



SUBJECT	UNIVERSITY DEMOGRAPHICS
MEETING DATE	NOVEMBER 8, 2018

Forwarded on the Recommendation of the President

APPROVED FOR SUBMISSION

Santa J. Ono, President and Vice-Chancellor

FOR INFORMATION

Report Date	November 1, 2018
--------------------	------------------

Presented By Andrew Szeri, Provost and Vice-President Academic
 Andrew Parr, Interim Vice-President Students
 Barbara Meens Thistle, Vice-President Human Resources
 Deborah Buszard, Deputy Vice-Chancellor and Principal, UBC Okanagan
 Kate Ross, Associate Vice-President, Enrolment Services
 Ian Cull, Associate Vice-President, Students
 Sara-Jane Finlay, Associate Vice-President, Equity and Inclusion

EXECUTIVE SUMMARY

This presentation provides a snapshot, based on self-identification in Employment Equity Surveys, of the demographic representation of Indigenous Faculty and Staff at UBC.

INSTITUTIONAL STRATEGIC PRIORITIES SUPPORTED

Learning
 Research
 Innovation
 Engagement (Internal / External)
 International
 or Operational

DESCRIPTION & RATIONALE

The Indigenous Engagement Committee will be presented with existing baseline data on the representation of Indigenous faculty and staff across both campuses. This will inform discussions about how to make meaningful change to increase representation at UBC, and/or increase participation and self-identification in Employment Equity Surveys.

BENEFITS
 Learning, Research,
 Financial,
 Sustainability &
 Reputational

Presentation of this data, flawed though it may be by self-selection bias and small sample sizes, provides a baseline to discuss current strategies and inform future efforts to increase representation and inclusion of Indigenous peoples across both campuses.

RISKS
 Financial,
 Operational &
 Reputational

It is important that the information includes the caveat that the numbers are based on a voluntary survey, where respondents can decline to self-identify or answer any particular question. In addition, small sample sizes can mean small changes in representation can create large fluctuations in the data and the pictures it presents.