The University of British Columbia is committed to creating a working environment that is dedicated to excellence, equity and mutual respect; that is representative of the diverse community we serve; and that ensures that all staff and faculty members are treated fairly and equitably. As part of this commitment, the University has an employment equity program that helps to ensure that UBC has equitable representation of women, Aboriginal peoples, persons with disabilities and visible minorities at all occupational levels.

Since 1990, all UBC staff and faculty have been asked to complete an employment equity census. As Tom Patch, AVP Equity, explained in a previous broadcast message, the University is now conducting a new census of all UBC faculty and staff. An Advisory Committee of representatives from across the University helped design the census questions. This census contains some questions that have been revised and others that are new. Consequently the data from this census will not be comparable to previous data. The Equity Office therefore requests that all employees complete this self-identification survey. Information from this questionnaire will allow us to identify and remove barriers that may exist in recruitment, hiring, training, retention, and promotion practices.

The questionnaire requires only a few minutes of your time. While completion of the questionnaire is voluntary, it is required that you submit the questionnaire to the Equity Office even if you choose not to complete the form. To access the census questionnaire, go to equity.ubc.ca/employment/employment-equity-online-census/ for the Step-by-Step Guide on the Equity Office website.

Thank you for your support and cooperation. If you have any questions or concerns, please contact the Equity Office at equity@equity.ubc.ca or call 604.822.6353.

Professor Stephen J. Toope
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