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THE UNIVERSITY OF BRITISH COLUMBIA

Employment Equity Report 2009

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Introduction

This report represents a new chapter in the implementation of equity at UBC. This is the first report that exclusively uses the new data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008. As a result, no previous data is included for comparison purposes. This report will provide benchmark data for future years and a snapshot of the representation of the four designated equity groups across occupational groups, Faculties and Administrative Units at UBC. In addition, this report comes at a time when UBC has revised the Employment Equity Plan, which now falls under the University-wide, Equity and Diversity Strategic Plan.

Our conception of employment equity continues to evolve and grow, including the addition of different communities for consideration in equity initiatives, as well as a broader focus on diversity and inclusion. Equity initiatives also tie in with other important planning processes at UBC, including the implementation of the Aboriginal Strategic Plan, Focus on People, and Place and Promise. In addition, UBC's Respectful Environment Statement encourages a learning, working and living environment at UBC that values respect, diversity and inclusion.

Employment Equity at UBC

UBC is committed to employment equity through its Employment Equity Policy (Policy #2):

Statement of Principle

The fundamental consideration for recruitment and retention of faculty and staff at the University of British Columbia is individual achievement and merit. Consistent with this principle, the University will advance the interests of women, aboriginal people, persons with disabilities and visible minorities; ensure that equal opportunity is afforded to all who seek employment at the University; and treat equitably all faculty and staff.

The University of British Columbia has established a program of employment equity to provide a fair and equitable workplace and to offer all individuals full opportunity to develop their potential. Accordingly, the University will identify and eliminate any discriminatory barriers that interfere with employment opportunities in all jobs and at all levels throughout the University. Both current and prospective faculty and staff will receive equitable treatment in hiring, training, and promotion procedures.

To give effect to this policy, the University has adopted an Employment Equity Plan. This plan requires, among other things, that the University ask all new employees to complete the UBC Employment Equity Census Questionnaire and that the Equity Office report on internal workforce data in comparison with external labour force availability data.

In addition, the University participates in the Federal Contractors Program (FCP) administered by the Labour Program, Human Resources and Skills Development Canada (HRSDC). The criteria for FCP are equivalent to the requirements of the Employment Equity Act. Under FCP, organizations with more than 100 employees and receiving more than \$200,000 in Federal contracts must be committed to employment equity and must develop, implement and maintain an employment equity plan.

The designated equity groups under the Employment Equity Act are women, Aboriginal peoples, visible minorities and persons with disabilities.

The Equity Office works across the University with Human Resources, Faculty Relations, Access and Diversity and many others to support the implementation of equity initiatives.

UBC Workforce Data for 2009

UBC Employment Equity Census Questionnaire

To further the commitment to equity at UBC and to maintain compliance with FCP, the Equity Office and Planning and Institutional Research (PAIR) at UBC, monitor the representation of designated equity groups in the UBC workforce. All new UBC employees are therefore asked to complete the UBC Employment Equity Census Questionnaire, which asks them to identify if they are a member of any of the four designated equity groups. In addition, employees are asked to respond to a set of supplementary questions that are intended to provide us with additional information that can assist in advancing UBC's Employment Equity Plan.

Employment Equity Occupational Groups at UBC

The University's employment positions are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by HRSDC. Figure 1 lists the fifteen EEOGs and examples of UBC positions in each category as well as the area of recruitment. Some of the EEOGs currently do not apply at UBC Okanagan.

Figure 1
Employment Equity Occupational Groups (EEOGs)

EEOG	Examples of UBC Positions	Area of Recruitment
1. Senior Managers	Associate Vice President, Dean, Deputy Vice Chancellor, President, Registrar, University Librarian, Vice President.	Canada (UBC V/UBC O)
2. Middle and Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.	Canada (UBC V/UBC O)
3. University Teachers (NOC 4121)	Assistant Professor, Associate Professor, Clinical Instructor, Instructor I and II, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessional Lecturer.	Canada (UBC V/UBC O)
4. Professionals (excluding University Teachers)	Accountant, Coordinator Student Services, Counselor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.	Canada (UBC V/UBC O)
5. Semi-Professionals and Technicians	Biosafety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.	Vancouver (UBC V) Kelowna (UBC O)
6. Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.	Vancouver (UBC V)

7. Supervisors: Crafts and Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.	Vancouver (UBC V)
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	Vancouver (UBC V) Kelowna (UBC O)
9. Skilled Sales & Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook.	Vancouver (UBC V)
10. Skilled Crafts & Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.	Vancouver (UBC V) Kelowna (UBC O)
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.	Vancouver (UBC V) Kelowna (UBC O)
12. Intermediate Sales & Service	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.	Vancouver (UBC V)
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.	Vancouver (UBC V)
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.	Vancouver (UBC V) Kelowna (UBC O)
15. Other Manual Workers	Labourer 2, Labourer 2 (Construction & Heavy), Labourer 3 (Special).	Vancouver (UBC V)

Employment Equity Terms

A close analysis of workforce data is central to compliance with employment equity legislation. Determining the extent to which an organization is inclusive, goes beyond the data and measurements used for employment equity purposes. There are many other factors to consider. A number of these benchmarks are outlined in the UBC Equity and Diversity Strategic Plan. However, the workforce analysis does help to inform the ongoing dialogue at UBC to foster a respectful, diverse and inclusive learning, working and living environment. An understanding of key terms used in employment equity will assist in understanding the data and analysis in this report.

Workforce Analysis

The workforce analysis compares UBC's internal workforce of designated equity group members (i.e. women, visible minorities, Aboriginal peoples and persons with disabilities) with the designated equity group representation in the relevant external labour pool in order to determine their degree of under-representation or over-representation in each of UBC's occupational groups. This is a critical step in the employment equity process. Determining under-representation and concentration of designated equity group members at UBC makes it possible to better focus the conduct of an employment systems review and develop realistic goals and timetables in implementing the UBC Employment Equity Plan.

Availability Data/Workforce Availability/Canadian Labour Force

The term "Canadian labour force" (or "labour force") is used to describe people 15 years of age or older who worked in Canada at any time from January 1, 2005 until May 2006 (the time of the last Census). Canadian labour force data is drawn from the 2006 Canadian Census Employment Equity Data Report (EEDR), except for persons with disabilities.

For persons with disabilities, data from the 2006 Participation and Activity Limitation Survey (PALS) conducted by Statistics Canada were used. In this case, the data refers to people aged 15 to 64 years

and who worked sometime in the reference period, October 30, 2006 to February 28, 2007. UBC uses availability data at the national level for Senior Managers, Middle and Other Managers, Professionals and University Teachers. The availability data for the remaining EEOGs is province wide data for BC. This provides a higher degree of accuracy for the workforce analysis.

Interpreting the representation of designated equity groups is a challenge when the workforce availability is low. This is particularly so for organizations with a small workforce, or a small number of workers in a particular EEOG, generally for Aboriginal peoples and persons with disabilities and, in rural communities, for visible minorities.

Representation

An employment equity analysis focuses on the representation of designated equity group members. This refers to the percentage of all employees, overall or in a particular occupational group, who are members of a designated equity group. For example, if 45% of all employees in an EEOG such as Professional are women, their representation in that EEOG is 45%.

Gap

A gap is the difference between representation of a designated group within the available workforce and within the organization or EEOG. A gap is the under-representation of a particular designated equity group, which can be expressed as a percentage or numerical value. Depending on the degree or severity of the gap, it may indicate the need for a closer analysis to identify possible barriers to the employment or retention of members of the designated equity group. The opposite of a gap is concentration.

Under-representation

For employment equity purposes, if the representation of members of a designated equity group within an organization is lower than their representation in the available workforce, they are “under-represented” or “below availability”. Under-representation, if severe or persistent, signals that there may be barriers to that designated equity group in the employment practices of an organization. There can be other contributing factors, such as the small size of the occupational group overall, the number of opportunities to hire in that occupational category and the availability of the designated equity group to work in that occupational category. An employment systems review can be used to determine with greater confidence if there are systemic barriers.

Concentration/Clustering

Another measure of representation is concentration; this refers to the extent to which members of a designated equity group are found above their availability in a particular occupational group. If for example, visible minorities are concentrated in one type of job, a high percentage of visible minorities work at that occupation. Such a concentration, or over-representation, may indicate a problem, such as limited opportunities for promotion or stereotyping the work members of a particular group are suited to perform.

Suppression

For the purposes of this report, numbers of five or less in an overall occupational category are suppressed. We do so 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.

Return Rate

Return rate refers to the number of staff and faculty who have returned their Employment Equity Census Questionnaire. It does not mean that it was necessarily completed.

Response Rate

The response rate is the number of Employment Equity Census Questionnaires that were not only returned but also completed. At UBC, the percentage of respondents is calculated based on the Response Rate.

These terms are compiled primarily from *Appendix A: Glossary of Terms from the Employment Equity Annual Report to Parliament (2003)*.

Return Rate of the UBC Employment Equity Census Questionnaire (October 31, 2009)

This is the first Employment Equity Report at UBC that is exclusively using the new data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008.

An Advisory Committee of representatives from across the University helped design the new questionnaire. Some questions were revised and others are new. Consequently, the responses to this Census may not be directly comparable to data collected with the old questionnaire. For a historical summary of previous data, and for other research purposes, please refer to the 2008 Annual Report prepared by the UBC Equity Office.

Figure 2 shows the return rates for UBC's Employment Equity Census Questionnaire by staff and faculty across the Vancouver and Okanagan campuses as 45.3% and 57.1% respectively for October 31, 2009. The data used throughout this report is the 'snapshot' taken on October 31, 2009. Since then, the Equity Office has worked to increase the return rates on both campuses and there has been a substantial improvement in the return rate. On the Okanagan campus it is now comparable to the return rate for the former census. However at UBC Vancouver the return rate continues to lag considerably behind historic return rates and more work must be done to increase returns.

The return rate also varies across EEOGs. At UBC Vancouver, the highest return rate is amongst Senior Managers and Middle and Other Managers, with those in the Supervisors and Administrative and Senior Clerical EEOGs not far behind. At UBC Okanagan, the return rate across the EEOGs is somewhat more evenly distributed.

In Vancouver, the lowest return rates, at less than 30%, are in the Other Sales and Service, Other Manual Workers, Skilled Sales and Service, Semi-Skilled Manual Workers and Skilled Crafts and Trades, EEOGs. In the Okanagan, the Skilled Crafts and Trades has the lowest return rate.

The UBC Equity Office continues to encourage all employees, including new hires, to participate in the Census. The integrity of the data, particularly in comparison to the workforce availability data provided by the Canadian Census, is enhanced with the greater participation of all staff and faculty at UBC.

Figure 2
Return Rate of UBC's Employment Equity Questionnaire (October 31, 2009)

EEOG	UBC V		UBC O	
	2008	2009	2008	2009
Senior Managers	97.7%	80.0%	100.0%	66.7%
Middle and Other Managers	83.5%	61.1%	93.8%	69.0%
University Teachers	81.6%	40.3%	73.4%	62.2%
Professionals	78.1%	53.6%	79.2%	64.7%
Semi-Professionals & Technicians	65.7%	41.8%	69.2%	64.6%
Supervisors	85.3%	57.1%		
Supervisor-Crafts & Trades	50.0%	40.5%		
Admin & Senior Clerical	83.6%	58.0%	79.7%	75.0%
Skilled Sales & Service	62.5%	26.8%		
Skilled Crafts and Trades	63.8%	28.0%	60.0%	16.7%
Clerical Personnel	74.7%	51.9%	62.0%	53.0%
Intermediate Sales & Service	41.6%	32.6%		
Semi-Skilled Manual Workers	51.0%	27.3%		
Other Sales & Service	63.1%	24.5%	72.7%	58.3%
Other Manual Workers	50.6%	26.0%		
No Description	74.4%	100.0%	100.0%	27.1%
Grand Total	74.2%	45.3%	75.0%	57.1%

Representation of Staff and Faculty by Designated Equity Group by Employment Equity Occupational Group

UBC Vancouver

Figure 3 outlines the designated equity group representation across EEOGs at UBC Vancouver.

Women at UBC Vancouver are represented above workforce availability in seven EEOGs: Senior Managers, Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Supervisors, Administrative and Senior Clerical and Clerical. There is a particularly high concentration of women in the Professionals, Semi-Professionals and Technicians and Supervisors EEOGs. Women are under-represented in several occupational groups: Skilled Crafts and Trades, Semi-Skilled Manual and Other Manual Workers .

The numbers of employees who have self-identified as Aboriginal peoples and persons with disabilities are very small. This is likely due to a combination of the low response rate in the UBC Employment Equity Census Questionnaire and their generally low availability in the workforce across most of the EEOGs.

Aboriginal peoples are under-represented in most EEOGs, particularly Semi-Professionals and Technicians. No employees have self-identified as Aboriginal peoples in the following four EEOGs: Supervisors, Supervisors Skilled Crafts and Trades, Skilled Sales and Service and Semi-Skilled Manual.

The representation of persons with disabilities is also low. The numbers themselves are very low in several of the EEOGs and no one has self-identified as having a disability in Supervisors Crafts and Trades, and Skilled Sales and Service.

Overall, visible minorities are represented at a level above their availability in the Canadian workforce. The representation is above availability in Middle and Other Managers, Professionals, Supervisors, Skilled Sales and Service, Clerical, and Other Sales and Service. EEOGs where visible minorities are under-represented are Supervisors Skilled Crafts and Trades, Skilled Crafts and Trades, Semi-Skilled Manual and Other Manual.

UBC Okanagan

Figure 3a outlines the designated equity group representation across EEOGs at UBC Okanagan. At UBC Okanagan the numbers are generally small, which means that caution must be used when drawing conclusions from the data. There are, however, a few gaps in the representation of designated equity groups to consider.

Women are represented at or above workforce availability in the Senior Managers, Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Administrative and Senior Clerical and Clerical EEOGs. Women are under-represented in Other Sales and Service.

There were no Aboriginal peoples who self-identified in the Middle or Other Managers, Other Sales and Service, Clerical or Skilled Craft and Trade occupational categories.

At UBC Okanagan persons with disabilities have not self identified in four EEOGs: Senior Managers, Middle and Other Managers, Skilled Crafts and Trades and Other Sales and Service.

Visible minorities are under-represented in the Middle and Other Managers and Professionals EEOGs. UBC recruits nationally for these positions and hence uses national availability data for comparison purposes. This has an impact when looking at the representation of visible minorities in Kelowna, which is outside a large (urban) Census Metropolitan Area where visible minorities are more likely to live and work.

Figure 3

UBC V Representation of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group

EEOG	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Women	Men	Total	% Women	2006 EEDR	Total	% Respondents	2006 EEDR	Total	% Respondents	2006 EEDR	Total	% Respondents	2006 EEDR
Senior Managers	11	19	30	36.7%	24.2%		0%	2.4%	1	4.1%	8.7%	2	8.3%	3.2%**
Middle and Other Managers	293	288	581	50.4%	39.1%	6	1.8%	1.9%	70	21.0%	14%	14	4.2%	
University Professors (*)	1176	2002	3178	37.0%	39.6%	17	1.5%	0.9%	175	15.4%	15.1%	50	4.4%	4.5%
Professionals	1654	943	2597	63.7%	54.2%	18	1.4%	1.8%	399	31.2%	16.5%	65	5.1%	4.5%
Semi-Professionals & Tech	1116	666	1782	62.6%	50.5%	7	1.1%	2.1%	233	35.6%	33.3%	44	6.7%	6.8%
Supervisors	121	63	184	65.8%	52.5%			1.9%	47	51.1%	38.0%	5	5.4%	(-)
Supervisors: Crafts & Trades		37	37		17.9%			2.3	1	7.7%	27.6%		0%	(-)
Administrative & Sr Clerical	846	101	947	89.3%	80.5%	8	1.6%	1.4%	164	31.9%	30.8%	27	5.2%	5.6%***
Skilled Sales and Service	32	65	97	33.0%	41.1%		0%	1.7%	14	66.7%	45.3%		0%	9.4%***
Skilled Crafts and Trades	2	248	250	0.8%	5.9%	4	6.7%	2.4%	13	21.7%	29.0%	5	8.3%	6.3%***
Clerical Personnel	605	135	740	81.8%	71.6%	3	0.9%	2.1%	150	43.4%	38.9%	32	9.2%	6.2%***
Intermediate Sales & Service	288	160	448	64.3%	66.2%	5	3.9%	1.7%	56	44.1%	43.1%	11	8.7%	5.6%***
Semi-Skilled Manual Workers	5	39	44	11.4%	20.4%			2.2%	4	40.0%	47.6%	3	30.0%	4.5%***
Other Sales and Service	353	357	710	49.7%	55.7%	5	3.3%	2.2%	89	58.9%	51.3%	17	11.3%	8.7%***
Other Manual Workers	4	69	73	5.5%	29.0%	2	11.1%	3.3%	7	38.9%	45.6%	2	11.1%	(--)
Total	6506	5193	11699	55.6%		75	1.6%		1423	29.8%		277	5.8%	
National Workforce Population EEDR 2006					47.9%				3.1%				15.3%	4.9%
Vancouver Workforce Population EEDR 2006					48.4%				1.8%				38.4%	6.2%

(*) Includes Sessionals, Adjunct Professors and Clinicals.

(**) Senior Managers and Middle and Other Managers are combined.

(***) Figure should be used with caution. The coefficient of variation of the estimate is between 16.5% and 33.3%.

(-) Amount too small to be expressed.

(--) Figures are suppressed when the coefficient of variation of the estimate is higher than 33.3%. In this case percentage calculation is not suitable.

Persons with disabilities figures include those aged 15-64 who worked anytime between 2001 and 2006

Notes on the Employment Equity Data Report (Census 2006):

National (Canada-wide) availability data is used for all designated equity groups across the following EEOGs: Senior Managers, Middle and Other Managers, University Professors and Professionals.

Vancouver data is used for Women, Aboriginal People and Visible Minorities across all remaining EEOGs, and in the calculation of workforce population.

BC data is for Persons with Disabilities across all remaining EEOGs, and in the calculation of workforce population.

Figure 3a

UBC O Representation of Staff and Faculty by Designated Equity Group and by Employment Equity Occupational Group

EEOG	Gender					Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Women	Men	Total	% Women	2006 EEDR	Total	% Respondents	2006 EEDR	Total	% Respondents	2006 EEDR	Total	% Respondents	2006 EEDR
Senior Managers	3	3	6	50.0%	24.2%	1	25.0%	2.4%	1	25.0%	8.7%			3.2%(**)
Middle and Other Managers	14	15	29	48.3%	39.1%			1.9%	1	5.0%	14%			
University Professors (*)	153	212	365	42.0%	39.6%	2	1.0%	0.9%	32	15.8%	15.1%	15	7.4%	4.5%
Professionals	90	43	133	67.7%	54.2%	5	6.5%	1.8%	2	2.6%	16.5%	6	7.8%	4.5%
Semi-Professionals & Tech	56	26	82	68.3%	51.6%	1	2.0%	3.5%	7	14.0%	4.4%	1	2.0%	6.8%(***)
Administrative & Sr Clerical	69	3	72	95.8%	83.9%	3	5.9%	3.6%	1	2.0%	3.6%	2	3.9%	5.6%(***)
Skilled Crafts and Trades		6	6		5.1%			4.0%			4.0%			6.3%(***)
Clerical Personnel	58	8	66	87.9%	77.7%			3.4%	1	3.9%	3.4%	1	3.8%	6.2%(***)
Other Sales and Service	1	11	12	8.3%	60.8%			7.7%	1	16.7%	7.7%			8.7%
Total	521	405	926	56.3%		13	2.7%		59	12.5%		27	5.7%	
National Workforce Population EEDR 2006					47.9%				3.1%				15.3%	4.9%
Kelowna Workforce Population EEDR 2006					48.6%				3.6%				5.2%	6.2%

(*) Includes Sessionals, Adjunct Professors and Clinicals.

(**) Senior Managers and Middle and Other Managers are combined.

(***) Figure should be used with caution. The coefficient of variation of the estimate is between 16.5% and 33.3%.

Notes on the Employment Equity Data Report (Census 2006):

National (Canada-wide) availability data is used for all designated equity groups across the following EEOGs: Senior Managers, Middle and Other Managers, University Professors and Professionals.

Kelowna data is used for Women, Aboriginal People and Visible Minorities across all remaining EEOGs, and in the calculation of workforce population.

BC data is for Persons with Disabilities across all remaining EEOGs, and in the calculation of workforce population.

Representation of Faculty by Designated Equity Group and by Rank

Figure 4

At UBC Vancouver women and persons with disabilities are under-represented in the professoriate, particularly in the rank of Full Professor. Aboriginal peoples and visible minorities are represented slightly above their availability in the Canadian labour force.

Non tenure-track positions are not included in Figure 4. At UBC Vancouver, there are 20 non tenure-track appointments (excluding sessional and adjunct faculty). Thirteen are at the rank of Assistant Professor, of which women make up 40%. No one has self-identified from any of the other designated equity groups.

Figure 4a

At UBC Okanagan, the overall representation of each of the designated equity groups is above availability for University Teachers. The representation of each of the designated equity groups is below availability for the rank of Full Professor. Data for four tenure-track positions at UBC O are suppressed to prevent disclosure of personal information. The positions are for Instructor II and Senior Instructor.

Non tenure-track positions are not included in Figure 4a. At UBC Okanagan there is one non tenure-track faculty appointment (excluding sessional or adjunct faculty).

Figure 4
UBC V Representation of Faculty (*) by Designated Equity Group and by Rank

Rank	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	Women	Men	Total	% Women	Total	% Respondents	Total	% Respondents	Total	% of Respondents
Full Professor	180	723	903	19.9%	1	0.3%	43	11.9%	7	1.9%
Associate Professor	233	409	642	36.3%	6	2.3%	40	15.2%	15	5.7%
Assistant Professor	191	285	476	40.1%	3	1.4%	45	20.5%	7	3.2%
Senior Instructor	47	44	91	51.6%		0.0%	7	14.6%	5	10.4%
Instructor I	29	19	48	60.4%		0.0	6	21.4%	1	3.6%
Instructor II	4	3	7	57.1%	2	40%		0.0%		0.0%
Total	684	1483	2167	31.6%	12	1.3%	141	15.3%	35	3.8%
EEDR 2006 National Data				39.6%		0.9%		15.1%		4.5%

(*) Sessionals and Adjunct Professors are not included.

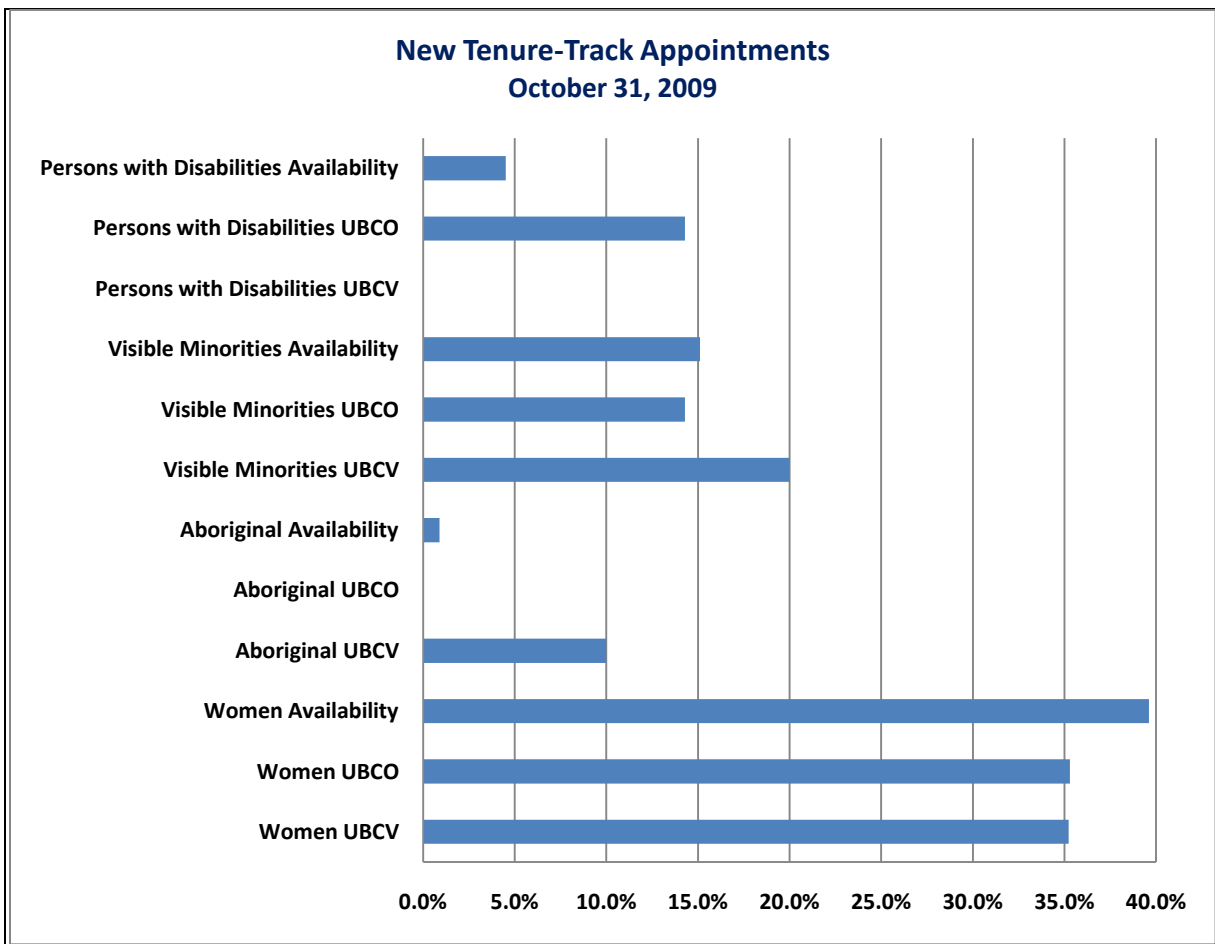
Figure 4a
UBC O Representation of Faculty (*) by Designated Equity Group and by Rank

Rank	Gender				Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	Women	Men	Total	% Women	Total	% Respondents	Total	% Respondents	Total	% of Respondents
Full Professor	5	12	17	29.4%		0.0%	1	10.0%		0.0%
Associate Professor	57	91	148	38.5%		0.0%	11	12.1%	7	7.7%
Assistant Professor	39	69	108	36.1%		0.0%	16	23.2%	5	7.2%
Instructor I	8	5	13	61.5%		0.0%	4	40.0%		0.0%
Total	112	179	291	38.5%	2	1.1%	32	17.4%	12	6.5%
EEDR 2006 National Data				39.6%		0.9%		15.1%		4.5%

(*) Sessionals and Adjunct Professors are not included.

Representation of Faculty by Designated Equity Group and New Tenure-Track Appointments and New Hires

Figure 5
New Tenure-Track Appointments



There were 119 new faculty hires as of October 31, 2009. At UBC V 102 positions were filled, and at UBC O there were 17 new hires. ‘New hires’ may include a small portion of non tenure-track appointments. 33% of the new hires at UBC V and 41% of new hires at UBC O participated in the UBC Employment Equity Census Questionnaire. This low response rate and the small sample size means that the data for Aboriginal peoples, visible minorities and persons with disabilities should be viewed with some caution (the data for women is not drawn from the Employment Equity Census and is accurate).

Among new tenure-track appointments at UBC V, women and persons with disabilities were represented below their availability in the labour force; visible minorities and Aboriginal peoples were higher than availability. At UBC O persons with disabilities were higher than availability among new tenure-track appointments, while lower than availability among the remaining three groups.

Given the likely and continued growth in the workforce availability for University Professors across all four designated equity groups, the gaps, particularly for women and visible minorities will grow unless steps are taken to increase the hiring of faculty from those groups.

Representation of Academic Administrators by Designated Equity Group and Position

Figure 6 shows the representation of Academic Administrators at UBC. Women and visible minorities are under-represented in relation to their representation across faculty.

Figure 6
Representation of Academic Administrators by Designated Equity Group and Position

Position	Women	Men	Total	% Women	% Aboriginal Peoples	% Visible Minorities	% Persons with Disabilities
Senior Managers(*)	10	18	28	36%	5.3%	0.0%	11.1%
Dean and Principal	5	13	18	28%	0.0%	14.3%	7.1%
Associate Dean/Principal	23	34	57	40.0%	2.8%	5.6%	2.9%
Assistant Dean	5	4	9	56%	0.0%	0.0%	0.0%
Head	11	54	65	17%	2.9%	2.8%	2.8%
Director	6	31	37	16%	5.9%	11.1%	5.6%
Total	60	154	214	28%	3%	7%	5%
UBC Faculty				33.0%	1.3%	15.0%	4.0%
EEDR 2006 University Professors				39.6%	0.9%	15.1%	4.5%

Note:

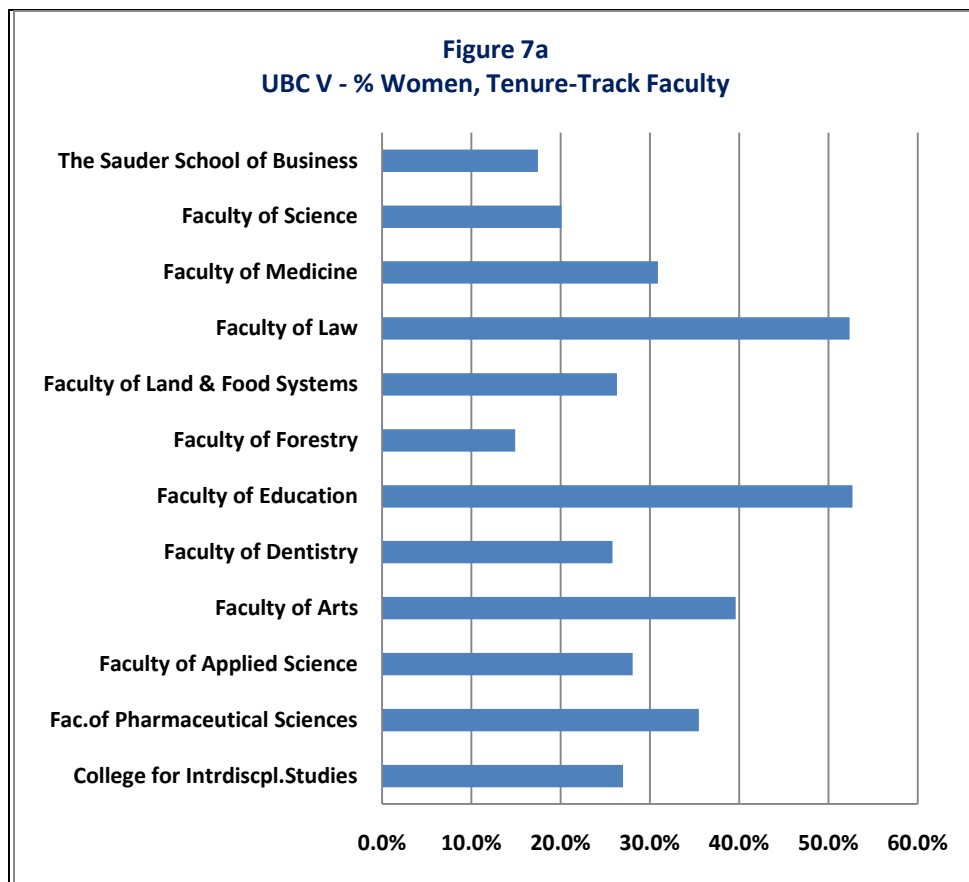
- (*) Senior Managers include members of the UBC Executive and Associate Vice Presidents. Administrators in Acting Positions are included. Numbers and percentages represent respondents to the UBC Employment Equity Census Questionnaire (extract: October 31, 2009).

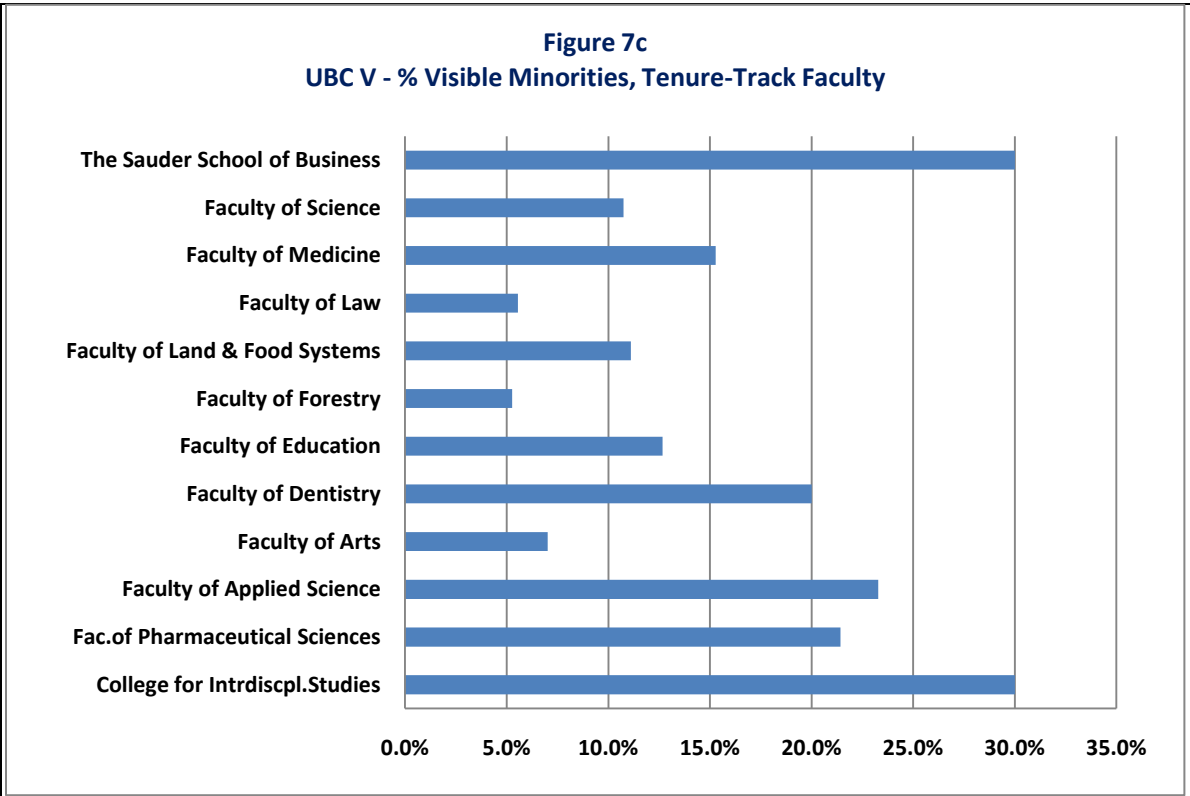
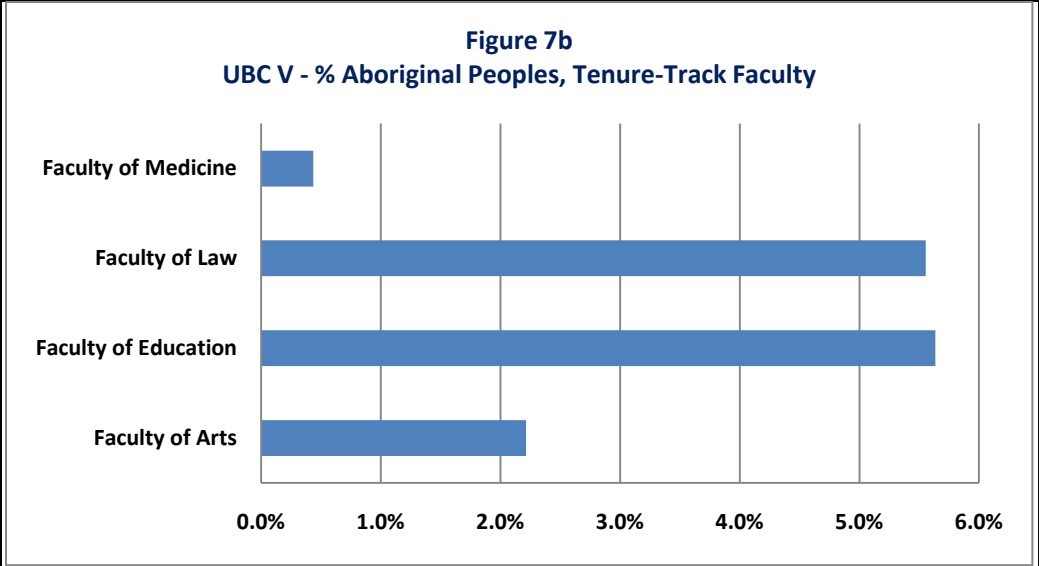
Distribution of Tenure-Track Faculty by Designated Equity Group and Faculty

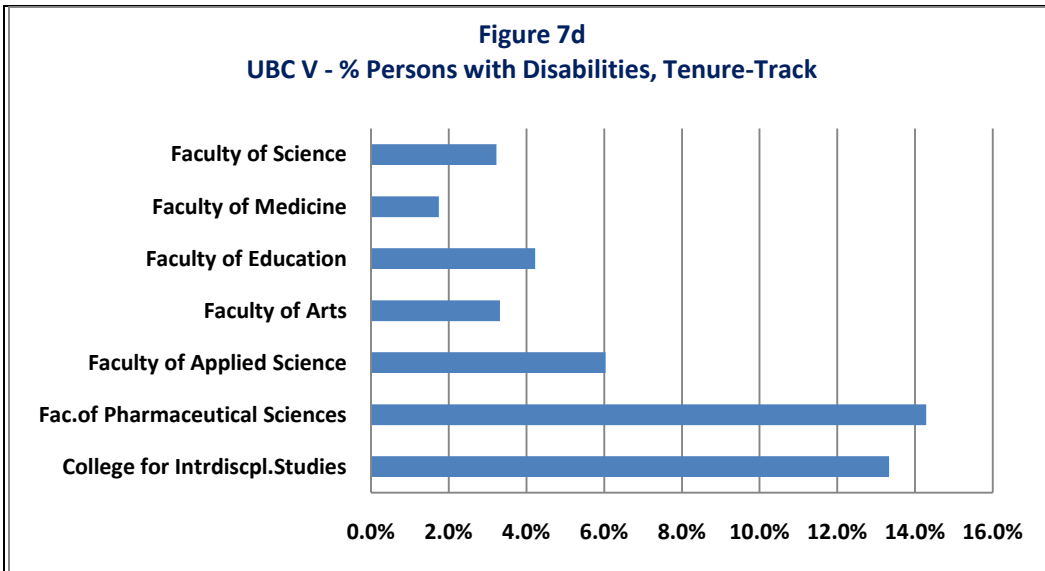
The representation of designated equity group members in tenure-track faculty positions varies considerably across the respective Faculties. Disciplines that have recruited and retain a high proportion of faculty in one designated equity group may have been less successful in appointing members of another group. In addition, Faculties vary considerably in size. For small academic units, one or two appointments can make a substantial difference in the representation of a designated equity group. Finally, **given the low return rates and the small sample sizes, the data below, except for women, may not be an accurate indication of representation.**

In instances where no one had self-identified as a member of a specific designated equity group, the Faculty is removed from the applicable chart.

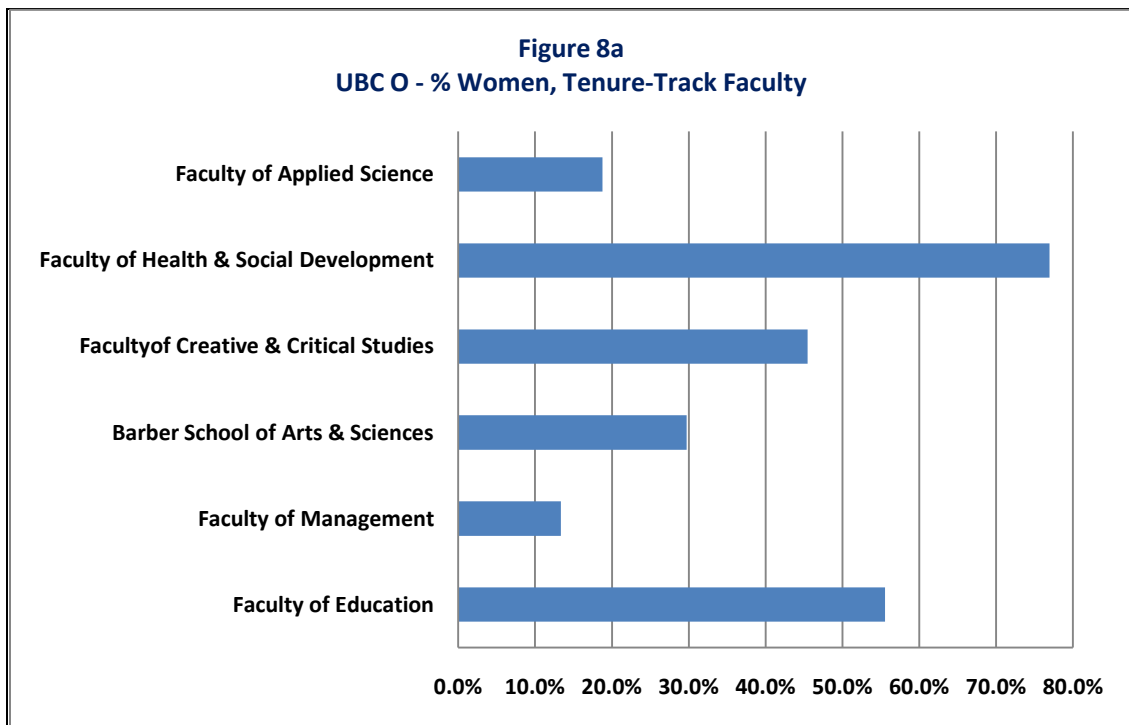
UBC Vancouver







UBC Okanagan



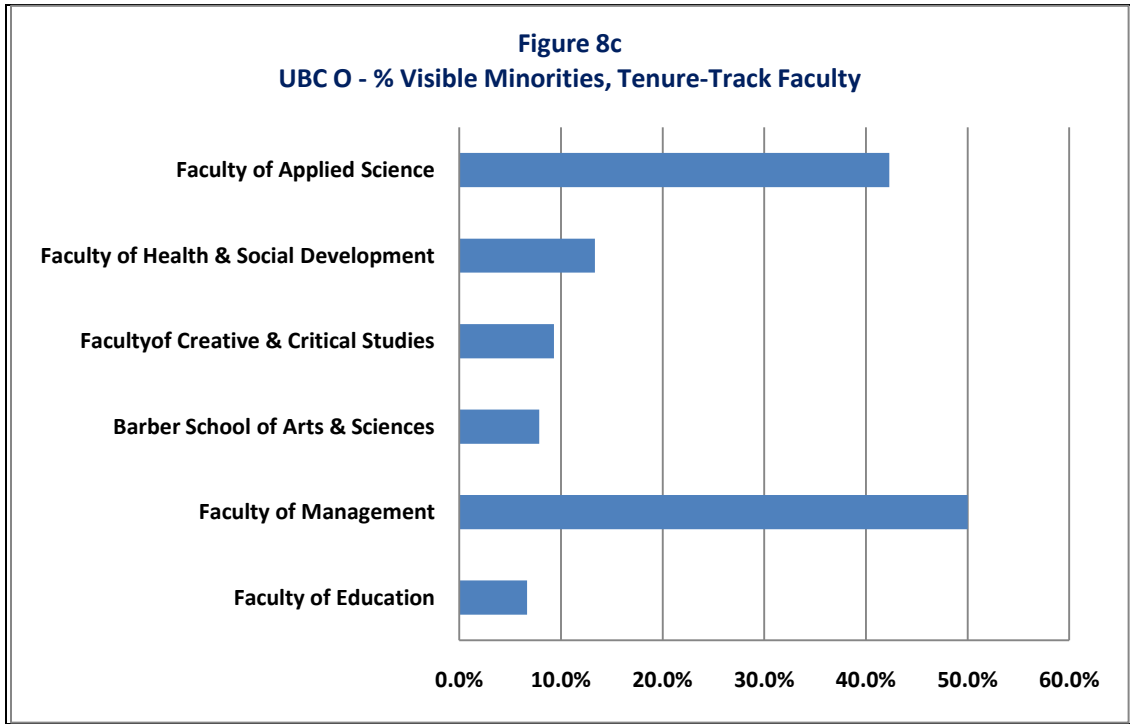
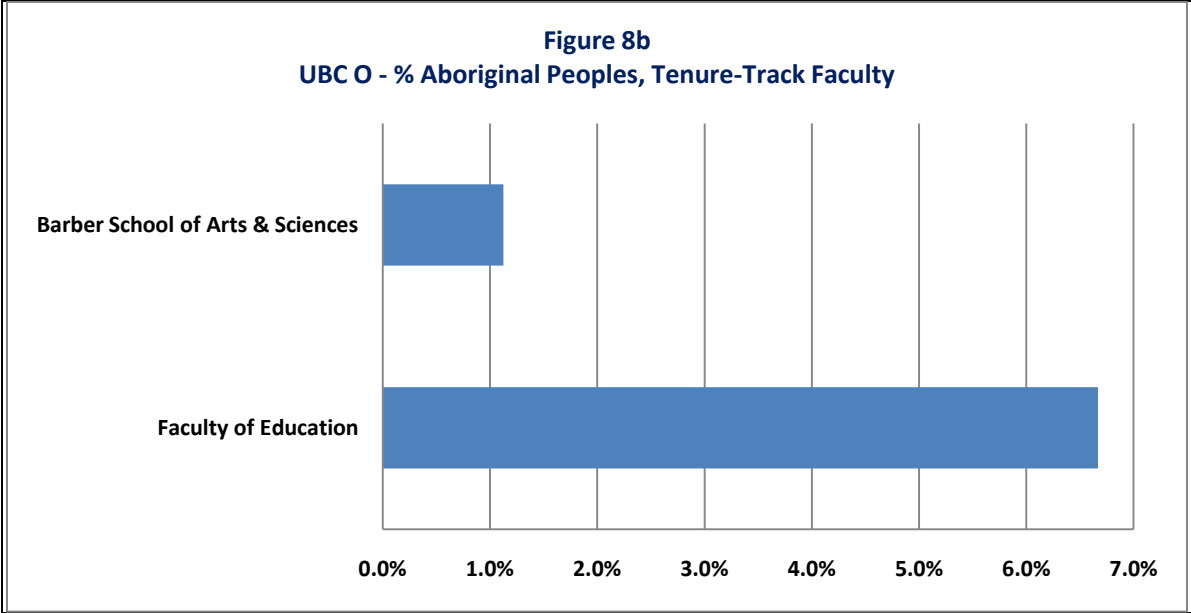
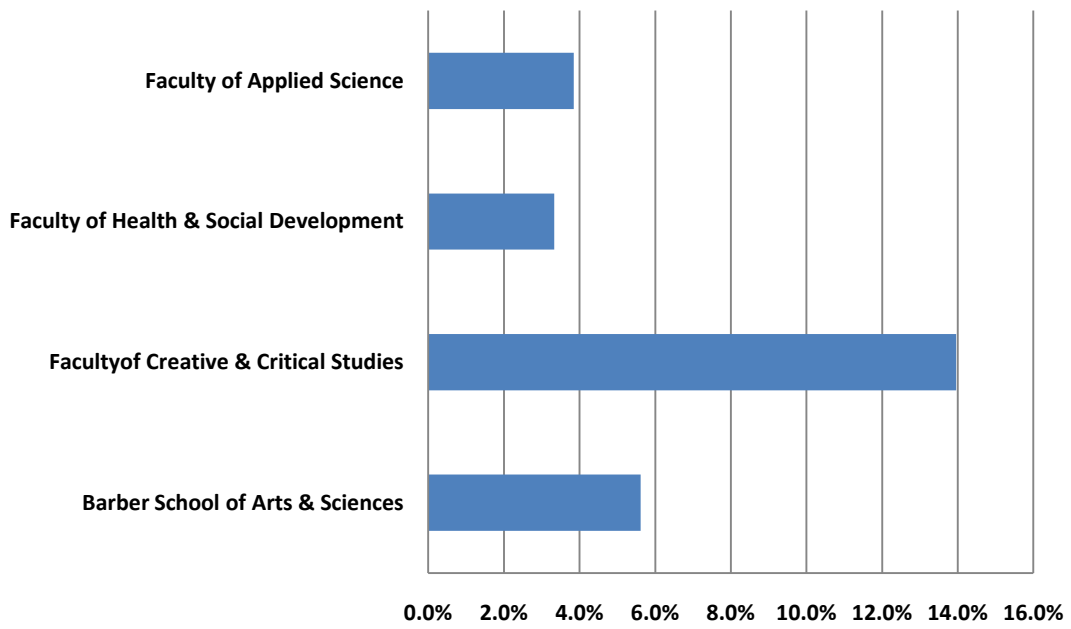


Figure 8d
UBC O - % Persons with Disabilities, Tenure-Track Faculty



Distribution of Staff by Designated Equity Group and by Faculty and Administrative Units

The representation of designated equity group members amongst staff varies considerably across Faculty and Administrative Units, as well EEOGs. As with the faculty data, **due to the low return rates amongst the staff and the small sample sizes, the data below, except for women, may not be an accurate indication of representation.**

In instances where no one had self-identified as a member of a specific designated equity group, the Faculty or Administrative Unit is removed from the applicable chart.

UBC Vancouver

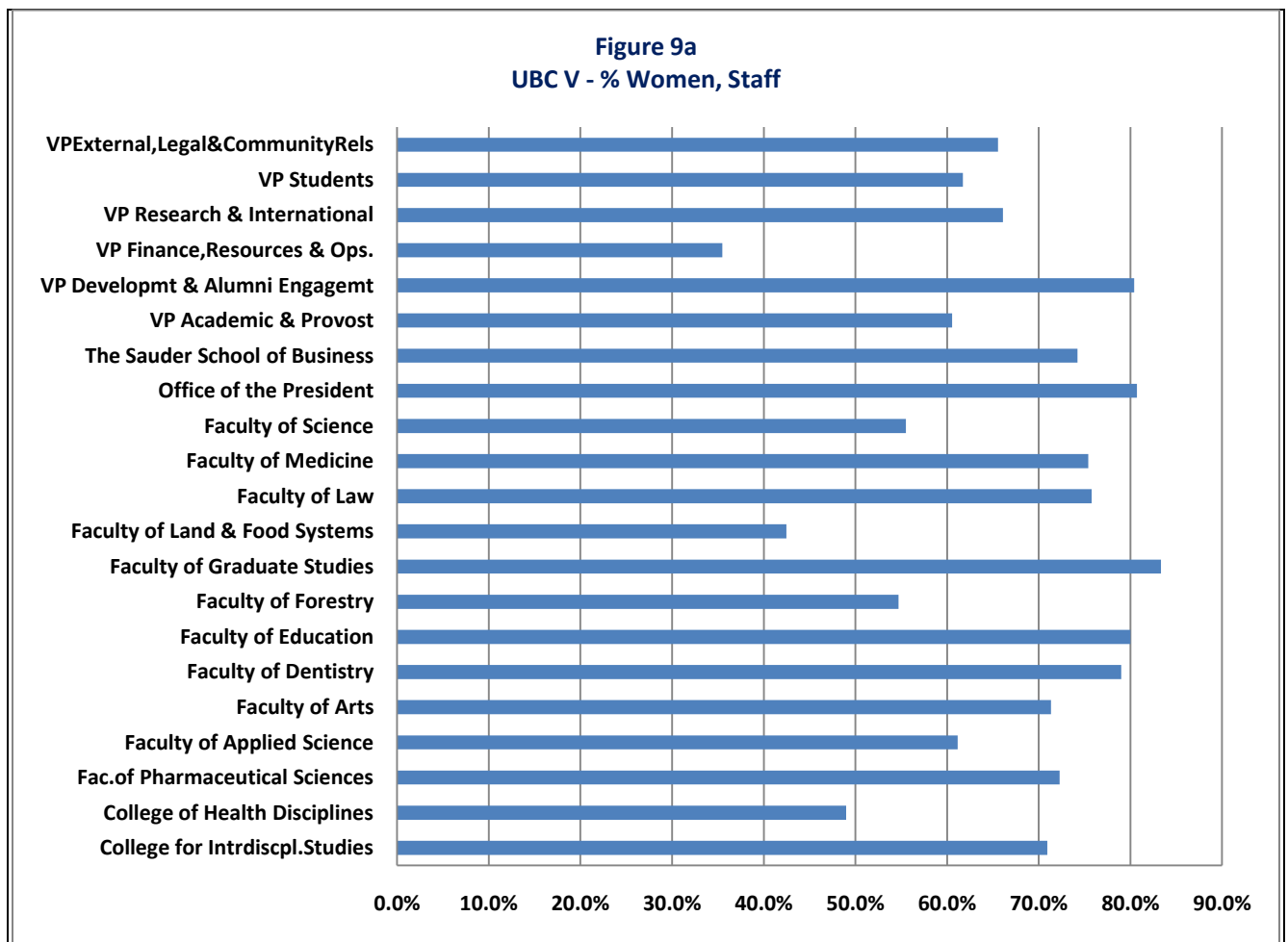


Figure 9b
UBC V - % Aboriginal Peoples, Staff

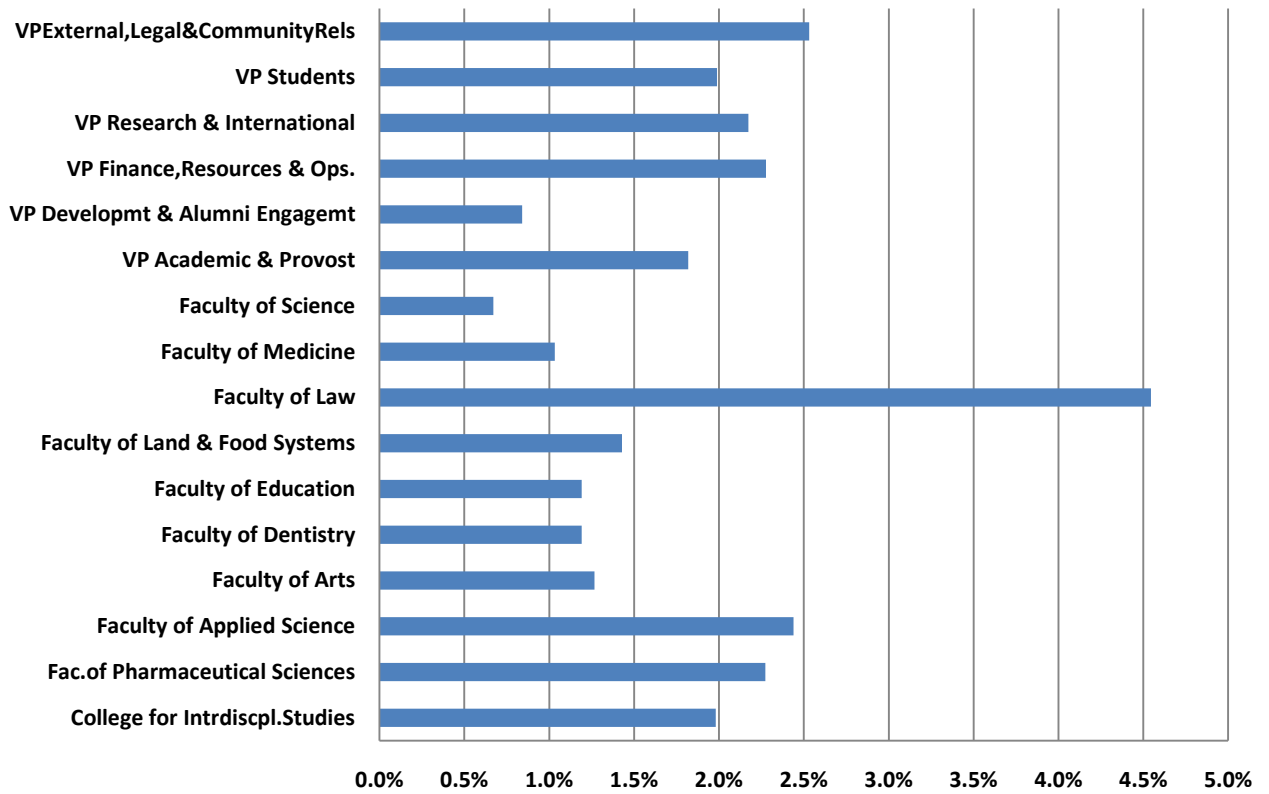


Figure 9c
UBCV - % Visible Minorities, Staff

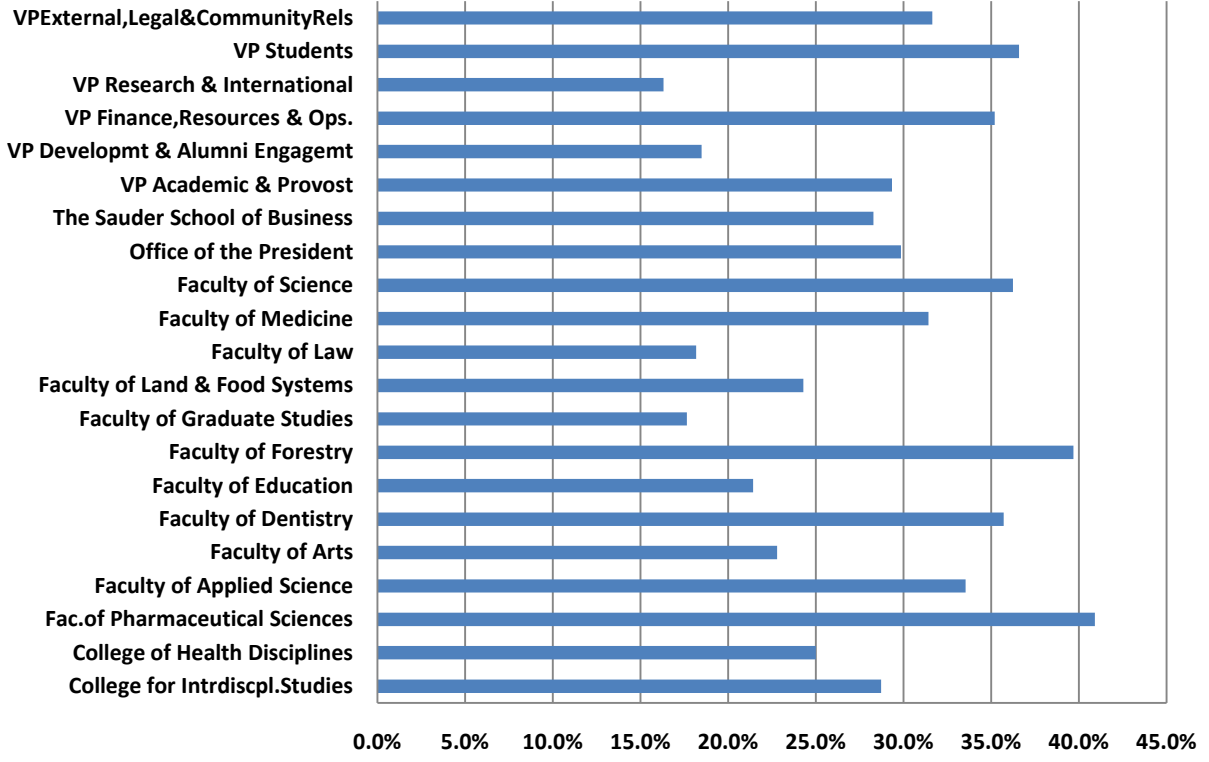


Figure 9d
UBC V - % Persons with Disabilities, Staff

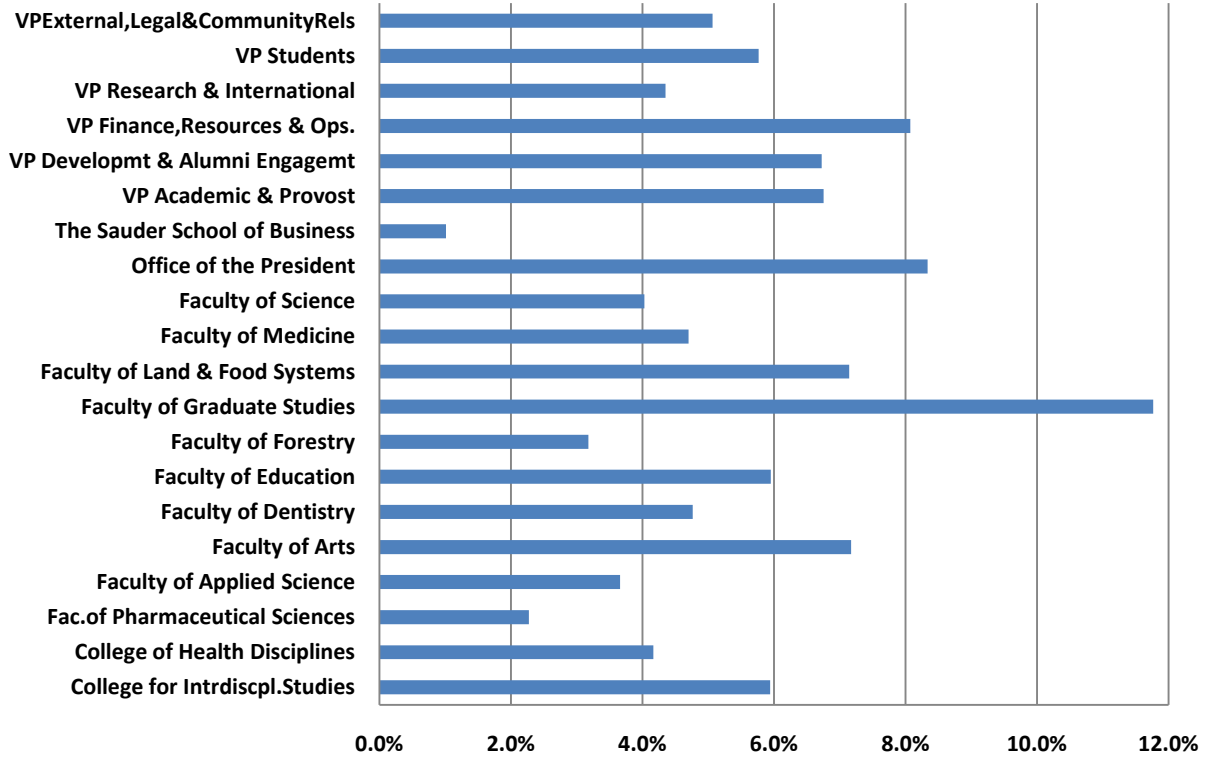


Figure 10a
UBC O - % Women, Staff

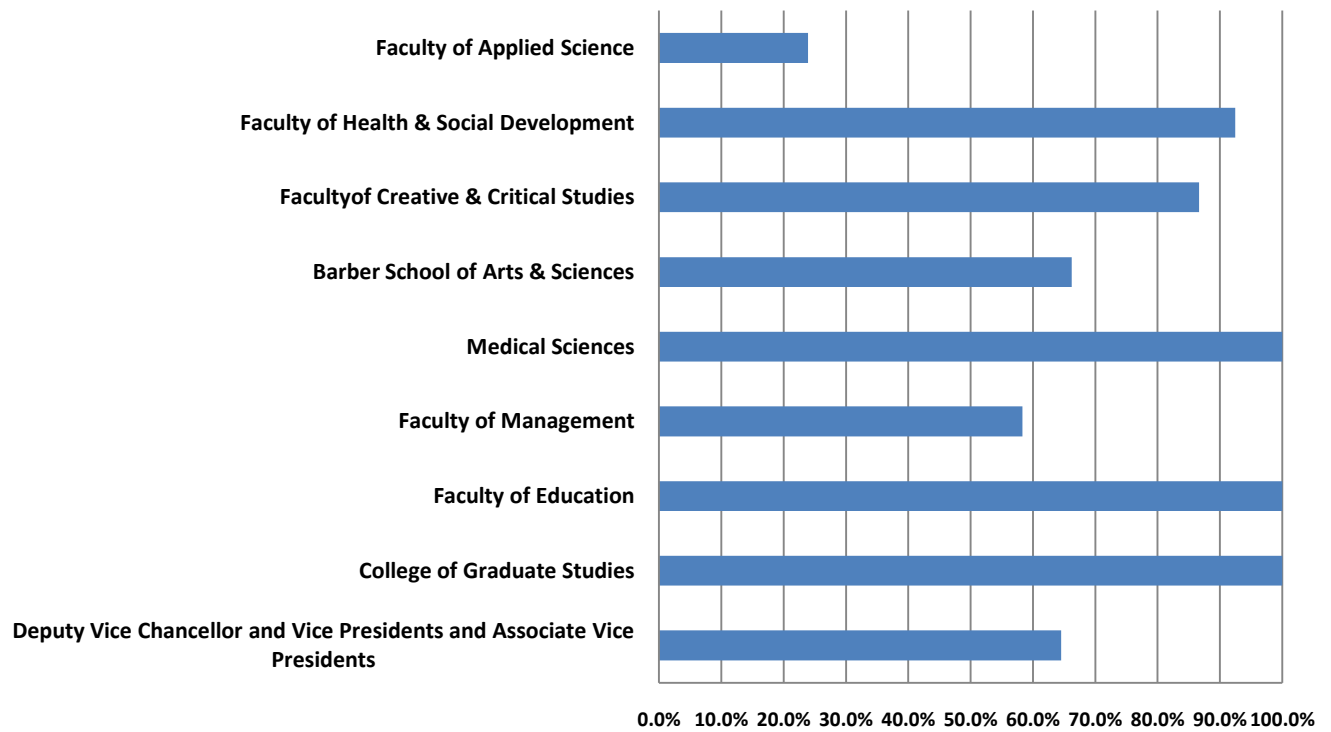
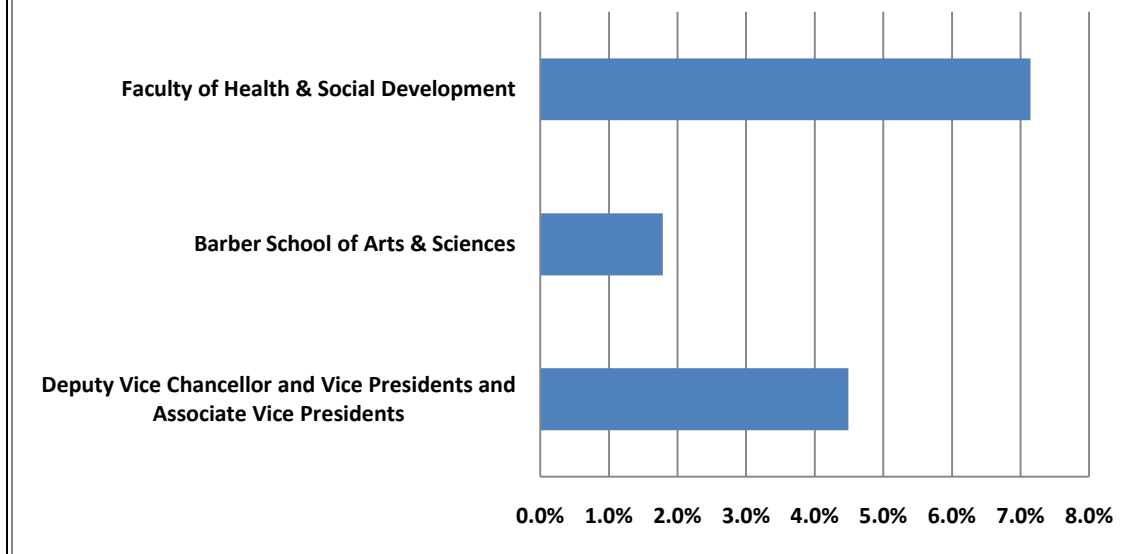
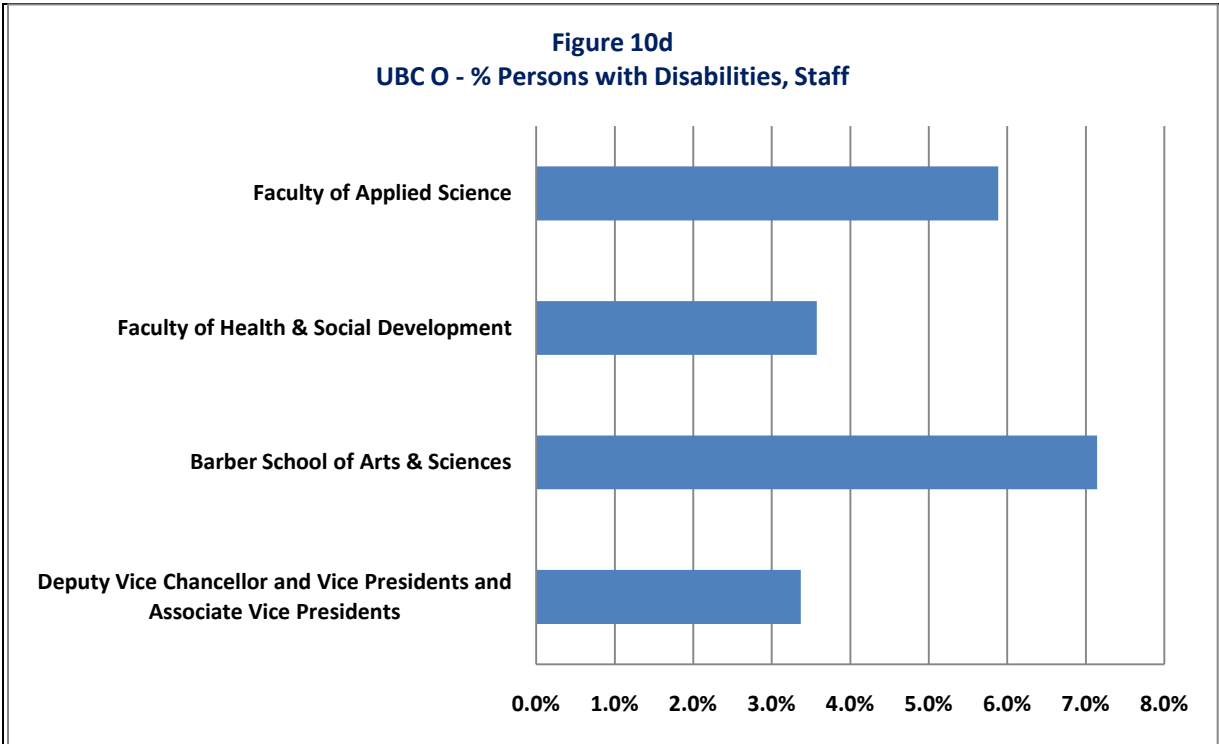
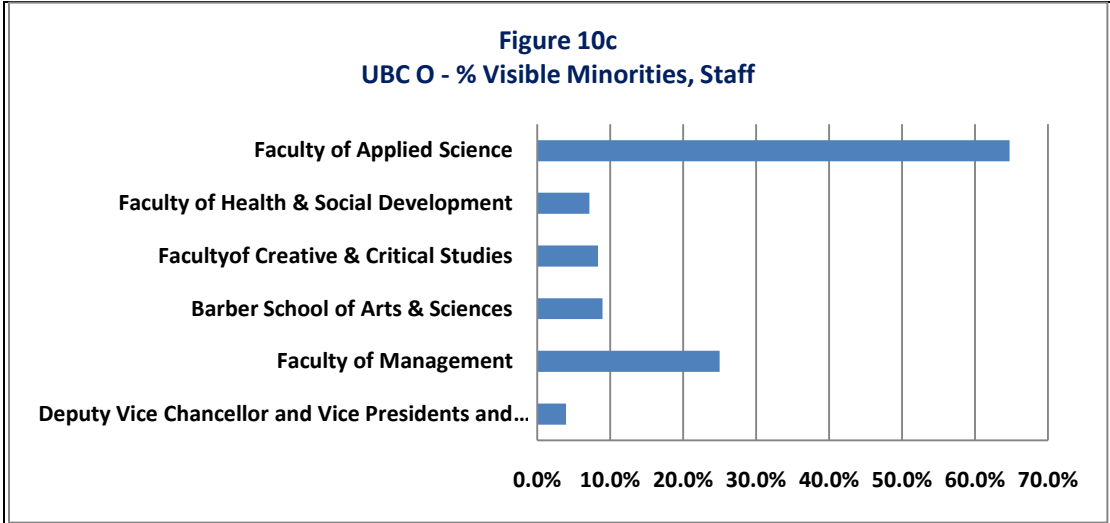


Figure 10b
UBC O - % Aboriginal Peoples, Staff





Supplementary Questions on the UBC Employment Equity Census Questionnaire

The revised UBC Employment Equity Census Questionnaire, introduced in November 2008, included five new supplementary questions. These questions are not part of the requirements of the Federal Contractors Program. In adding these questions, UBC recognized that groups other than those identified in the Federal Contractors Program have been historically discriminated against in ways that limit their full and active participation in the workforce. UBC also recognized that there may be differences within the membership of designated equity groups that further affects their participation in the workforce.

The supplementary questions are intended to provide UBC with information that may assist in identifying and removing barriers to employment. 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 was lower than the initial questions concerning membership in one or more of the designated equity groups.

Below is the first compilation of this data. It is grouped in three categories:

1. Race/Ethnicity
2. Sexual Orientation and Gender Identity
3. Accommodation of Persons with Disabilities

Representation of Students, Faculty and Staff by Race/Ethnicity

Generally, while not a complete picture, the data indicates that the student population is more diverse than UBC's workforce. In some instances, particularly for those who identified as Chinese and Korean at UBC V and for those who identified as Chinese and South Asian at UBC O, the difference between the student body and the workforce is substantial. On both campuses, the percentage of staff and faculty who identified as White is higher than for students.

Although the data is not included in the table, the differences in the representation of students to that of faculty on the Vancouver campus are even more pronounced. For example, 38.4% of students self-identify as Chinese compared to 7.1% of faculty, and 37.8% of all students identify as White compared to 82.0% of faculty.

Comparing the student, faculty and staff representation to the 2006 population data for Vancouver and Kelowna, the representation rates for staff and faculty tend to more closely align to the population data than do student rates.

Figure 11
Representation of Students, Faculty and Staff by Race/Ethnicity

Ethnicity/Race	UBC V		Census 2006	UBC O		Census 2006
	Students	Faculty and Staff	Vancouver(*)	Students	Faculty and Staff	Kelowna
Aboriginal Peoples	1.0%	1.3%	1.9%	2.6%	2.1%	3.8%
Arab	0.5%	0.9%	0.4%	0.8%	0.9%	0.04%
Black	1.2%	0.8%	1.0%	1.8%	0.3%	0.4%
Chinese	38.4%	15.4%	18.2%	8.9%	2.4%	0.9%
Filipino	2.6%	3.2%	3.8%	2.0%	0	0.3%
Japanese	1.8%	1.6%	1.2%	1.4%	0.5	0.8%
Korean	7.5%	0.7%	2.1%	1.9%	0.5%	0.2%
Latin American	1.7%	1.9%	1.0%	1.4%	0.3%	0.3%
South Asian	6.8%	3.9%	9.9%	5.0%	2.7%	1.5%
South East Asian	3.0%	2.3%	1.6%	0.6%	0.3%	0.5%
West Asian	2.3%	1.0%	1.3%	0.6%	2.7%	0.1%
White	37.8%	68.4%	58.3%	76.4%	83.5%	94.8%
Other	6.0%		0.1%	5.1%		0.08%

(*) Statistics Canada defines the Vancouver CMA (Census Metropolitan Area) as having perfectly coterminal boundaries with the Greater Vancouver Regional District; Vancouver, Delta, Richmond, Surrey, Burnaby, North and West Vancouver are a few of the 21 municipalities that are included.

The data for Figure 11 is gathered from three sources. For staff and faculty, the data is from the supplementary question on race/ethnicity in the UBC Employment Equity Census Questionnaire. 81% of faculty and staff at UBC who participated in the census responded to this supplementary question. The data for students is gathered from the New to UBC Student Survey for both Vancouver and the Okanagan. The participants in this survey include direct entrants and transfer students. Hence, the data for students does not include all students. This study is available on the UBC PAIR website at: <http://www.pair.ubc.ca/surveys/nubc/index.htm>. The Census Data is gathered from the 2006 Statistics Canada Summary Tables.

Representation of Faculty and Staff by Sexual Orientation and Gender Identity and Representation of Students by Sexual Orientation

Figure 12
Representation of Faculty and Staff by Sexual Orientation and Gender Identity and Representation of Students by Sexual Orientation

The Employment Equity Census asks employees to indicate whether they self-identify as persons who are lesbian, gay, bisexual or queer and, in a separate question, whether they self-identify as transgender. For this report, we have combined the results from the two questions. The student survey asks students if they indentify as heterosexual, gay/lesbian, bisexual or unsure.

	UBC V		UBC O	
	Students	Faculty and Staff	Students	Faculty and Staff
Lesbian, Gay, Bisexual, Queer or Transgender		5.5%		4.4%
Lesbian, Gay, Bisexual 'unsure'	3.8% 3.7%		3.5% 1.9%	

Representation of Persons with Disability by Type of Disability

Of the staff and faculty who participated in the UBC Employment Equity Census Questionnaire, those who had self-identified as a person with a disability were asked to respond to four supplementary questions. The first three questions asked for more information concerning the nature of the disability. If the respondent answered any of these three boxes in the affirmative, they were asked a fourth question concerning whether or not they had been accommodated.

Figure 13
Representation of Persons with Disability by Type of Disability

Accommodation of Persons with Disabilities	Staff and Faculty	
	UBC V	UBC O
Physical Disability or Impairment	29.4%	26.8%
Invisible Disability or Impairment	34.9%	38.6%
Ongoing Medical Condition	58.0%	41.0%
Do you require accommodation/have your needs been accommodated?	33.4%	51.4%

Conclusion

As noted at the beginning of this Annual Report, the data used marks a significant change from the past. This is the first report to rely on the results of the new UBC Employment Equity Census Questionnaire. This report provides a snapshot of UBC as of October 31, 2009, and compares the internal representation with external availability provided in the 2006 Employment Equity Data Report issued by Statistics Canada in 2009. The return rates across UBC for the new UBC Employment Equity Census were relatively low. This makes it difficult to accurately evaluate the degree of under- representation of the designated equity groups. The return rates continue to rise; however, for the 2009 reporting year, we recognize that this report is an incomplete sketch.

Nonetheless, the data does assist in establishing benchmarks against which UBC's progress in advancing equity can be measured and providing a current view from which to assess the degree of inclusiveness at UBC. It is evident that there are gaps in the representation of the designated equity groups, and that these gaps are particularly profound for both Aboriginal peoples and persons with disabilities.

This report will be most useful if it is used to support efforts to advance inclusion at UBC. It provides an opportunity to consider implementing best practices in the recruitment, selection, retention and promotion of members of designated equity groups and to ensure that employment systems are not discriminatory at UBC. Many Faculties and Administrative Units are linking the analysis of the representation of designated equity groups and identifying best practices and other initiatives in their strategic planning processes.