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| SUBJECT | UNIVERSITY DEMOGRAPHICS |
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| MEETING DATE | FEBRUARY 8, 2019 |
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Forwarded on the Recommendation of the President

APPROVED FOR SUBMISSION

Santa J. Ono, President and Vice-Chancellor

FOR INFORMATION

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| Report Date | January 18, 2019 |
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- 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 & Inclusion

EXECUTIVE SUMMARY

This report provides a snapshot, based on self-identification in Employment Equity surveys, of the demographic representation of Indigenous faculty and staff at UBC.

STRATEGIC CORE AREAS SUPPORTED

- People and Places
- Research Excellence
- Transformative Learning
- Local/Global Engagement

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.