

Resources

Selection Interviewing Workshop

Human Resources and the Equity Office offer full-day selection interviewing workshops for managers and administrators involved in hiring. These workshops cover Human Rights, Employment Equity, Freedom of Information and Protection of Privacy legislation, and interviewing techniques that promote objective assessment. Contact Human Resources at (604) 822-9644 for information.

Faculty Recruitment Guide

This document is designed to assist selection committees in recruiting, interviewing, and selecting the best candidates for tenure-track faculty positions. This guide offers tools to develop a bias-free selection process.

Equipment Accommodation Fund For Disabled Employees

This fund provides adaptive supplies and equipment to facilitate the recruitment of well-qualified persons with disabilities and to accommodate those faculty and staff who suffer accidents or deteriorating health conditions over the course of their careers.

Equity Enhancement Fund

The Equity Enhancement Fund provides grants of up to \$5,000.00 for approved departmental initiatives that advance equity and diversity at UBC. These initiatives include workshops, speakers, resources, and program development that will have a lasting impact on employment or educational equity on campus.

Copies of the Faculty Recruitment Guide and guidelines for the Equipment Accommodation and Equity Enhancement Funds are available from the Equity Office or at www.equity.ubc.ca.



What is the role of the Equity Office?

UBC's Equity Office coordinates UBC's employment and educational equity programs, works to prevent discrimination and harassment on campus, and provides informal and formal procedures for resolving complaints. The Equity Office is also involved in several outreach programs, including Equity Ambassadors, Positive Space, and SafeTogether @UBC.

Workshops and training sessions for students, staff, and faculty on issues such as discrimination and harassment, equity, and diversity are offered regularly and also are available on request.

If you are a UBC student, staff, or faculty member who has experienced discrimination or harassment on campus, or who has been accused of committing it, or who has an equity-related query, please contact an Equity Advisor for assistance.

The UBC community speaks many languages. We encourage students, staff, and faculty requiring translation assistance to bring translators with them when visiting the Equity Office.

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equity
OFFICE
THE UNIVERSITY OF
BRITISH COLUMBIA

Employment Equity at UBC

Building a Representative Workforce



What is Employment Equity?

The purpose of Canada's Employment Equity legislation is to ensure that no one is denied employment opportunities or benefits for reasons unrelated to ability. Another goal of Employment Equity is to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, members of visible minorities, and persons with disabilities.

In the mid-1980's, the federal government determined that the four groups—women, aboriginal peoples, members of visible minorities, and persons with disabilities—for reasons unrelated to ability have been traditionally under-represented in the workforce. These groups, commonly referred to as "designated groups," have higher rates of unemployment or underemployment, earn less income, and occupy inferior status jobs. Improving the circumstances of these groups and integrating them more fully into the workforce makes better use of their skills and talents.

Employment Equity at UBC

UBC is committed to fairness in employment opportunity. Accordingly, UBC initiated an Employment Equity program based on guidelines established by the federal government. UBC's Employment Equity measures include the removal of barriers to selection, promotion, and training of members of the designated groups.

UBC's Policy on Employment Equity upholds the principles of individual merit and achievement to ensure that selection, training, and promotion decisions are based on how well an individual's skills, knowledge, and experience match specific job performance criteria.

Employment Equity does not encourage or require hiring according to quotas or hiring unqualified or less well-qualified applicants. Instead, it works to increase the range of applicants to reflect all those—including women, aboriginal people, visible minorities, and persons with disabilities—who are qualified candidates. Thus, it helps identify and remove barriers that prevent the full participation of members of designated groups in the workforce.

Frequently Asked Questions About Employment Equity

Is Employment Equity reverse discrimination?

No. UBC's Employment Equity program seeks to expand the University's workforce composition to reflect the diverse population of British Columbia and Canada. "Reverse discrimination" means that women, people of colour, aboriginal peoples, and persons with disabilities are preferred over other more qualified workers. Rather, the Employment Equity program at UBC seeks to enlarge the pool of qualified applicants. By advertising job vacancies widely, encouraging applications from members of the four designated groups, and ensuring that recruitment and selection processes are bias-free, the University seeks to attract and select the best available men and women from the widest possible range of candidates.

Are the designated groups given preferential treatment?

No. The University does not use quotas when hiring members from the four designated groups. It does not impose barriers on or deny employment opportunities to people who are not from the designated groups. However, because Employment Equity seeks to eliminate barriers so that all qualified candidates have an equal opportunity to compete for jobs, all job applicants compete within an expanded group of candidates when applying for jobs.

Does Employment Equity mean hiring and promoting unqualified or less-qualified people?

No. Employment Equity means hiring and promoting people based on their skills and abilities to do the job. It attempts to attract members from the designated groups to the University's applicant pool and to ensure that all candidates for employment and promotion are treated without prejudice.

How does UBC ensure that everyone in the UBC workforce is treated fairly?

UBC's Employment Equity program includes departmental reviews of employment policies and practices. These reviews help ensure that all current and prospective employees of equal qualification have equal access to recruitment, training, retraining, job assignments, transfers, and promotions. The reviews help ensure that wages, performance evaluation, termination, and discipline procedures are equitable and non-discriminatory.

How are UBC employees involved in the Employment Equity program?

At UBC, all new employees are asked to complete the Employment Equity Census for New Hires. The census is necessary to build a statistical profile of UBC's staff and faculty. The Equity Office uses the data acquired in the census to produce reports that enable UBC to review and improve its employment practices. Completion of the survey is voluntary, and all individual results are kept confidential. However, the census is not anonymous. The form uses an identification number to link the responses to the employee's name. This procedure allows the University to track changes in salaries, promotions, transfers, resignations, terminations, and retirements for all employees. In this way, the University is able to see how the workforce at UBC, and specifically, how the employees in the four designated groups, are faring.