thank you for contributing to greater understanding of our UBC community!

