



From: Wong, Poh Peng
Sent: Wednesday, March 18, 2009 12:18 PM
Subject: UBC Online Employment Equity Census for New Employees

I am forwarding the following message from Professor Stephen Toope, President.

Dear Colleague,

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.

As part of implementing our Employment Equity Plan, we collect data from employees to monitor our long-term and short-term progress in achieving our goals in employment equity. An Advisory Committee of representatives from across the University helped design the census package and the procedures for its distribution and collection. The Equity Office 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 Equity Office protects the privacy of every individual response. While the census is confidential, it is not anonymous since we link the information with your employee number. Your information on the census questionnaire will be compiled on confidential records to which only the Equity Office has access. Thus, your responses will not be used as a basis for employment decisions involving you or any other individual.

The questionnaire asks several questions and requires only a few minutes of your time. While you are not required to answer any of the questions, it is required that you return the questionnaire to the Equity Office even if you choose not to answer any or all of the questions. We encourage your participation so we can continue to develop an outstanding and diverse University community.

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. If you prefer to complete and return the census by email or campus mail, attached are a census PDF or a paper census which you can use.

Thank you for your support and cooperation. For more information on employment equity and the census, please visit <http://equity.ubc.ca/employment/>. If you have any questions or concerns, please contact the Equity Office at equity@equity.ubc.ca or call 604.822.6353.

Stephen J. Toope
President and Vice Chancellor