



SUBJECT	Employment Equity Report 2020
SUBMITTED TO	People, Community & International Committee
MEETING DATE	April 7, 2021
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Marcia Buchholz, Vice-President Human Resources
SUPPORTED BY	Andrew Szeri, Provost and Vice-President Academic, UBC Vancouver Lesley Cormack, Deputy Vice-Chancellor and Principal, UBC Okanagan Ainsley Carry, Vice-President Students Sara-Jane Finlay, AVP, Equity & Inclusion

PRIOR SUBMISSIONS

The subject matter of this submission has been considered previously by the People, Community & International Committee on the following occasions:

1. [June 1, 2019](#) (OPEN SESSION)

The following Executive Summary assumes familiarity with the prior submissions and provides a status update from the date of the most recent submission.

Employment Equity Initiatives at UBC

UBC's 2019 Employment Equity Plan is based on the 2018 Employment Systems Review, and builds on the efforts of previous Employment Equity Plans at UBC. The Employment Equity Plan is intended to be implemented in conjunction with [Shaping UBC's Next Century: Strategic Plan 2018-2028](#) and its theme of Inclusion, and works to support the institution's Inclusion Action Plan and Indigenous Strategic Plan. It includes actions and responsibilities based on three objectives:

- Objective A: Ensure policies and practices support employment opportunities for, and representation of, designated group members at UBC;
- Objective B: Foster and establish a respectful work environment at UBC that supports the successful integration and engagement of equity group members; and,
- Objective C: Ensure that learning and progress evaluations are incorporated into UBC's Employment Equity Program through robust monitoring and accountability mechanisms.

The following are summary highlights of UBC's efforts across the plan's objectives.

- **Launched a Canvas training course on equity in the hiring** process to support search committees in their efforts to recruit and hire excellent faculty and staff, through a fair and equitable process.
- **Established UBC's Trans, Two-Spirit, and Gender Diversity task force; Disability Affinity Group; and IBPOC Connections** to support improved representation, recognition, and community and relationship-building across the university.

- Promoted the BC Office of the Human Rights Commissioner's (BCOHRC) Special Program Approval process through the Provost and VP Academic (UBCV) and **supported the special program for restricted hiring in the Canada Research Chair program at UBC.**
- Initiated research into CRC experiences in order to support targeted pilots (e.g. **deployed a Centralized Accommodation Fund for CRCs**) and strategies to increase retention.
- **Collected and made available applicant pool data, with comparison to new hires**, for CRC searches, while exploring feasibility of similar analysis institution wide.
- **Revised UBC's employment equity census** to better reflect promising practices in demographic data collection.
- Continued to **publish employment equity data** online, including an annual report.
- **Facilitated access to aggregated and anonymized data for each faculty, including faculty and divisional level "snapshots"** to Deans and VPs.
- Progressed a number of strategic and multi-level initiatives aiming to advance equity, diversity, inclusion and anti-racism commitments at UBC including the **appointment of co-executive leads for anti-racism and establishment of the Task Force on Anti-Racism.**
- Initiated **implementation of the Indigenous Strategic Plan (ISP) and the Inclusion Action Plan (IAP).**
- **Participated in the federal Dimensions program** to identify and eliminate obstacles and inequities for marginalized and under-represented people in research.

A number of additional activities have been identified as priority focus areas by IAP sponsoring VPs for years one to three of IAP implementation. IAP Action Planning Teams will develop and submit detailed implementations proposals to lead executives beginning spring 2021.

UBC Vancouver Campus

Women comprise 56.6 per cent of the workforce at the UBC Vancouver, exceeding both the proportion of women in the Vancouver (48.5 per cent) and national (48.2 per cent) work force. Between 2015 and 2020, the proportion of women employees has remained relatively unchanged. The percentage of employees who self-identify as **Indigenous** at the Vancouver campus is 2.6 per cent - slightly higher than the Vancouver workforce percentage (2.3 per cent), but below the national percentage (4.0 per cent), and an increase from 1.9 per cent in 2015. The percentage of people who self-identify as **racialized** at UBCV (36.8 per cent) exceeds the national workforce percentage (21.3 per cent), but is well below that of the Vancouver workforce (45.9 per cent). The percentage of employees self-identifying as racialized at UBC Vancouver has increased in recent years (from 35.3 per cent in 2015). **Persons with disabilities** comprise 3.8 per cent of UBC Vancouver employees, well below the percentage of both the National (9.1 per cent) and Provincial (11 per cent) workforce population. The percentage of people with disabilities has declined in recent years from 4.6 per cent in 2015. As in 2019, persons with disabilities continue to be underrepresented across all Occupational Groups at UBC's Vancouver Campus. People who self-identify as **2SLGBTQIA+** represent 8.2 per cent of the census respondents at the Vancouver campus, an increase from 6.0 per cent in 2015. Among **new hires**, the UBC Vancouver campus rate of hire for women, racialized people, Indigenous people and people with disabilities all increased between 2019 and 2020, but declined for 2SLGBTQIA+ people.

UBC Okanagan Campus

Women comprise 56.4 per cent of the workforce at the UBC Okanagan campus, exceeding the proportion of women in the Kelowna Workforce percentage (48.8 per cent) and nationally (48.2 per cent). The proportion of women employees has remained relatively unchanged, declining 1.5 per cent, between 2015 and 2020. The

percentage of employees self-identifying as **Indigenous** at the Okanagan campus is 5.2 per cent, slightly below the Kelowna Workforce percentage (5.5 per cent), but above the National percentage (4.0 per cent). The proportion of employees identifying as Indigenous has increased since 2015 (3.0 per cent). The percentage of people self-identifying as **racialized** at UBC Okanagan (13.5 per cent) is well below the National Workforce percentage (21.3 per cent), but above that of the Kelowna workforce (8.1 per cent). The percentage of employees self-identifying as racialized at UBC Okanagan has increased slightly in recent years (from 12.0 per cent in 2015). **Persons with Disabilities** comprise 4.6 per cent of UBC Okanagan Equity Census respondents, well below the percentage of both the National (9.1 per cent) and Provincial (11 per cent) Workforce Population. The percentage of persons with disabilities has declined in recent years from 5.3 per cent in 2015. People who self-identify as **2SLGBTQIA+** represent 6.3 per cent of Employment Equity Census respondents at the Okanagan campus, an increase from 5.3 per cent in 2015. Among **new hires**, the UBC Okanagan campus rate of hire for women, Indigenous people, racialized people and persons with disabilities all increased between 2019 and 2020 – notably so for racialized People, which increased from 12 to 21 per cent during this time period – while the rate of hire for 2SLGBTQIA+ people declined between 2019 and 2020.

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1. Employment Equity Report 2020

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1. UBC's Annual Employment Equity Report 2020

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1. [2019 Employment Equity Plan & Report](#)



Employment Equity Report 2020

UBC Okanagan Campus

ABOUT UBC

The University of British Columbia is a globally renowned university. UBC contributes world-leading research, provides distinctive excellence in education, attracts outstanding people domestically and internationally, and collaborates with preeminent universities and organizations around the world. The founders of UBC understood the university's potential as a place of engagement; a place where relevant, innovative and impactful research would be conducted; a place where pressing societal issues would be examined, deliberated and resolved; and a place where critical thinking would always be welcomed and informed citizens shaped.

UBC employs 5,695 faculty members and 10,647 staff members at its Vancouver campus, and 599 faculty members and 835 staff members at its Okanagan campus¹.

UBC Vancouver Campus is located on the traditional, ancestral and unceded territory of the Musqueam First Nation. UBC Okanagan Campus is located on the traditional territory of the Syilx Okanagan Nation.

¹ Employee counts provided by the Planning & Institutional Research (PAIR) Office.

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for and representation of designated
equity group members

Foster and establish a respectful
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Incorporate learning and progress
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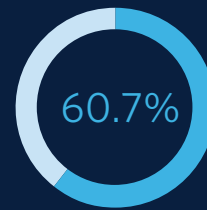


The University of British Columbia is committed to equity in employment. The fundamental principle for recruitment and retention of faculty and staff at The University of British Columbia is individual achievement and merit.

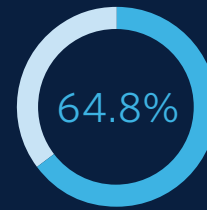
Consistent with this principle, the University will: advance the interests of women and Indigenous, disabled, and racialized persons; ensure that fair and equal opportunity is afforded to all who seek employment at the University; and treat equitably all faculty and staff.

ABOUT THIS REPORT

SURVEY RESPONSE RATE



UBC VANCOUVER



UBC OKANAGAN

FACULTY & STAFF AT UBC

17,776

FACULTY & STAFF BREAKDOWN BY CAMPUS



UBC VANCOUVER

5,695

FACULTY MEMBERS

10,647

STAFF MEMBERS

UBC OKANAGAN

599

FACULTY MEMBERS

935

STAFF MEMBERS

UBC is committed to improving employment equity, protecting the human rights of students, faculty, and staff, and building a community where principles of inclusion are embedded across all aspects of university life.

This *Employment Equity Report* is part of ensuring monitoring and accountability to UBC's 2019 *Employment Equity Plan* which delineates a number of initiatives designed to address hiring and promotion disparities across designated groups.

As a component of this plan, the purpose of this report is two-fold: to facilitate UBC's continued review and reporting of Employment Equity Census results to better understand where disparities in proportional representation may exist; and to provide an overview and update on the progress and implementation of the *Employment Equity Plan* itself.

This report provides data showing the headcount and percentage of employees (faculty and staff) in each Occupational Group and Designated Group.

"Occupational Group" refers to Employment Equity Occupational Group (EEOG), a grouping of all faculty and staff into 15 categories based on National Occupational Codes, which combine jobs that are similar in skill level or type of work.

Federal employment equity legislation has designated four equity groups ("Designated Groups")—women, Indigenous peoples, racialized people, and persons with disabilities. In addition, UBC has chosen to designate sexual/gender diversity as a fifth Designated Group (subsequently referred to throughout this report as "2SLGBTQIA+").

Data for UBC's internal workforce comes from two sources: employee records that are pre-existing in UBC's Human Resource Management System (HRMS), and confidential survey data from UBC's Employment Equity Census. The census, which asks people to self-identify if they are a member of the four Designated Groups or identify as 2SLGBTQIA+, has a response rate of 60.7 per cent for the Vancouver campus and 64.8 per cent for the Okanagan campus. As such, this report is interpreting a sample of the population of employees.

UBC's data is effective October 31 of each year with the exception of 2016, where October 15 data was used in order to take advantage of a comprehensive data set created for other purposes. UBC's internal data is compared to the year prior as well as to external Canadian census data.

² Federal legislation uses the terminology of "Aboriginal Peoples" and "Visible Minorities". This report uses the terminology of "Indigenous People" and "Racialized People" based on revisions made to the Employment Equity Census questionnaire in 2020 to reduce use of outdated and irrelevant terminology, and embrace language and concepts that better reflect the way members of the UBC community think and speak of themselves.

³ This total includes 1,278 positions at UBC that, at the time of this report, were not classified within any of the 15 Employment Equity Occupational Groups and are not included in subsequent analysis included in the body of this report nor the tables in Appendices.

⁴ UBC Overview & Facts: <https://www.ubc.ca/about/facts.html>.

EXECUTIVE SUMMARY

EMPLOYMENT EQUITY INITIATIVES AT UBC

UBC is committed to improving employment equity and protecting the human rights of students, faculty, and staff across its campuses and work sites. These areas of focus are integrated into the university's broader commitment to excellence and mutual respect. Equity and human rights are foundational to UBC's academic pursuits, our working lives, and our involvement in the larger campus community.

UBC's 2019 *Employment Equity Plan* is based on the 2018 *Employment Systems Review*, and builds on the efforts of previous employment equity plans at UBC. The *Employment Equity Plan* is intended to be implemented in conjunction with *Shaping UBC's Next Century: Strategic Plan 2018-2028* and its theme of inclusion, and works to support the institution's Inclusion Action Plan and the Indigenous Strategic Plan.

UBC's *Employment Equity Plan* includes actions and responsibilities based on three objectives:

- **Objective A:** Ensure policies and practices support employment opportunities for, and representation of, designated group members at UBC;
- **Objective B:** Foster and establish a respectful work environment at UBC that supports the successful integration and engagement of equity group members; and,
- **Objective C:** Ensure that learning and progress evaluations are incorporated into UBC's employment equity program through robust monitoring and accountability mechanisms.

The following are summary highlights of UBC's efforts across the plan's objectives.

- **Launched a Canvas training course on equity in the hiring process** to support search committees in their efforts to recruit and hire excellent faculty and staff, through a fair and equitable process.
- **Established UBC's Trans, Two-Spirit, and Gender Diversity task force; Disability Affinity Group; and IBPOC Connections** to support improved representation, recognition, and community and relationship-building across the university.
- Promoted the BC Office of the Human Rights Commissioner's (BCOHRC) Special Program Approval process through the Office of the Provost and Vice-President Academic (UBCV) and **supported the special program for restricted hiring in the Canada Research Chair (CRC) program at UBC.**
- Initiated research into CRC experiences in order to support targeted pilots (e.g. **deployed a Centralized Accommodation Fund for CRCs**) and strategies to increase retention.
- **Collected and made available applicant pool data, with comparison to new hires**, for CRC searches, while exploring feasibility of similar analysis institution wide.
- **Revised UBC's employment equity census** to better reflect promising practices in demographic data collection.

- Continued to **publish employment equity data** online, including an annual report.
- **Facilitated access to aggregated and anonymized data for each faculty**, including faculty and divisional level "snapshots" to deans and vice-presidents.
- Progressed a number of strategic and multi-level initiatives aiming to advance equity, diversity, inclusion and anti-racism commitments at UBC including the **appointment of co-executive leads for anti-racism and establishment of the Task Force on Anti-Racism.**
- Initiated **implementation of the Indigenous Strategic Plan (ISP) and the Inclusion Action Plan (IAP).**
- **Participated in the federal Dimensions program** to identify and eliminate obstacles and inequities for marginalized and under-represented people in research.

A number of additional activities have been identified as priority focus areas by IAP sponsoring VPs for years one to three of IAP implementation. IAP Action Planning Teams will develop and submit detailed implementations proposals to lead executives beginning spring 2021.

UBC VANCOUVER CAMPUS

Women comprise 56.6 per cent of the workforce at UBC Vancouver, exceeding both the proportion of women in the Vancouver (48.5 per cent) and national (48.2 per cent) work force. Between 2015 and 2020, the proportion of women employees has remained relatively unchanged. Women are most prevalent among Administrative and Senior Clerical positions (79.2 per cent) and least prevalent among Supervisors: Crafts and Trades, none of which are women. In Skilled Crafts and Trades women make up 3.2 per cent.

The percentage of employees who self-identify as **Indigenous** at the Vancouver campus is 2.6 per cent —slightly higher than the Vancouver workforce percentage (2.3 per cent), but below the national percentage (4.0 per cent), and an increase from 1.9 per cent in 2015. Indigenous employees are most prevalent among Supervisors: Crafts and Trades (8.0 per cent) and least prevalent among University Professors (1.7 per cent).

The percentage of people who self-identify as **racialized** at UBCV (36.8 per cent) exceeds the national workforce percentage (21.3 per cent), but is well below that of the Vancouver workforce (45.9 per cent). The percentage of employees self-identifying as racialized at UBC Vancouver has increased in recent years (from 35.3 per cent in 2015). Racialized people are most prevalent among Other Sales & Services (63.2 per cent) and least prevalent among Senior Managers (6.8 per cent).

Persons with disabilities comprise 3.8 per cent of UBC Vancouver employees, well below the percentage of both the national (9.1 per cent) and provincial (11 per cent) workforce population. The percentage of people with disabilities has declined in recent years from 4.6 per cent in 2015. Persons with disabilities are most prevalent among Semi-Skilled Manual Workers (7.4 per cent) and least prevalent among Senior Managers, none of which identify as someone with a disability. As in 2019, persons with disabilities continue to be under-represented across all Occupational Groups at UBC’s Vancouver campus.

People who self-identify as **2SLGBTQIA+** represent 8.2 per cent of the census respondents at the Vancouver campus, an increase from 6.0 per cent in 2015. 2SLGBTQIA+ employees are most prevalent among Skilled Sales & Services (10.7 per cent) and least prevalent among Supervisors Crafts & Trades and Semi-Skilled Manual Workers, none of which identify as 2SLGBTQIA+.



Among **new hires**, the UBC Vancouver campus rate of hire for women, racialized people, Indigenous people and people with disabilities all increased between 2019 and 2020, but declined for 2SLGBTQIA+ people. The rate of hire for women (58 per cent) and racialized (42 per cent) people exceeds the National Workforce Population for both groups (48.2 per cent and 21.3 per cent, respectively), and is above the regional external market rate for women but below for racialized people (48.5 per cent and 45.9 per cent, respectively).

The rate of hire for Indigenous people (6.9 per cent) is above both the national and regional workforce population rates (4.0 per cent and 2.3 per cent, respectively); and for persons with disabilities, the rate of hire (6.2 per cent) was below both the external market rate at both the national and provincial levels (9.1 per cent and 11.0 per cent, respectively). Between 2019 and 2020, the rate of hire among people identifying as 2SLGBTQIA+ declined slightly (from 16 per cent to 15 per cent).

UBC OKANAGAN CAMPUS

Women comprise 56.4 per cent of the workforce at the UBC Okanagan campus, exceeding the proportion of women in the Kelowna workforce percentage (48.8 per cent) and nationally (48.2 per cent). The proportion of women employees has remained relatively unchanged, declining 1.5 per cent, between 2015 and 2020. Women are most prevalent among Administrative and Senior Clerical positions (79.2 per cent) and least prevalent among Skilled Crafts and Trades and Other Manual Workers, none of which are women.

The percentage of employees self-identifying as **Indigenous** at the Okanagan campus is 5.2 per cent, slightly below the Kelowna Workforce percentage (5.5 per cent), but above the national percentage (4.0 per cent). The proportion of employees identifying as Indigenous has increased since 2015 (3.0 per cent). Indigenous employees are most prevalent among Senior Managers (10 per cent) and least prevalent among Skilled Crafts & Trades, Clerical Personnel and Other Sales & Service Workers, none of which identify as Indigenous.

The percentage of people self-identifying as **racialized** at UBC Okanagan (13.5 per cent) is well below the national workforce percentage (21.3 per cent), but above that of the Kelowna workforce (8.1 per cent). The percentage of employees self-identifying as racialized at UBC Okanagan has increased slightly in recent years (from 12.0 per cent in 2015). Racialized people are most prevalent among Other Sales & Services (25 per cent) and least prevalent among Senior Managers, Skilled Crafts & Trades, and Clerical Personnel, none of which identify as racialized.

Persons with Disabilities comprise 4.6 per cent of UBC Okanagan Employment Equity Census respondents, well below the percentage of both the national (9.1 per cent) and provincial (11 per cent) workforce population. The percentage of persons with disabilities has declined in recent years from 5.3 per cent in 2015. Persons with disabilities are most prevalent among Skilled Crafts and Trades (20 per cent), the only category for which there is sufficient data that exceeds the comparable workforce population, and least prevalent among Senior Managers, Clerical Personnel, and Other Sales & Service, none of which identify as someone with a disability.

People who self-identify as **2SLGBTQIA+** represent 6.3 per cent of Employment Equity Census respondents at the Okanagan campus, an increase from 5.3 per cent in 2015. 2SLGBTQIA+ employees are most prevalent among Senior Managers (10 per cent) and least prevalent among Skilled Crafts & Trades, Clerical Personnel and Other Sales & Service, none of which identify as 2SLGBTQIA+.



Among **new hires**, the UBC Okanagan campus rate of hire for women, Indigenous people, racialized people and persons with disabilities all increased between 2019 and 2020 – notably so for racialized people, which increased from 12 to 21 per cent during this time period – while the rate of hire for 2SLGBTQIA+ people declined between 2019 and 2020. The rate of hire for women (60.4 per cent), Indigenous (13.0 per cent) and racialized (26.1 per cent) people exceeds both the national and regional workforce populations for these groups (48.2 per cent, 4.0 per cent and 21.3 per cent, nationally, and 48.8 per cent, 5.5 per cent, and 8.1 per cent, regionally).

For both persons with disabilities and 2SLGBTQIA+ people, the rate of hire in 2020 was the same as in 2015, 3 per cent and 0 per cent, respectively, despite having seen some increase in other years this time period.

INTRODUCTION

UBC is committed to improving employment equity and protecting the human rights of students, faculty, and staff across its campuses and work sites. These areas of focus are integrated into the University’s broader commitment to excellence and mutual respect. Equity and human rights are foundational to UBC’s academic pursuits, our working lives, and our involvement in the larger campus community.

In order to pursue excellence in research, innovation, and student success, UBC must foster opportunity for a diverse workforce. UBC aspires to exceed minimal expectations required by employment equity legislation. Put simply, understanding and implementing employment equity helps achieve inclusion and fairness, brings a rich diversity to UBC as a workplace, and creates the necessary conditions for innovation and excellence.

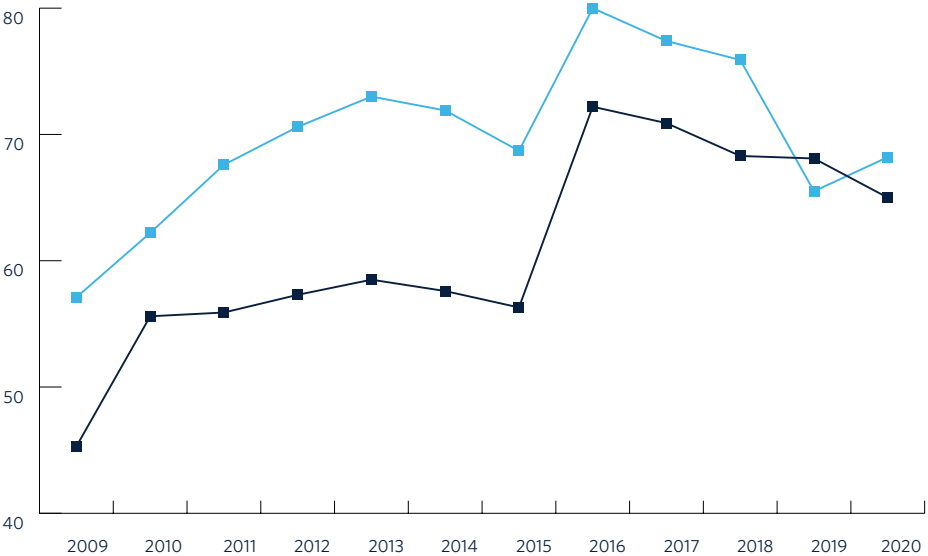
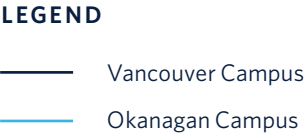
Amongst UBC’s key accountability efforts is this annual *Employment Equity Report*, where the representation of the Designated Groups amongst different Occupational Groups for

faculty and staff have been tracked and are reported. Cross-sectional analysis of the combined Employment Equity Census and HRMS data is provided by Occupational Group, Designated Group, campus (Vancouver or Okanagan), and bargaining unit, in order to identify areas where UBC’s representation is estimated as higher than, or lower than, the Canadian census population. UBC also tracks hiring trends, and collects and reports information on supplemental categories such as ethnicity and type of disability.

Figure 1 depicts the level of participation in UBC’s Employment Equity Census (also known as the “return rate”). For the UBC Vancouver campus, participation decreased from 68.1 per cent to 65.2 per cent between 2019 and 2020. For the UBC Okanagan campus, participation increased from 65.5 per cent to 68.2 per cent, during this same time period.

For more information, detailed tables regarding the return rate are provided in Appendix B.

FIGURE 1
RETURN RATE OF EMPLOYMENT
EQUITY CENSUS QUESTIONNAIRE
AT UBC, 2009-20



ADVANCING UBC'S
EMPLOYMENT EQUITY PLAN

UBC's 2019 *Employment Equity Plan* is based on the 2018 *Employment Systems Review*, and builds on the efforts of previous employment equity plans at UBC (1991, 1997, 2010). It includes actions and responsibilities based on three objectives:

- **Objective A:** Ensure policies and practices support employment opportunities for, and representation of, designated group members at UBC.
- **Objective B:** Foster and establish a respectful work environment at UBC that supports the successful integration and engagement of equity group members.
- **Objective C:** Ensure that learning and progress evaluations are incorporated into UBC's employment equity program through robust monitoring and accountability mechanisms.

The *Employment Equity Plan* is intended to be implemented in conjunction with *Shaping UBC's Next Century: Strategic Plan 2018-2028* and its theme of Inclusion, and works to support the institution's *Inclusion Action Plan* and *Indigenous Strategic Plan*.

Progress on the 2019 *Employment Equity Plan* is already well underway. Under the guidance of the Associate Vice President, Equity & Inclusion, the Equity & Inclusion Office leads implementation and reporting on UBC's *Employment Equity Plan* on the Vancouver and Okanagan campuses.




The following provides an update on the progress of implementation across the plan's objectives.






OBJECTIVE A/SUPPORT EMPLOYMENT OPPORTUNITIES FOR AND REPRESENTATION OF DESIGNATED EQUITY GROUP MEMBERS

The following provides a high-level summary of activities planned or underway that advance Objective A of UBC’s *Employment Equity Plan*.

LEGEND

-  Not started
-  Initiated
-  Ongoing

ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Develop and implement an institutional policy / guidelines for accommodations to effectively include people with disabilities in the workplace.		Planned for development in 2021 under the purview of the new associate vice-president for human resources.
Update recruitment and selection guidelines to be intentional and inclusive of Indigenous peoples, persons with disabilities, racialized people/members of visible minority groups, 2SLGBTQIA+, and women: including revising job templates to include more accessible and inclusive language and links to how equity seeking groups are supported at UBC; revising selection committee processes and training.		<p>Identified as priority focus areas by IAP sponsoring VPs for years one to three of IAP implementation. Based on assessment of existing efforts, IAP Action Planning Teams will develop and submit detailed implementation proposals to lead executives beginning spring 2021.</p> <p>UBC’s Equity & Inclusion Office (EIO) launched a Canvas training course on equity in the hiring process designed to support search committees in their efforts to recruit and hire excellent faculty and staff, through a fair and equitable process.</p>


ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Expand efforts by Human Resources (HR) and EIO to support UBC-wide understanding of BCHRT’s Special Program Approval to support the hiring of diverse candidates.		<p>Developed an overview of and promoted the BCOHRC Special Program Approval process through the Office of the Provost and VP Academic (UBCV).</p> <p>Developed and published FAQs related to the ongoing special program for restricted hiring in the Canada Research Chair program at UBC.</p> <p>EIO continued to explore with BCOHRC Special Programs the extent to which Special Programs are relevant and appropriate in other contexts on campus.</p> <p>Increased discussions of the BCOHRC special programs mechanism through ongoing efforts to ensure improved representation of equity groups among new faculty hires through the academic renewal program.</p>


OBJECTIVE B/FOSTER AND ESTABLISH A RESPECTFUL WORK ENVIRONMENT


The following provides a high-level summary of activities planned or underway that advance Objective B of UBC's Employment Equity Plan..

ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Develop a framework of foundational strengths and skills for engaging constructively with diversity across differences: clear definitions of necessary skills and strengths, criteria for evaluation, links to the UBC strategic plan and Indigenous strategic plan, and support for units increasing inclusion at all levels.		Identified as priority focus areas by IAP sponsoring VPs for years one to three of IAP implementation. Based on assessment of existing efforts, IAP Action Planning Teams will develop and submit detailed implementations proposals to lead executives beginning in spring 2021.
Develop and support a process with the First Nations House of Learning, the senior advisor to the president on Indigenous issues, and the Centre for Teaching and Learning Technology to prepare an inclusive environment for an Indigenous person in the work unit in advance of hiring.		
Develop a modular training program to address different aspects of creating an inclusive workplace, including different learning methodologies for different topics: understanding diversity and inclusion; conflict engagement; supports across UBC; recruitment and selection; training and development; performance evaluations, including workload discussions; promotions and tenure; recognition, awards, and retention; and retirement.		

LEGEND

 Not started



 Initiated

 Ongoing


ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Continue to support pilot projects to increase retention for designated equity groups.		Initiated research into CRC experiences in order to support targeted pilots and strategies to increase retention. This includes piloting Centralized Accommodations Funding for CRCs, ongoing research into equitable assessments of research productivity, and exploring additional ideas and pilots with CRC Working Group.


OBJECTIVE C/INCORPORATE LEARNING AND
PROGRESS EVALUATION INTO UBC’S
EMPLOYMENT EQUITY PROGRAM


The following provides a high-level summary of activities planned or underway that advance Objective C of UBC’s Employment Equity Plan.

ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Update UBC’s employment equity survey: revising language, format, and accessibility based on consultations, while retaining ability to compare to past data and report on trends.		<p>Revised UBC’s employment equity census to better reflect promising practices in demographic data collection and terminology that better reflect the way members of the UBC community think and speak of themselves.</p> <p>Working with the Integrated Renewal Program (IRP), made the revised census available to new job applicants and during the onboarding process as part of Workday.</p> <p>Continued efforts to fully integrate the revised census into the Workday enterprise system to expand access to the census to all employees.</p> <p>EIO, HR, Planning and Institutional Research (PAIR) and IRP teams continued coordination to enable linkages to historical data, ensuring continuity in reporting and availability of trend data across systems.</p>
Develop and implement processes for routinely collecting applicant pool data for all recruitment at UBC, including applicants shortlisted; offers of employment made; offers accepted.		<p>Collected and made available (as of December 2019) applicant pool data, with comparison to new hires, for CRC searches.</p> <p>EIO, HR and IRP teams continued coordination to: facilitate centralized and institution-wide collection, analysis and reporting of this data via Workday, including connecting with Faculties who maintain their own systems and data.</p>

LEGEND

 Not started

 Initiated


 Ongoing


ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Develop and provide data on promotions, salaries and retention for staff and faculty regularly to unit/department heads.		<p>PAIR and EIO teams continued efforts to better facilitate access to aggregated and anonymized data for each faculty. Currently, AVP Equity & Inclusion has access to data which records and tracks time-to-tenure, promotions and salaries for tenure-stream and research-stream faculty.</p> <p>Identified the need to further understand Workday data collection, analysis and reporting capabilities and any potential for development of a comparable dataset for staff.</p>

OBJECTIVE C/CONTINUED

LEGEND

- Not started
- Initiated
- Ongoing

ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Ensure that measures for reaching equity targets are set and communicated for each VP portfolio and faculty to ensure that selection and hiring committees are aware of under-representation in current staff/faculty complements.		<p>Continued to publish employment equity data online, including an annual report on headcount and percentage, gaps and trends of employees in each Occupational Group and Designated Group, including a comparison to the most recent census estimates for available comparable workforce population.</p> <p>Since 2019, provided faculty and divisional level “snapshots” to deans and VPs following completion of the overall report.</p> <p>CRCs are invited to confidentially discuss any equity issues with the associate vice-president for equity and inclusion at the end of their term.</p> <p>Human rights and discrimination complaints are referred to the director of human rights in the EIO.</p> <p>Under the purview of the senior advisor to the provost on racialized faculty, an exit survey that will be made specifically available to racialized faculty is currently under development.</p>

ACTION COMMITMENTS	STATUS	PROGRESS UPDATE
Establish and implement corrective measures to address systemic inequities as they become evident.		<p>UBC has undertaken a number of strategic and multi-level initiatives aiming to advance equity, diversity, inclusion and anti-racism commitments at UBC. As efforts continue, Dr. Ainsley Carry, cice-president, students, and Dr. Ananya Mukherjee Reed, provost and vice-president, academic at UBC Okanagan, were named by UBC president as the co-executive leads for anti-racism and designated as a critical bridge between the UBC executive and the Task Force on Anti-Racism, anticipated to convene in the spring of 2021.</p> <p>In 2020, both the <i>Indigenous Strategic Plan</i> and the <i>Inclusion Action Plan</i> were approved by UBC’s Board of Governors and are both currently in the initial stages of implementation.</p> <p>UBC’s <i>CRC EDI Action Plan</i> is entering its second year of implementation with a Special Program in place for CRC and is being considered for other recruitment efforts at UBC.</p> <p>UBC continued its participation in a pilot project of the federal Dimensions program, undertaking an institution-wide environ-mental scan to identify and eliminate obstacles and inequities for marginalized and under-represented people in research.</p>

2020 EMPLOYMENT EQUITY OVERVIEW —UBC VANCOUVER

The following section provides an overview of the workforce analysis which compares UBC Vancouver’s internal workforce of designated group members (i.e., women, racialized people, Indigenous peoples, and persons with disabilities) with each group’s representation in the relevant workforce population or external labour pool, drawn from the 2016 *Canadian Census Employment Equity Data Report*. This is done in order to determine the degree of equity representation in each Employment Equity Occupation Group (EEOG).

UBC’s data is effective October 31 of each year with the exception of 2016, where October 15 data was used in order to take advantage of a

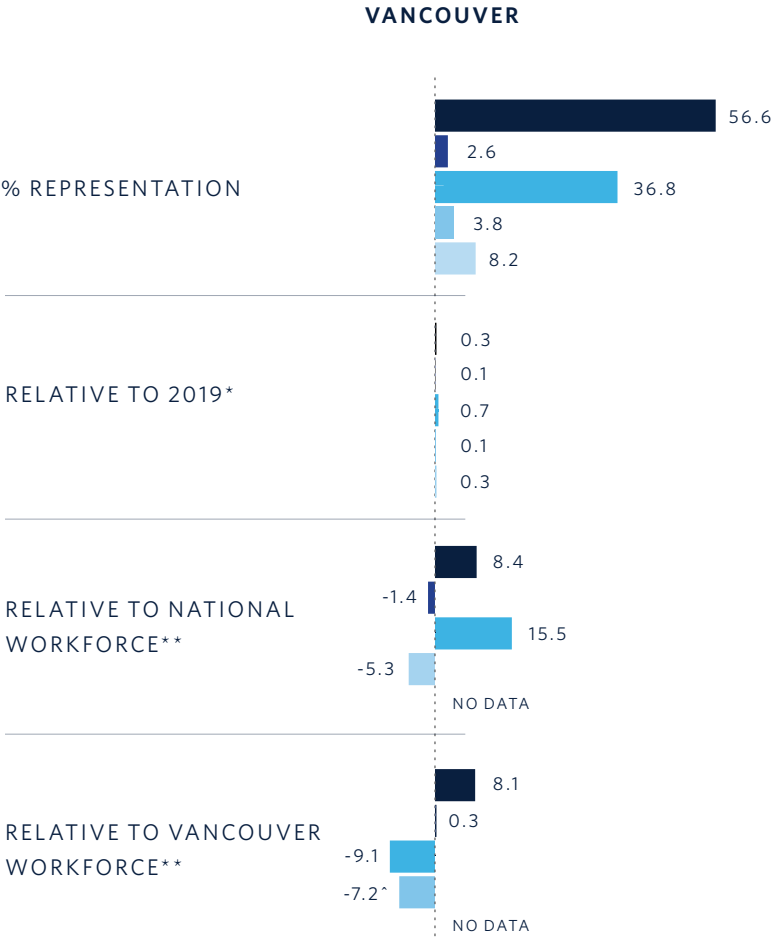
comprehensive data set created for other purposes.

For most Occupational Groups, UBC uses market data based on municipality, with the exception of persons with disabilities, for whom only provincial data is available. By contrast, UBC uses external labour market data at the national level for Senior Managers and University Professors.

Please see Appendix A for further detail on representation of designated groups by EEOG, and Appendix D, Methodology Notes, for more information on UBC’s workforce analysis.

FIGURE 2
REPRESENTATION OF
DESIGNATED GROUPS IN
UBC VANCOUVER’S WORKFORCE

- LEGEND**
- Women
 - Indigenous Peoples
 - Racialized People
 - Persons with Disabilities
 - 2SLGBTQIA+***



* Relative to 2019 UBC Employment Equity Survey data. ** Relative to the 2016 Canada Census data.
*** Comparison to Canadian Census omitted due to limited external data.
^ Relative to the 2016 Canada Census data for provincial workforce.

WOMEN

The percent for “women” is based on headcount as this data is available for all employees. UBC uses information on an employee’s sex (binary value only) which is pre-existing in the Human Resource Management System (HRMS).

The Equity & Inclusion Office is working to improve this approach to institutional employment equity reporting which perpetuates two common problems in that it: (1) conflates gender identity (e.g. man, woman) with biological sex (i.e. male, female); and (2) restricts gender categories to men and women. Based on emerging best practices, UBC is introducing a two-step approach to gender identity related questions in the Employment Equity Census to extend gender categories beyond the binary and include an option to identify whether an individual’s gender identity differs from sex assigned at birth.

The two forthcoming questions on gender identity replace two questions in previous iterations of UBC’s Employment Equity Census questionnaire that asked about sex (female/ male) and minority gender identity (i.e. trans, transgender, gender-fluid, or an analogous term: no/yes).

The 2020 revision aims to collect more accurate data, in a more inclusive way, about gender diversity at UBC. This approach is based on a recommendation to the BC Registrars Association by TransFocus Consulting, who were commissioned by the BC Council on Admissions and Transfer to draft a report on and establish optimal methods for achieving inclusive gender categorization practices in higher education information systems through a process of extensive research and consultation.

The Equity & Inclusion Office further adapted what was recommended in that report, changing the category of “non-binary” to “non-binary person”, based on feedback received regarding the use of this question in a survey administered during *UBC’s Inclusion Action Plan* consultation process in the spring of 2019.

The revised questions have been implemented in the census available to new job applicants and during the onboarding process as part of Workday as of November 2020. Efforts are currently underway to expand access to the revised census to all employees.



FIGURE 3
REPRESENTATION OF WOMEN
OVER TIME AT UBC VANCOUVER

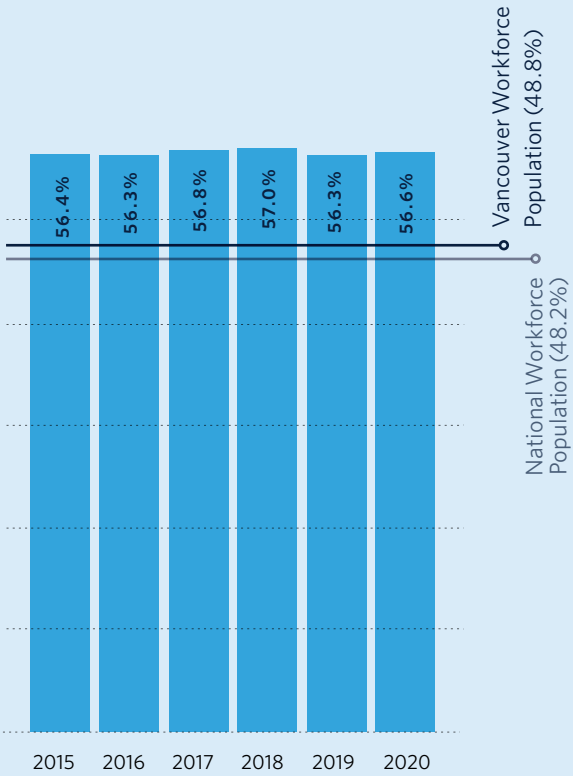


FIGURE 4
TOP AND BOTTOM THREE EEOGS
BY REPRESENTATION OF WOMEN
AT UBC VANCOUVER

TOP 3	Administrative & Senior Clerical	79.2% (N=1,426)
	Clerical Personnel	74% (N=612)
	Supervisors	68.6% (N=207)
BOTTOM 3	Supervisor (Crafts & Trades)	0% (N=35)
	Skilled Crafts & Trades	3.2% (N=247)
	Other Manual Workers	4.4% (N=68)

⁵ Here and subsequently throughout this section, the “N” value provided indicates the total population within this Employment Equity Occupation Group at UBC, not the total population of the Designated Group. For example, in this case, women comprise 79.2% (or 1,129) of the 1,426 employees in this category.

INDIGENOUS PEOPLES

Indigenous peoples are those who self-identify as First Nations (Status, non-Status, Treaty), Métis, Inuit, or North American Indian. This category was previously labeled “Aboriginal persons”, but was updated in 2020 in alignment with UBC’s *Indigenous Strategic Plan*.

FIGURE 5
REPRESENTATION OF
INDIGENOUS PEOPLES
OVER TIME
AT UBC VANCOUVER

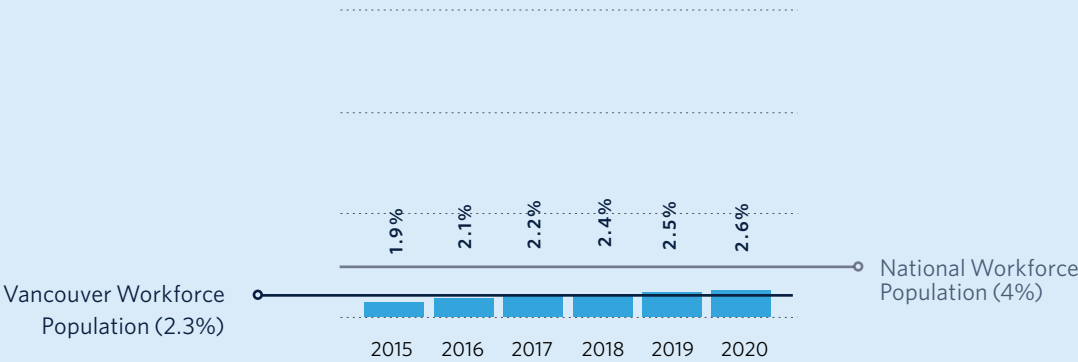


FIGURE 6
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION
OF INDIGENOUS PEOPLES
AT UBC VANCOUVER

TOP 3	Supervisors: Crafts & Trades	8.0% (N=35)
	Skilled Crafts & Trades	4.7% (N=247)
	Other Sales & Services	4.6% (N=872)
BOTTOM 3	Semi-Skilled Manual Workers	0% (N=43)
	Other Manual Workers	0% (N=68)
	University Professors	1.7% (N=3,827)

RACIALIZED PEOPLE

Racialized people are those who do not identify as Indigenous peoples and who do not identify as primarily European and/or white in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship. This category was previously labelled visible minorities, but was updated in 2020 to reflect more inclusive language and current and evolving understandings of race and racialization.

FIGURE 7
REPRESENTATION OF
RACIALIZED PEOPLE
OVER TIME
AT UBC VANCOUVER

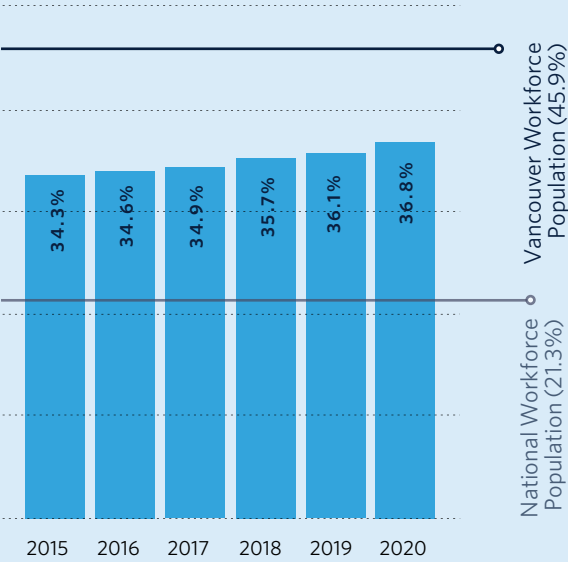
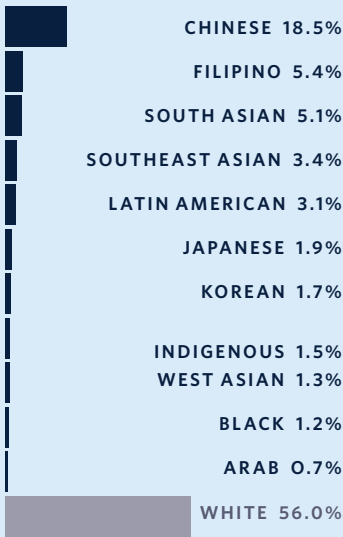


FIGURE 8
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION OF
RACIALIZED PEOPLE
AT UBC VANCOUVER

TOP 3	Other Sales & Services	63.2% (N=68)
	Supervisors	57.3% (N=207)
	Clerical Personnel	54.2% (N=612)
BOTTOM 3	Senior Managers	6.8% (N=58)
	University Professors	22.2% (N=3,827)
	Supervisors: Crafts & Trades	28% (N=35)

FIGURE 9
REPRESENTATION BY
RACE/ETHNICITY



PERSONS WITH DISABILITIES

Persons with disabilities are those who self-identify as having a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

FIGURE 10
REPRESENTATION OF
PERSONS WITH DISABILITIES
OVER TIME
AT UBC VANCOUVER

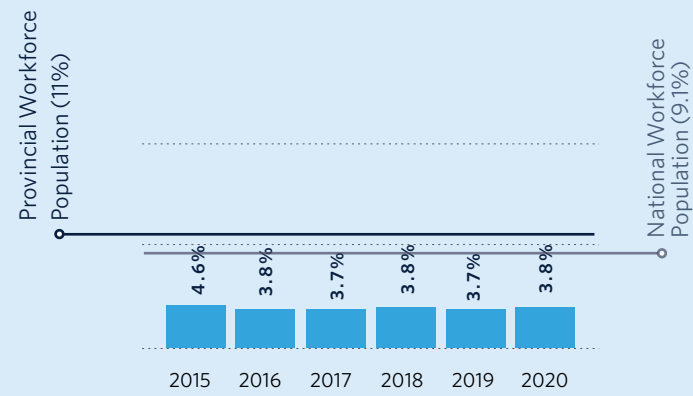


FIGURE 12
REPRESENTATION BY
TYPE OF DISABILITY

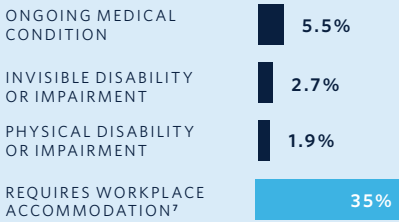
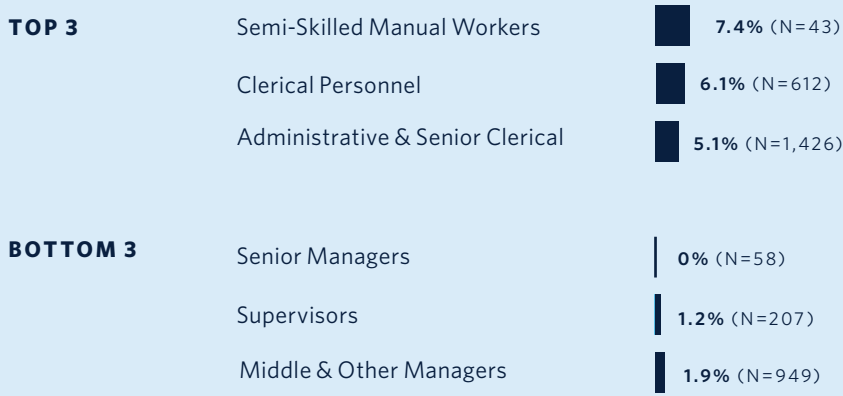


FIGURE 11
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION
OF PERSONS WITH DISABILITIES
AT UBC VANCOUVER



⁶ There are two EEOG's for which persons with disabilities comprise 5.1%: Administrative & Senior Clerical (N=1,426) and Intermediate Sales & Service (N=478). The larger of the two is EEOGs is reflected here.

⁷ The proportion of individuals who indicate their disability requires a workplace accommodation out of a total of 765 individuals at the Vancouver campus self-identifying as having a Physical Disability or Impairment, Invisible Disability or Impairment, and/or Ongoing Medical Condition.

2SLGBTQIA+ PEOPLE

2SLGBTQIA+ people include individuals who self-identify as lesbian, gay, bisexual, queer, Two-Spirit, or an analogous term and individuals who self-identify as non-binary and/or report that they have “trans experience” (i.e. their gender does not align with their sex assigned at birth) or consider themselves “trans, transgender, gender-fluid, or an analogous term”.

FIGURE 13
REPRESENTATION OF
2SLGBTQIA+ PEOPLE
OVER TIME
AT UBC VANCOUVER

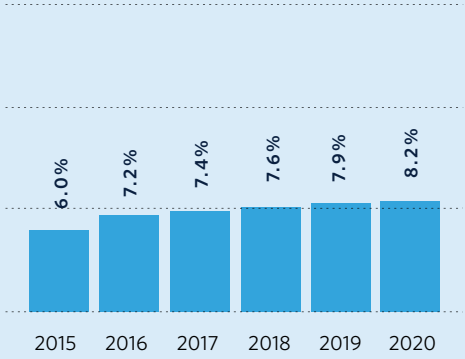


FIGURE 14
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION OF
2SLGBTQIA+ PEOPLE
AT UBC VANCOUVER



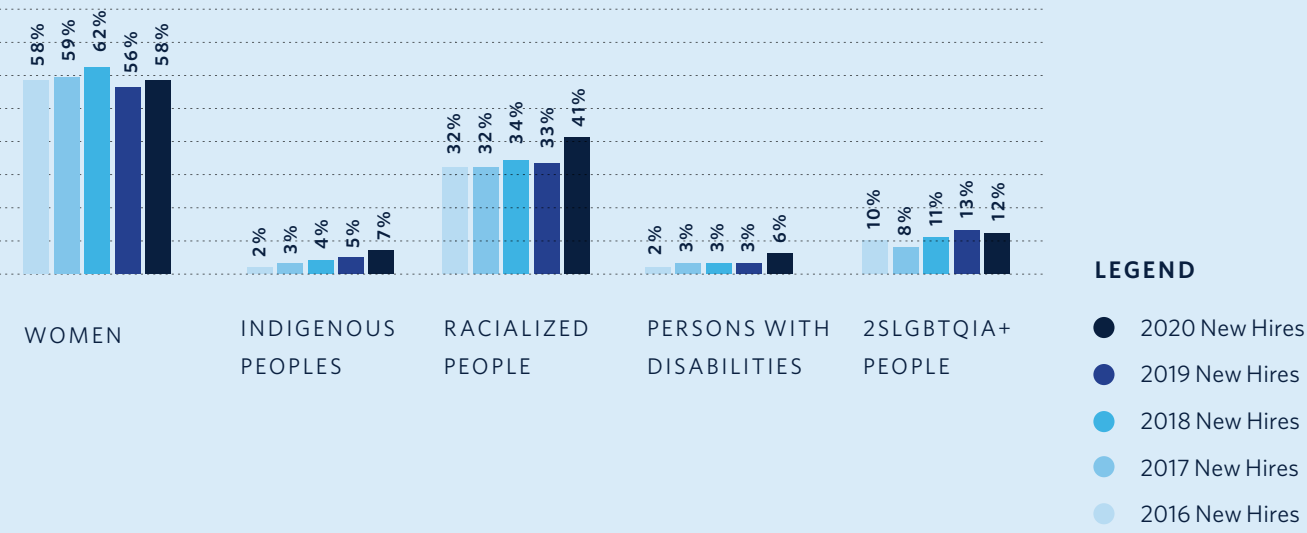
⁸ See Appendix C for more detailed information on this Designated Group.

NEW HIRES

New hires⁹ include individuals who joined the UBC workforce between November 1, 2019 and October 31, 2020.

Over time, representation among new hires is an important indicator of how hiring trends at UBC may be changing, particularly as the institution embarks upon a number of initiatives intended to improve recruitment of members of designated equity groups.

FIGURE 15
REPRESENTATION OF EQUITY GROUPS
AMONGST NEW HIRES AT UBC VANCOUVER



⁹ The percentages reported in the New Hires Figures 15 and 29 differ slightly from what is reported in corresponding Tables in Appendix A because these figures include cases that are otherwise suppressed from the Tables to protect respondents' privacy when the data is disaggregated to the EEOG level.



2020 EMPLOYMENT EQUITY OVERVIEW —UBC OKANAGAN

The following section provides an overview of the workforce analysis which compares UBC Okanagan’s internal workforce of designated group members (i.e., women, racialized people, Indigenous people, and persons with disabilities) with each group’s representation in the relevant workforce population or external labour pool, drawn from the 2016 *Canadian Census Employment Equity Data Report*. This is done in order to determine the degree of equity representation in each Employment Equity Occupation Group (EEOG).

UBC’s data is effective October 31 of each year with the exception of 2016, where October 15 data was used in order to take advantage of a

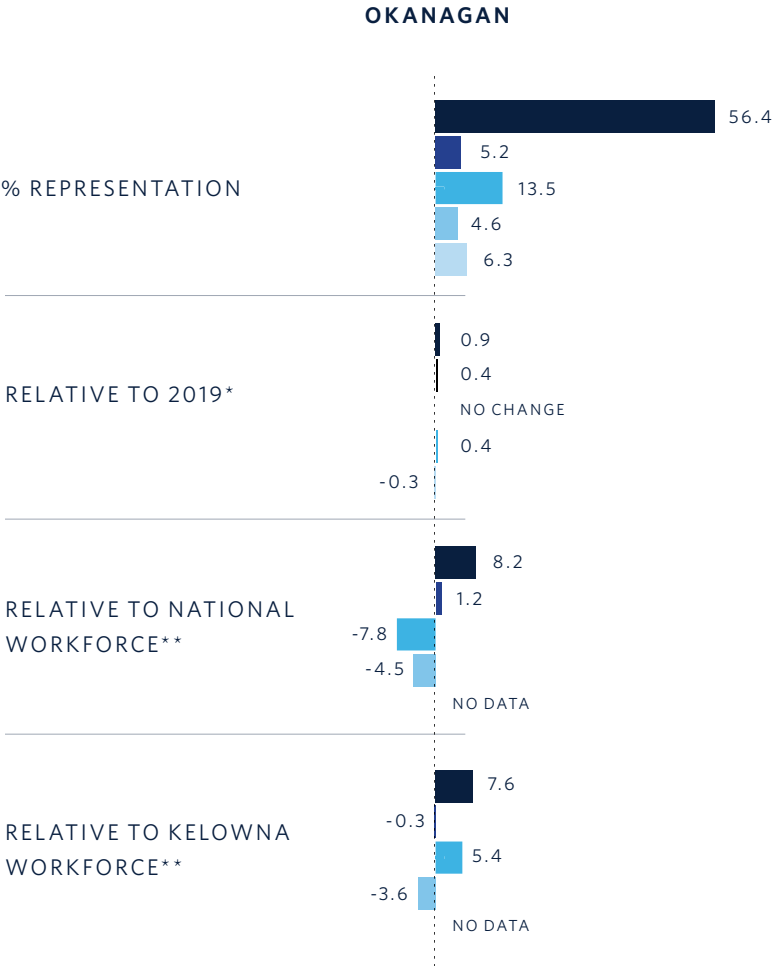
comprehensive data set created for other purposes.

For most Occupational Groups, UBC uses market data based on municipality, with the exception of persons with disabilities, for whom only provincial data is available. By contrast, UBC uses external labour market data at the national level for Senior Managers and University Professors.

Please see Appendix A for further detail on representation of designated groups by EEOG, and Appendix D, Methodology Notes, for more information on UBC’s workforce analysis.

FIGURE 16
REPRESENTATION OF
DESIGNATED GROUPS IN
UBC OKANAGAN’S WORKFORCE

- LEGEND**
- Women
 - Indigenous peoples
 - Racialized people
 - Persons with disabilities
 - 2SLGBTQIA+***



* Relative to 2019 UBC Employment Equity Survey data. ** Relative to the 2016 Canada Census data.
*** Comparison to Canadian Census omitted due to limited external data.
^ Relative to the 2016 Canada Census data for provincial workforce.

WOMEN

The percent for “women” is based on headcount as this data is available for all employees. UBC uses information on an employee’s sex (binary value only) which is pre-existing in the Human Resource Management System (HRMS).

Please refer to page 30 for more information on UBC’s approach to reporting on this designated group.



FIGURE 17
REPRESENTATION OF WOMEN
OVER TIME AT UBC OKANAGAN

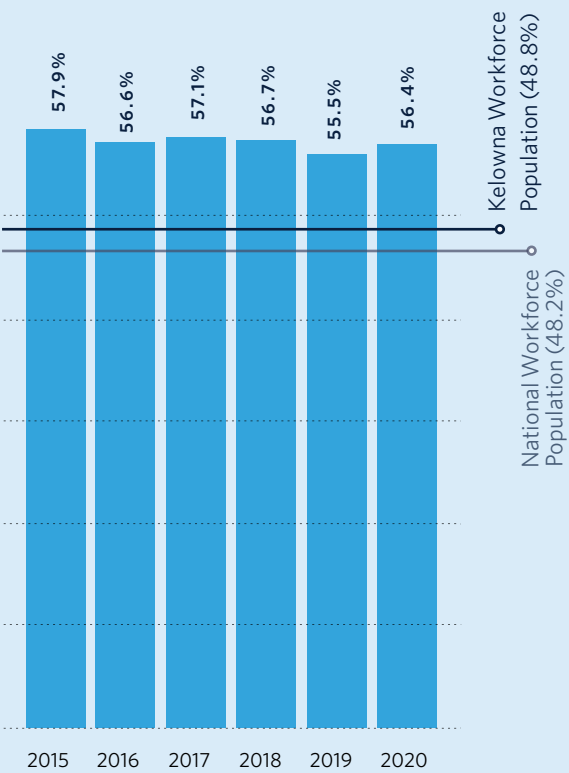


FIGURE 18
TOP AND BOTTOM THREE EEOGS
BY REPRESENTATION OF WOMEN
AT UBC OKANAGAN



¹⁰ Pertaining only to those Occupational Groups for which there is sufficient data. For further details, See Appendix A, Okanagan Campus, Women.

INDIGENOUS PEOPLES

Indigenous peoples are those who self-identify as First Nations (Status, non-Status, Treaty), Métis, Inuit, or North American Indian. This category was previously labeled “Aboriginal Persons”, but was updated in 2020 in alignment with UBC’s Indigenous Strategic Plan.

FIGURE 19
REPRESENTATION OF
INDIGENOUS PEOPLES
OVER TIME
AT UBC OKANAGAN

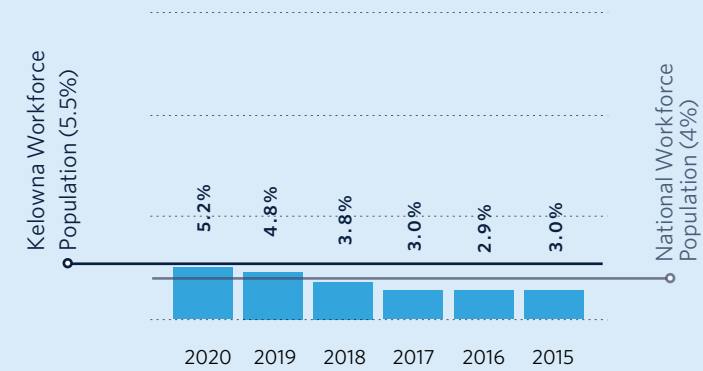


FIGURE 20
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION OF
INDIGENOUS PEOPLES
AT UBC OKANAGAN

TOP 3	Senior Managers	10.0% (N=16)
	Professionals	7.8% (N=209)
	Administrative & Senior Clerical	6.0% (N=101)
BOTTOM 3	Skilled Crafts & Trades	0% (N=14)
	Clerical Personnel	0% (N=25)
	Other Sales & Service Workers	0% (N=99)

RACIALIZED PEOPLE

Racialized people are those who do not identify as Indigenous peoples and who do not identify as primarily European and/or White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship. This category was previously labelled Visible Minorities, but was updated in 2020 to reflect more inclusive language and current and evolving understandings of race and racialization.

FIGURE 21
REPRESENTATION OF
RACIALIZED PEOPLE
OVER TIME
AT UBC OKANAGAN

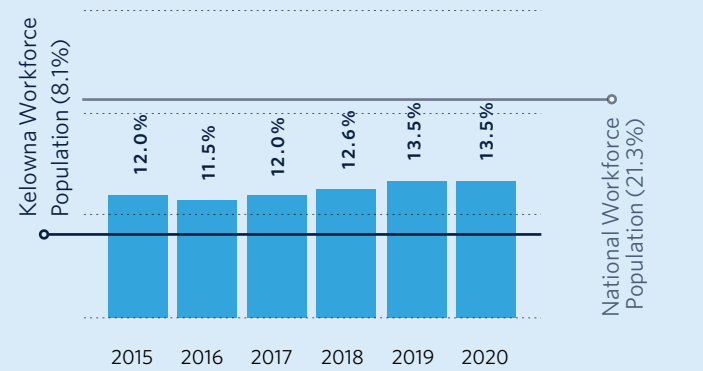
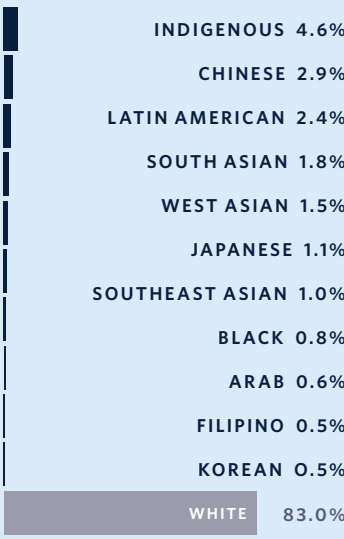


FIGURE 22
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION OF
RACIALIZED PEOPLE
AT UBC OKANAGAN

TOP 3	Other Sales & Services	25% (N=99)
	University Professors	19.8% (N=510)
	Administrative & Senior Clerical	11.9% (N=101)
BOTTOM 3	Senior Managers	0% (N=16)
	Skilled Crafts & Trades	0% (N=14)
	Clerical Personnel	0% (N=25)

FIGURE 23
REPRESENTATION BY
RACE/ETHNICITY



PERSONS WITH DISABILITIES

Persons with disabilities are those who self-identify as having a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

FIGURE 24
REPRESENTATION OF
PERSONS WITH DISABILITIES
OVER TIME
AT UBC OKANAGAN

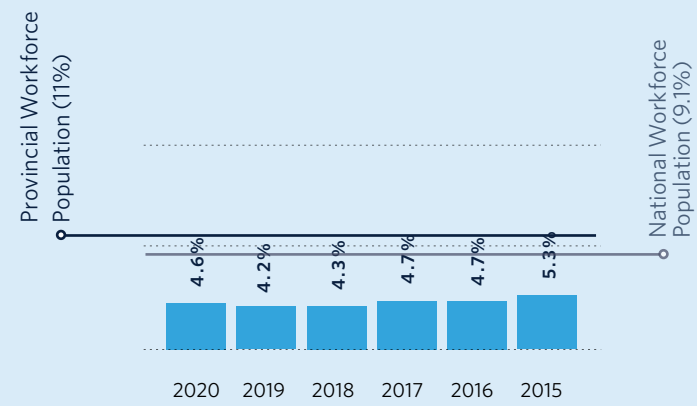


FIGURE 26
REPRESENTATION BY
TYPE OF DISABILITY

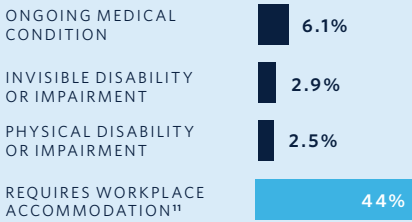


FIGURE 25
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION
OF PERSONS WITH DISABILITIES
AT UBC OKANAGAN



¹¹ The proportion of individuals who indicate their disability requires a workplace accommodation out of a total of 86 individuals at the Okanagan campus self-identifying as having a Physical Disability or Impairment, Invisible Disability or Impairment, and / or Ongoing Medical Condition

2SLGBTQIA+ PEOPLE

2SLGBTQIA+ people include individuals who self-identify as lesbian, gay, bisexual, queer, Two-Spirit, or an analogous term and individuals who self-identify as non-binary and/or report that they have “trans experience” (i.e. their gender does not align with their sex assigned at birth) or consider themselves “trans, transgender, gender-fluid, or an analogous term”.

FIGURE 27
REPRESENTATION OF
2SLGBTQIA+ PEOPLE
OVER TIME
AT UBC OKANAGAN

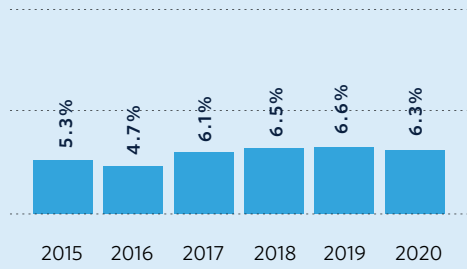


FIGURE 28
TOP AND BOTTOM
THREE EEOGS
BY REPRESENTATION OF
2SLGBTQIA+ PEOPLE
AT UBC OKANAGAN



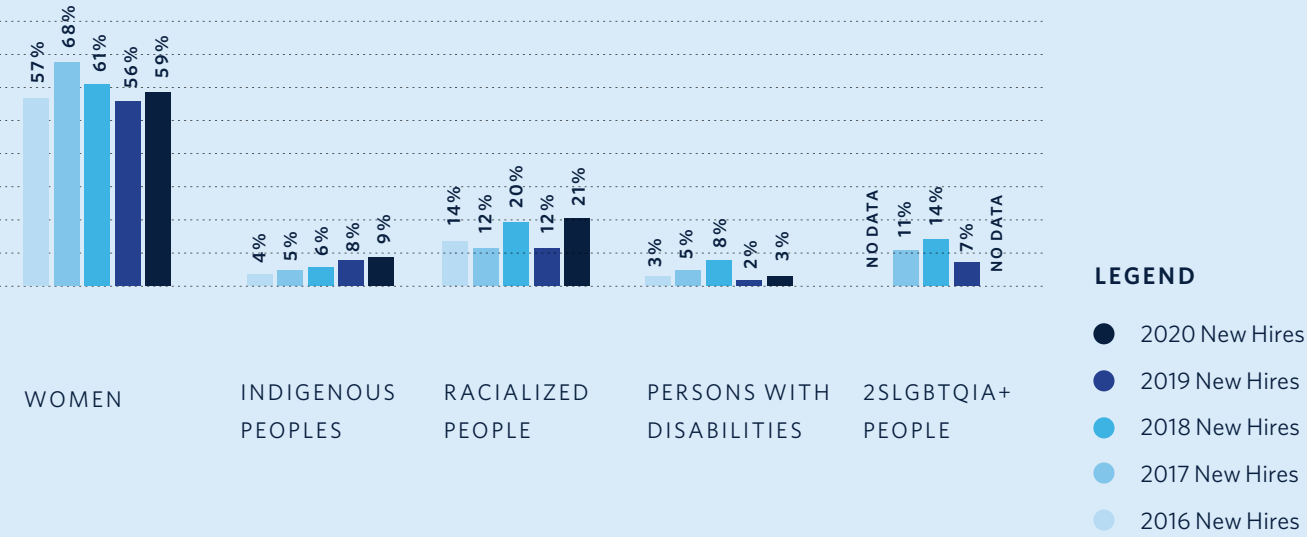
¹² See Appendix C for more detailed information on this Designated Group.

NEW HIRES

New hires⁹ include individuals who joined the UBC workforce between November 1, 2019 and October 31, 2020.

Over time, representation among new hires is an important indicator of how hiring trends at UBC may be changing, particularly as the institution embarks upon a number of initiatives intended to improve recruitment of members of designated equity groups.

FIGURE 29
REPRESENTATION OF EQUITY GROUPS
AMONGST NEW HIRES AT UBC OKANAGAN



⁹ The percentages reported in the New Hires Figures 15 and 29 differ slightly from what is reported in corresponding Tables in Appendix A because these figures include cases that are otherwise suppressed from the Tables to protect respondents' privacy when the data is disaggregated to the EEOG level.



CONCLUSION

This year’s report focuses on key activities and initiatives supporting the work of employment equity at UBC. A number of these activities demonstrate the potential benefits of more targeted analysis and strategic planning made possible by concerted efforts to improve data infrastructures at the institutional level.

While UBC has seen a decline in the response rate to its Employment Equity Census in recent years, new approaches are on the horizon with the recent transition to the Workday enterprise system as a component of UBC’s Institutional Renewal Program. The Equity & Inclusion Office anticipates sizable opportunity to increase faculty and staff’s participation via Workday and a University-wide census campaign is anticipated for fall 2021. The 2021 census will mark the official transition to the revised questionnaire marking a shift away from outdated and irrelevant terminology towards more inclusive language and identity categories.

The Equity & Inclusion Office continues its efforts with partners across campuses to expand access and improve capacity to analyze and interpret institutional data at the divisional and faculty level. Planned activities include deploying tools and resources that enable appropriate designates to identify, draw down and incorporate relevant data into inclusion action planning and evaluation in their respective contexts.

Certainly, challenges remain with respect to fulfillment of UBC’s employment equity commitments, particularly hiring and recruitment of racialized people and persons with disabilities, where gaps in representation remain notable, especially at senior levels. More targeted initiatives planned and under way as a component of the IAP, ISP and anti-racism commitments present an opportunity for UBC policy and practices to more fully embrace and demonstrate its commitments to employment equity and inclusion.

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UBC Vice-President Finance and Operations
UBC Okanagan
UBC Media Relations
UBC Equity & Inclusion Office

APPENDICES

APPENDIX A: REPRESENTATION OF DESIGNATED GROUPS AMONGST STAFF AND FACULTY (DATA TABLES)

VANCOUVER CAMPUS

Tables 1-13 provide information on the representation of Designated Groups amongst faculty and staff at the UBC Vancouver campus. The data is presented for each Designated Group in a separate table, and includes both 2019 and 2020 data.

Hiring trend data is provided in Table 7 with additional analysis of the dynamic between UBC’s hiring and pre-existing representation of Designated Groups. These tables are created as described in the Methodology Notes in Appendix D of this Report.

¹ Area of Recruitment: National = “Canada” for both Campuses. Municipal = “Vancouver” for Vancouver Campus and “Kelowna” for the Okanagan Campus. Where noted, the comparison may be changed to province-wide data based on data availability.

² Because this report makes comparisons to Census Canada data, the broadest available geographic category for labour maket comparison is national. Comparisons to the international labour market may be appropriate for University Professors, however that comparison is outside of the scope of this report.

TABLE 1: EMPLOYMENT EQUITY OCCUPATIONAL GROUPS AT UBC

Most positions at UBC are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by the federal government. Table 1 lists these groups, examples of UBC positions in each category, and the geographic area from which UBC would normally recruit staff. Please note that some of the groups do not apply to the Okanagan campus.

#	EMPLOYMENT EQUITY OCCUPA-TIONAL GROUP (EEOG)	EXAMPLES OF UBC POSITIONS	AREA OF RECRUITMENT ¹
1.	Senior Managers	Associate Vice President, Dean, Deputy Vice Chancellor, President, Registrar, University Librarian, Vice President.	National
2.	Middle & Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.	Municipal
3.	University Professors	Adjunct Professors, Assistant Professor, Associate Professor, Clinical Professor or Instructor, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessionals.	National 2
4.	Professionals (ex-cluding University Professors)	Accountant, Coordinator Student Services, Counselor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.	Municipal
5.	Semi-Professionals & Technicians	Biosafety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/ Technician, Research Scientist.	Municipal
6.	Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Clean-ing Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.	Municipal
7.	Supervisors: Crafts & Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.	Municipal
8.	Administration & Senior Clerical Per-sonnel	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1- 5, Senior Admis-sions Officer, Executive Assistant.	Municipal
9.	Skilled Sales & Ser-vice Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook.	Municipal
10.	Skilled Crafts & Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.	Municipal
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.	Municipal
12.	Intermediate Sales & Service	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.	Municipal
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.	Municipal
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.	Municipal
15.	Other Manual Workers	Labourer 2, Labourer 2 (Construction & Heavy), Labourer 3 (Special).	Municipal

TABLE 2
REPRESENTATION OF WOMEN AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

# OCCUPATIONAL GROUP (EEOG)		WOMEN, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE										COMPARISON CENSUS 2016
		2019				2020			% WOMEN			
		# WOMEN	# MEN	# UNK	TOTAL #	# WOMEN	# MEN	# UNK	TOTAL #	2019	2020	
1.	Senior Managers	25	26	0	51	29	28	1	58	49.0%	50.0%	27.6%a
2.	Middle & Other Managers	471	453	10	934	473	461	15	949	50.4%	49.8%	39.5%
3.	University Professors	1,681	2,151	2	3,834	1,699	2,124	4	3,827	43.8%	44.4%	44.0%a
4.	Professionals	2,466	1,450	84	4,000	2,587	1,548	88	4,223	61.7%	61.3%	51.5%
5.	Semi-Profession- als & Technicians	1,072	648	53	1,773	1,161	632	45	1,838	60.5%	63.2%	50.1%
6.	Supervisors	144	64	1	209	142	64	1	207	68.9%	68.6%	52.5%
7.	Supervisors: Crafts & Trades	1	35	0	36	0	35	0	35	2.8%	0.0%	10.9%
8.	Administrative & Senior Clerical	1,082	239	31	1,352	1,129	256	41	1,426	80.0%	79.2%	78.9%
9.	Skilled Sales & Service	118	140	2	260	110	124	2	236	45.4%	46.6%	45.9%
10.	Skilled Crafts & Trades	7	236	5	248	8	228	11	247	2.8%	3.2%	3.8%
11.	Clerical Personnel	486	128	17	631	453	136	23	612	77.0%	74.0%	70.6%
12.	Intermediate Sales & Service	339	156	9	504	310	155	13	478	67.3%	64.9%	66.0%
13.	Semi-Skilled Manual Workers	4	37	2	43	5	37	1	43	9.3%	11.6%	16.4%
14.	Other Sales & Service	437	420	9	866	442	418	12	872	50.5%	50.7%	56.9%
15.	Other Manual Workers	3	71	1	75	3	64	1	68	4.0%	4.4%	27.9%
Total		8,336	6,254	226	14,816	8,551	6,310	258	15,119	56.3%	56.6%	n.a.
National Workforce Population (All Occupational Groups)												48.2%
Vancouver Workforce Population (All Occupational Groups)												48.5%

a = Compared to the national labour market.
n.a. = not applicable or not available.

TABLE 3
REPRESENTATION OF INDIGENOUS PEOPLE AT THE UBC VANCOUVER CAMPUS (EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EEOG)	INDIGENOUS PEOPLE, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE				COMPARISON CENSUS 2016
		# 2019	# 2020	% 2019	% 2020	
1.	Senior Managers	1	2	2.6%	4.5%	3.2%a
2.	Middle & Other Managers	16	14	2.1%	1.8%	1.7%
3.	University Professors	36	35	1.7%	1.7%	1.4%a
4.	Professionals	87	84	3.1%	3.0%	1.5%
5.	Semi-Professionals & Technicians	25	24	2.5%	2.6%	2.5%
6.	Supervisors	3	5	1.8%	3.0%	2.7%
7.	Supervisors: Crafts & Trades	2	2	7.7%	8.0%	3.0%
8.	Administrative & Senior Clerical	21	25	2.1%	2.4%	2.1%
9.	Skilled Sales & Service	2	2	2.5%	2.7%	2.0%
10.	Skilled Crafts & Trades	7	8	4.0%	4.7%	3.5%
11.	Clerical Personnel	12	7	2.9%	1.9%	2.7%
12.	Intermediate Sales & Service	7	9	2.7%	3.5%	2.5%
13.	Semi-Skilled Manual Workers	0	0	0.0%	0.0%	2.7%
14.	Other Sales & Service	20	19	4.6%	4.6%	2.9%
15.	Other Manual Workers	0	0	0.0%	0.0%	4.3%
Total		239	236	2.5%	2.6%	n.a.
National Workforce Population (All Occupational Groups)						4.0%
Vancouver Workforce Population (All Occupational Groups)						2.3%

a = Compared to the national labour market.
n.a. = not applicable or not available.

TABLE 4
REPRESENTATION OF RACIALIZED PEOPLE
AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	RACIALIZED PEOPLE, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE				COMPARISON CENSUS 2016
		# 2019	# 2020	% 2019	% 2020	
1.	Senior Managers	2	3	5.1%	6.8%	11.5%a
2.	Middle & Other Managers	248	249	32.0%	32.0%	41.2%
3.	University Professors	456	453	21.5%	22.2%	21.1%a
4.	Professionals	1025	1040	36.1%	36.9%	41.2%
5.	Semi-Professionals & Technicians	433	404	43.3%	44.0%	40.0%
6.	Supervisors	97	94	57.1%	57.3%	49.6%
7.	Supervisors: Crafts & Trades	8	7	30.8%	28.0%	30.4%
8.	Administrative & Senior Clerical	382	404	38.3%	39.3%	39.9%
9.	Skilled Sales & Service	41	40	51.9%	53.3%	57.2%
10.	Skilled Crafts & Trades	52	50	29.5%	29.6%	35.1%
11.	Clerical Personnel	218	205	52.7%	54.2%	46.7%
12.	Intermediate Sales & Service	134	136	51.7%	53.3%	52.6%
13.	Semi-Skilled Manual Workers	10	11	41.7%	42.3%	53.4%
14.	Other Sales & Service	269	263	62.4%	63.2%	59.5%
15.	Other Manual Workers	20	16	37.7%	33.3%	50.9%
Total		3,395	3,375	36.1%	36.8%	n.a.
National Workforce Population (All Occupational Groups)						21.3%
Vancouver Workforce Population (All Occupational Groups)						45.9%

a = Compared to the national labour market.
n.a. = not applicable or not available.

TABLE 5
REPRESENTATION OF PERSONS WITH DISABILITIES
AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	PERSONS WITH DISABILITIES, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE				COMPARISON CENSUS 2016
		# 2019	# 2020	% 2019	% 2020	
1.	Senior Managers	0	0	0.0%	0.0%	5%a
2.	Middle & Other Managers	16	15	2.1%	1.9%	5%a
3.	University Professors	87	77	4.1%	3.8%	8.9%b
4.	Professionals	86	89	3.0%	3.2%	10.0%
5.	Semi-Professionals & Technicians	33	38	3.3%	4.1%	9.6%
6.	Supervisors	3	2	1.8%	1.2%	11%d
7.	Supervisors: Crafts & Trades	1	1	3.8%	4.0%	14.3%
8.	Administrative & Senior Clerical	51	52	5.1%	5.1%	12.4%
9.	Skilled Sales & Service	3	3	3.8%	4.0%	9.1%
10.	Skilled Crafts & Trades	6	7	3.4%	4.1%	9.2%
11.	Clerical Personnel	23	23	5.6%	6.1%	13.0%
12.	Intermediate Sales & Service	13	13	5.0%	5.1%	10.5%
13.	Semi-Skilled Manual Workers	2	2	8.3%	7.7%	11.9%
14.	Other Sales & Service	24	21	5.6%	5.0%	14.2%
15.	Other Manual Workers	2	2	3.8%	4.2%	11.0%
Total		350	345	3.7%	3.8%	n.a.
National Workforce Population (All Occupational Groups)						9.1%
Vancouver Workforce Population (All Occupational Groups)						11.0%

a = For Comparison to Census data, combines Senior Managers with Middle & Other Managers. Compared to the national labour market.
b = Compared to the national labour market.
c = Occupational Group numbers 4 to 15 (excluding 6) are compared to the provincial labour market, due to the absence of city-specific data for this data source.
d = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

TABLE 6
REPRESENTATION OF 2SLGBTQIA+ PEOPLE
AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#		OCCUPATIONAL GROUP (EOG)	2SLGBTQIA+ PEOPLE, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE			
			# 2019	# 2020	% 2019	% 2020
1.		Senior Managers	4	4	10.3%	9.1%
2.		Middle & Other Managers	47	50	6.1%	6.4%
3.		University Professors	182	187	8.6%	9.2%
4.		Professionals	216	218	7.6%	7.7%
5.		Semi-Professionals & Technicians	89	79	8.9%	8.6%
6.		Supervisors	10	8	5.9%	4.9%
7.		Supervisors: Crafts & Trades	0	0	0.0%	0.0%
8.		Administrative & Senior Clerical	92	101	9.2%	9.8%
9.		Skilled Sales & Service	8	8	10.1%	10.7%
10.		Skilled Crafts & Trades	5	4	2.8%	2.4%
11.		Clerical Personnel	30	29	7.2%	7.7%
12.		Intermediate Sales & Service	22	23	8.5%	9.0%
13.		Semi-Skilled Manual Workers	0	0	0.0%	0.0%
14.		Other Sales & Service	39	37	9.0%	8.9%
15.		Other Manual Workers	2	2	3.8%	4.2%
Total			746	750	7.9%	8.2%

a = For Comparison to Census data, the data combines Senior Managers with Middle & Other Managers. Compared to the national labour market.

b = Compared to the national labour market.

c = For Persons with Disabilities, Occupational Group numbers 4 to 15 (excluding 6) are compared to the provincial labour market, due to the absence of city-specific data for this data source. For Gender, Aboriginal Peoples, and Visible Minorities, the data comparison is municipal data.

d = The 2SLGBTQIA+ category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

e = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

n.a. = not applicable or not available.

a = The 2SLGBTQIA+ category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

TABLE 7
NEW HIRES BY OCCUPATIONAL GROUP AND DESIGNATED GROUP
AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPA- TIONAL GROUP (EOG)	GENDER						INDIGENOUS PEOPLES			RACIALIZED PEOPLE			PEOPLE WITH DISABILITIES			2SLGBTQIA+ PEOPLE	
		WOMEN	MEN	UNKNOWN	TOTAL	% WOMEN	COMPARISON CENSUS 2016	NUMBER	PERCENT	COMPARISON CENSUS 2016	NUMBER	PERCENT	COMPARISON CENSUS 2016	NUMBER	PERCENT	COMPARISON CENSUS 2016	NUMBER	PERCENT
1.	Senior Managers	x	x	x	x	x	27.6% ^b	x	x	3.2% ^b	x	x	11.5% ^b	x	x	5% ^a	x	x
2.	Middle & Other Managers	20	19	7	46	43.5%	39.5%	3	13.6%	1.7%	8	36.4%	41.2%	1	4.5%	5% ^a	0	0.0%
3.	University Professors	138	103	1	242	57.0%	44% ^b	3	4.8%	1.4% ^b	23	36.5%	21.1% ^b	4	6.3%	8.9% ^b	8	12.7%
4.	Professionals	168	117	32	317	53.0%	51.5%	7	7.9%	1.5%	32	36.0%	41.2%	3	3.4%	10.0%	8	9.0%
5.	Semi-Pro- fessionals & Technicians	109	35	12	156	69.9%	50.1%	0	0.0%	2.5%	8	42.1%	40.0%	2	10.5%	9.6%	5	26.3%
6.	Supervisors	3	4	1	8	37.5%	52.5%	x	x	2.7%	x	x	49.6%	x	x	11% ^e	x	x
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	10.9%	n.a.	n.a.	3.0%	n.a.	n.a.	30.4%	n.a.	n.a.	14.3%	n.a.	n.a.
8.	Administra- tive & Senior Clerical	80	20	19	119	67.2%	78.9%	3	7.7%	2.1%	21	53.8%	39.9%	4	10.3%	12.4%	10	25.6%
9.	Skilled Sales & Service	x	x	x	x	x	45.9%	n.a.	n.a.	2.0%	n.a.	n.a.	57.2%	n.a.	n.a.	9.1%	n.a.	n.a.
10.	Skilled Crafts & Trades	0	6	7	13	0.0%	3.8%	1	14.3%	3.5%	1	14.3%	35.1%	1	14.3%	9.2%	0	0.0%
11.	Clerical Personnel	34	9	11	54	63.0%	70.6%	0	0.0%	2.7%	12	80.0%	46.7%	0	0.0%	13.0%	0	0.0%
12.	Intermedi- ate Sales & Service	4	3	3	10	40.0%	66.0%	1	16.7%	2.5%	3	50.0%	52.6%	1	16.7%	10.5%	0	0.0%
13.	Semi-Skilled Manual Workers	x	x	x	x	x	16.4%	n.a.	n.a.	2.7%	n.a.	n.a.	53.4%	n.a.	n.a.	11.9%	n.a.	n.a.
14.	Other Sales & Service	13	5	1	19	68.4%	56.9%	n.a.	n.a.	2.9%	n.a.	n.a.	59.5%	n.a.	n.a.	14.2%	n.a.	n.a.
15.	Other Manu- al Workers	n.a.	n.a.	n.a.	n.a.	n.a.	27.9%	n.a.	n.a.	4.3%	n.a.	n.a.	50.9%	n.a.	n.a.	11.0%	n.a.	n.a.
Total		569	321	94	984	57.8%	n.a.	18	6.9%	n.a.	108	41.5%	n.a.	16	6.2%	n.a.	31	11.9%
National Workforce Population (All Groups)							48.2%	4.0%			21.3%			9.1%				
Regional Workforce Population (All Groups) ^d							48.5%	2.3%			45.9%			11%				

TABLE 8
REPRESENTATION OF WOMEN AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

# OCCUPATIONAL GROUP (EEOG)		WOMEN, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE										COMPARISON CENSUS 2016
		2019				2020			% WOMEN			
		# WOMEN	# MEN	# UNK	TOTAL #	# WOMEN	# MEN	# UNK	TOTAL #	2019	2020	
1.	Senior Managers	4	9	0	13	5	11	0	16	30.8%	31.3%	27.6%a
2.	Middle & Other Managers	34	38	2	74	36	35	2	73	45.9%	49.3%	38.8%
3.	University Professors	215	271	0	486	237	269	4	510	44.2%	46.5%	44.0%a
4.	Professionals	184	89	9	282	188	94	10	292	65.2%	64.4%	55.8%
5.	Semi-Profession- als & Technicians	157	74	8	239	155	72	8	235	65.7%	66.0%	54.0%
6.	Supervisors	x	x	x	x	x	x	x	x	x	x	57.0%
7.	Supervisors: Crafts & Trades	x	x	x	x	x	x	x	x	x	x	11.1%
8.	Administrative & Senior Clerical	82	14	5	101	80	14	7	101	81.2%	79.2%	85.1%
9.	Skilled Sales & Service	x	x	x	x	x	x	x	x	x	x	49.3%
10.	Skilled Crafts & Trades	0	15	0	15	0	14	0	14	0.0%	0.0%	4.4%
11.	Clerical Personnel	54	39	2	95	15	10	0	25	56.8%	60.0%	77.3%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	70.1%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	14.3%
14.	Other Sales & Service	80	45	22	147	58	32	9	99	54.4%	58.6%	58.7%
15.	Other Manual Workers	0	8	0	8	0	8	0	8	0.0%	0.0%	18.5%
Total		810	602	48	1,460	774	559	40	1,373	55.5%	56.4%	n.a.
National Workforce Population (All Occupational Groups)												48.2%
Kelowna Workforce Population (All Occupational Groups)												48.5%

a = Compared to the national labour market.
n.a. = not applicable or not available.
x = data suppressed due to insufficient data to report.

TABLE 9
REPRESENTATION OF INDIGENOUS PEOPLE AT THE UBC OKANAGAN CAMPUS (EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	INDIGENOUS PEOPLE, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE				COMPARISON CENSUS 2016
		# 2019	# 2020	% 2019	% 2020	
1.	Senior Managers	0	1	0.0%	10.0%	3.2%a
2.	Middle & Other Managers	2	2	3.1%	3.2%	3.9%
3.	University Professors	10	13	2.9%	3.8%	1.4%a
4.	Professionals	17	17	7.9%	7.8%	3.2%
5.	Semi-Professionals & Technicians	7	9	4.4%	5.8%	5.2%
6.	Supervisors	x	x	x	x	3.9%
7.	Supervisors: Crafts & Trades	x	x	x	x	4.3%
8.	Administrative & Senior Clerical	5	4	7.0%	6.0%	4.9%
9.	Skilled Sales & Service	x	x	x	x	5.7%
10.	Skilled Crafts & Trades	0	0	0.0%	0.0%	6.3%
11.	Clerical Personnel	1	0	5.3%	0.0%	5.1%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	6.5%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	6.2%
14.	Other Sales & Service	1	0	8.3%	0.0%	8.2%
15.	Other Manual Workers	1	x	14.3%	x	8.2%
Total		44	46	4.8%	5.2%	n.a.
National Workforce Population (All Occupational Groups)						4.0%
Kelowna Workforce Population (All Occupational Groups)						5.5%

a = Compared to the national labour market.
n.a. = not applicable or not available.
x = data suppressed due to insufficient data to report.

TABLE 10
REPRESENTATION OF RACIALIZED PEOPLE
AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	RACIALIZED PEOPLE, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE				COMPARISON CENSUS 2016
		# 2019	# 2020	% 2019	% 2020	
1.	Senior Managers	0	0	0.0%	0.0%	11.5%a
2.	Middle & Other Managers	4	4	6.3%	6.3%	7.8%
3.	University Professors	70	67	20.3%	19.8%	21.1%a
4.	Professionals	18	19	8.4%	8.7%	8.2%
5.	Semi-Professionals & Technicians	19	18	11.9%	11.6%	6.3%
6.	Supervisors	x	x	x	x	12.1%
7.	Supervisors: Crafts & Trades	x	x	x	x	4.5%
8.	Administrative & Senior Clerical	7	8	9.9%	11.9%	3.7%
9.	Skilled Sales & Service	x	x	x	x	13.8%
10.	Skilled Crafts & Trades	0	0	0.0%	0.0%	3.4%
11.	Clerical Personnel	1	0	5.3%	0.0%	5.5%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	10.2%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	7.5%
14.	Other Sales & Service	3	3	25.0%	25.0%	12.4%
15.	Other Manual Workers	1	x	14.3%	x	9.5%
Total		123	119	13.5%	13.5%	n.a.
National Workforce Population (All Occupational Groups)						21.3%
Kelowna Workforce Population (All Occupational Groups)						8.1%

a = Compared to the national labour market.
n.a. = not applicable or not available.
x = data suppressed due to insufficient data to report.

TABLE 11
REPRESENTATION OF PERSONS WITH DISABILITIES
AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	PERSONS WITH DISABILITIES, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE				COMPARISON CENSUS 2016
		# 2019	# 2020	% 2019	% 2020	
1.	Senior Managers	0	0	0.0%	0.0%	5%a
2.	Middle & Other Managers	2	2	3.1%	3.2%	5%a
3.	University Professors	18	19	5.2%	5.6%	8.9%b
4.	Professionals	3	5	1.4%	2.3%	10.0%
5.	Semi-Professionals & Technicians	9	11	5.6%	7.1%	9.6%
6.	Supervisors	x	x	x	x	11.0%d
7.	Supervisors: Crafts & Trades	x	x	x	x	14.3%
8.	Administrative & Senior Clerical	4	2	5.6%	3.0%	12.4%
9.	Skilled Sales & Service	x	x	x	x	9.1%
10.	Skilled Crafts & Trades	2	2	18.2%	20.0%	9.2%
11.	Clerical Personnel	0	0	0.0%	0.0%	13.0%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	10.5%
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	11.9%
14.	Other Sales & Service	0	0	0.0%	0.0%	14.2%
15.	Other Manual Workers	0	x	0.0%	x	11.0%
Total		38	41	4.2%	4.6%	n.a.
National Workforce Population (All Occupational Groups)						9.1%
Kelowna Workforce Population (All Occupational Groups)						11.0%

a = For Comparison to Census data, the data combines Senior Managers with Middle & Other Managers. Compared to the national labour market.
b = Compared to the national labour market.
c = Occupational Groups number 4 to 15 (excluding 6) are compared to the provincial labour market, due to the absence of city-specific data for this data source.
d = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.
x = data suppressed due to insufficient data to report. n.a. = not applicable or not available.

TABLE 12
REPRESENTATION OF 2SLGBTQIA+ PEOPLE
AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#		OCCUPATIONAL GROUP (EOG)	2SLGBTQIA+ PEOPLE, RESPONDENTS TO UBC EQUITY CENSUS QUESTIONNAIRE			
			# 2019	# 2020	% 2019	% 2020
1.		Senior Managers	1	1	10.0%	10.0%
2.		Middle & Other Managers	5	5	7.8%	7.9%
3.		University Professors	25	23	7.3%	6.8%
4.		Professionals	12	13	5.6%	6.0%
5.		Semi-Professionals & Technicians	14	12	8.8%	7.7%
6.		Supervisors	x	x	x	x
7.		Supervisors: Crafts & Trades	x	x	x	x
8.		Administrative & Senior Clerical	1	2	1.4%	3.0%
9.		Skilled Sales & Service	x	x	x	x
10.		Skilled Crafts & Trades	0	0	0.0%	0.0%
11.		Clerical Personnel	1	0	5.3%	0.0%
12.		Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.
13.		Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.
14.		Other Sales & Service	1	0	8.3%	0.0%
15.		Other Manual Workers	0	x	0.0%	x
Total			60	56	6.6%	6.3%

a = The 2SLGBTQIA+ category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

n.a. = not applicable or not available.

x = data suppressed due to insufficient data to report.

a = For Comparison to Census data, the data combines Senior Managers with Middle & Other Managers. Compared to the national labour market.

b = Compared to the national labour market.

c = For Persons with Disabilities, Occupational Group numbers 4 to 15 (excluding 6) are compared to the provincial labour market, due to the absence of city-specific data for this data source. For Gender, Aboriginal Peoples, and Visible Minorities, the data comparison is municipal data.

d = The 2SLGBTQIA+ category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

e = For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

TABLE 13
NEW HIRES BY OCCUPATIONAL GROUP AND DESIGNATED GROUP
AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	GENDER						INDIGENOUS PEOPLES			RACIALIZED PEOPLE			PEOPLE WITH DISABILITIES			2SLGBTQIA+ PEOPLE	
		WOMEN	MEN	UNKNOWN	TOTAL	% WOMEN	COMPARISON CENSUS 2016	NUMBER	PERCENT	COMPARISON CENSUS 2016	NUMBER	PERCENT	COMPARISON CENSUS 2016	NUMBER	PERCENT	COMPARISON CENSUS 2016	NUMBER	PERCENT
1.	Senior Managers	x	x	x	x	x	27.6%b	n.a.	n.a.	3.2%b	n.a.	n.a.	11.5%b	n.a.	n.a.	5%a	n.a.	n.a.
2.	Middle & Other Managers	x	x	x	x	x	38.8%	x	x	3.9%	x	x	7.8%	x	x	5%a	x	x
3.	University Professors	42	23	4	69	60.9%	44%b	3	13.0%	1.4%b	6	26.1%	21.1%b	1	4.3%	8.9%b	0	0.0%
4.	Professionals	16	9	2	27	59.3%	55.8%	x	x	3.2%	x	x	8.2%	x	x	10.0%	x	x
5.	Semi-Professionals & Technicians	12	7	1	20	60.0%	54.0%	x	x	5.2%	x	x	6.3%	x	x	9.6%	x	x
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	n.a.	57.0%	n.a.	n.a.	3.9%	n.a.	n.a.	12.1%	n.a.	n.a.		n.a.	n.a.
7.	Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	11.1%	n.a.	n.a.	4.3%	n.a.	n.a.	4.5%	n.a.	n.a.	14.3%	n.a.	n.a.
8.	Administrative & Senior Clerical	8	3	2	13	61.5%	85.1%	x	x	4.9%	x	x	3.7%	x	x	12.4%	x	x
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	49.3%	n.a.	n.a.	5.7%	n.a.	n.a.	13.8%	n.a.	n.a.	9.1%	n.a.	n.a.
10.	Skilled Crafts & Trades	x	x	x	x	x	4.4%	x	x	6.3%	x	x	3.4%	x	x	9.2%	x	x
11.	Clerical Personnel	x	x	x	x	x	77.3%	x	x	5.1%	x	x	5.5%	x	x	13.0%	x	x
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	70.1%	n.a.	n.a.	6.5%	n.a.	n.a.	10.2%	n.a.	n.a.	10.5%	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	14.3%	n.a.	n.a.	6.2%	n.a.	n.a.	7.5%	n.a.	n.a.	11.9%	n.a.	n.a.
14.	Other Sales & Service	6	3	1	10	60.0%	58.7%	n.a.	n.a.	8.2%	n.a.	n.a.	12.4%	n.a.	n.a.	14.2%	n.a.	n.a.
15.	Other Manual Workers	x	x	x	x	x	18.5%	n.a.	n.a.	8.2%	n.a.	n.a.	9.5%	n.a.	n.a.	11.0%	n.a.	n.a.
Total		84	45	10	139	60.4%	n.a.	3	13.0%	n.a.	6	26.1%	n.a.	1	4.3%	n.a.	0	0.0%
National Workforce Population (All Groups)							48.2%	4.0%			21.3%			9.1%				
Regional Workforce Population (All Groups)d							48.8%	5.5%			8.1%			11%				

SUPPLEMENTARY SURVEY QUESTIONS

The UBC Employment Equity Census questionnaire asks for additional information on race/ethnicity and for details regarding persons with disabilities. These tables are created based on a methodology described in the Methodology Notes in Appendix D of this Report.

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 tends to be lower than that of the designated groups.



TABLE 14
REPRESENTATION BY RACE/ETHNICITY AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

	FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS							FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS						
RACE/ ETHNICITY	2014	2015	2016	2017	2018	2019	2020	2014	2015	2016	2017	2018	2019	2020
Indigenous	72	67	113	118	128	136	131	1.1%	1.1%	1.3%	1.4%	1.5%	1.5%	1.5%
Arab	27	22	54	53	56	62	64	0.4%	0.3%	0.6%	0.6%	0.7%	0.7%	0.7%
Black	49	43	71	79	81	100	107	0.8%	0.7%	0.8%	0.9%	0.9%	1.1%	1.2%
Chinese	864	870	1,394	1,459	1,526	1,619	1,616	13.5%	13.8%	15.9%	17.5%	17.8%	18.2%	18.5%
Filipino	245	242	473	477	483	478	475	3.8%	3.8%	5.4%	5.7%	5.6%	5.4%	5.4%
Japanese	96	94	143	151	160	164	163	1.5%	1.5%	1.6%	1.8%	1.9%	1.8%	1.9%
Korean	59	64	103	129	136	152	150	0.9%	1.0%	1.2%	1.5%	1.6%	1.7%	1.7%
Latin American	131	132	215	225	249	277	273	2.1%	2.1%	2.5%	2.7%	2.9%	3.1%	3.1%
South Asian	257	262	374	389	409	446	448	4.0%	4.2%	4.3%	4.7%	4.8%	5.0%	5.1%
Southeast Asian	113	115	254	258	272	303	293	1.8%	1.8%	2.9%	3.1%	3.2%	3.4%	3.4%
West Asian	75	75	88	98	103	104	111	1.2%	1.2%	1.0%	1.2%	1.2%	1.2%	1.3%
White	3,419	3,376	4,893	4,921	4,959	5,062	4,879	53.5%	53.7%	55.9%	59.0%	57.8%	56.7%	56.0%
Total Respondents*	6,386	6,286	8,746	8,334	8,573	8,920	8,718	100%	100%	100%	100%	100%	100%	100%

*Total Respondents is the total number of faculty and staff completing the supplemental questionnaire.
This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.

TABLE 15
REPRESENTATION BY RACE/ETHNICITY AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

	FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS							FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS						
RACE/ ETHNICITY	2014	2015	2016	2017	2018	2019	2020	2014	2015	2016	2017	2018	2019	2020
Indigenous	14	16	24	25	29	38	39	2.1%	2.4%	2.8%	3.1%	3.6%	4.4%	4.6%
Arab	3	3	4	4	5	6	5	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%	0.6%
Black	6	6	9	9	9	8	7	0.9%	0.9%	1.1%	1.1%	1.1%	0.9%	0.8%
Chinese	14	13	24	22	20	26	24	2.1%	1.9%	2.8%	2.7%	2.5%	3.0%	2.9%
Filipino	5	6	4	5	5	5	4	0.7%	0.9%	0.5%	0.6%	0.6%	0.6%	0.5%
Japanese	3	3	7	8	8	8	9	0.4%	0.4%	0.8%	1.0%	1.0%	0.9%	1.1%
Korean	4	4	4	4	4	4	4	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%	0.5%
Latin American	7	6	9	10	14	19	20	1.0%	0.9%	1.1%	1.2%	1.7%	2.2%	2.4%
South Asian	11	11	12	16	18	18	15	1.6%	1.6%	1.4%	2.0%	2.2%	2.1%	1.8%
Southeast Asian	3	3	4	4	7	8	8	0.4%	0.4%	0.5%	0.5%	0.9%	0.9%	1.0%
West Asian	8	12	11	10	10	14	13	1.2%	1.8%	1.3%	1.2%	1.2%	1.6%	1.5%
White	470	466	681	690	680	718	698	69.6%	69.1%	80.1%	85.7%	84.2%	83.3%	83.0%
Total Respondents*	675	674	850	805	808	862	841	100%	100%	100%	100%	100%	100%	100%

*Total Respondents is the total number of faculty and staff completing the supplemental questionnaire.
This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.

TABLE 16
REPRESENTATION OF PERSONS WITH DISABILITIES BY TYPE OF DISABILITY
AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

	FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS							FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS						
QUESTION	2014	2015	2016	2017	2018	2019	2020	2014	2015	2016	2017	2018	2019	2020
Physical Disability or Impairment	123	113	182	174	177	173	166	1.9%	1.8%	2.1%	2.1%	2.1%	1.9%	1.9%
Invisible Disability or Impairment	146	133	302	270	250	251	239	2.3%	2.1%	3.5%	3.2%	2.9%	2.8%	2.7%
Ongoing Medical Condition	228	208	529	525	520	499	481	3.6%	3.3%	6.1%	6.3%	6.1%	5.6%	5.5%
Does Your Disability Require Workplace Accommodation?* (includes those whose needs have already been accommodated)	138	130	302	290	278	277	266	33%	34%	35%	35%	34%	35%	35%
Number of people who answered "yes" at least once (question 1, 2 or 3)	413	377	862	831	810	793	765	100%	100%	100%	100%	100%	100%	100%
Total Respondents**	6,386	6,286	8,746	8,334	8,573	8,920	8,718	100%	100%	100%	100%	100%	100%	100%

**Total respondents is the total number of faculty and staff completing the supplemental questionnaire.
This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.
*Percentage is out of those who answered “Yes” at least once (questions 1, 2 or 3).

TABLE 17
REPRESENTATION OF PERSONS WITH DISABILITIES BY TYPE OF DISABILITY
AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

	FACULTY & STAFF NUMBER OF SURVEY RESPONDENTS													
QUESTION	2014	2015	2016	2017	2018	2019	2020	2014	2015	2016	2017	2018	2019	2020
Physical Disability or Impairment	13	14	20	19	18	20	21	1.9%	2.1%	2.4%	2.4%	2.2%	2.3%	2.5%
Invisible Disability or Impairment	17	17	32	30	27	26	24	2.5%	2.5%	3.8%	3.7%	3.3%	3.0%	2.9%
Ongoing Medical Condition	20	22	56	57	50	51	51	3.0%	3.3%	6.6%	7.1%	6.2%	5.9%	6.1%
Does Your Disability Require Workplace Accommodation?* (includes those whose needs have already been accommodated)	21	23	41	43	37	37	38	48%	50%	43%	45%	43%	43%	44%
Number of people who answered "yes" at least once (question 1, 2 or 3)	44	46	95	95	86	87	86	100%	100%	100%	100%	100%	100%	100%
Total Respondents**	675	674	850	805	808	862	841	100%	100%	100%	100%	100%	100%	100%

**Total respondents is the total number of faculty and staff completing the supplemental questionnaire.
This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.
*Percentage is out of those who answered “Yes” at least once (questions 1, 2 or 3).



REPRESENTATION OF DESIGNATED GROUPS BY BARGAINING UNIT

Tables 18 and 19 show the representation of the designated groups according to bargaining unit, plus several non-unionized employee groups. These tables are created as described in the Methodology Notes in Appendix D of this report. The acronyms for each bargaining unit are as follows:

Glossary of Bargaining Unit Acronyms

AAPS—Association of Administrative and Professional Staff, representing managers and professionals that are excluded from other bargaining units.

BCGEU—British Columbia Government Employees’ Union (including Vancouver local of childcare employees and a support-staff local on the Okanagan Campus).

CUPE—Canadian Union of Public Employees, including local 116 representing trades, research technicians, and other support staff; local 2950 representing library support, administrative support, and other support staff, and local 2278 representing English Language Instructors who are also referred to as Non-Credit Instructors. CUPE 2278 members who are student employees delivering teaching assistance are outside the scope of this Report.

IUOE—International Union of Operating Engineers, a union representing operating engineers.

TABLE 18
REPRESENTATION OF DESIGNATED GROUPS BY BARGAINING UNIT
AT THE UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

OCCUPATIONAL GROUP (EEOG)	GENDER					INDIGENOUS PEOPLES		RACIALIZED PEOPLE		PERSONS WITH DISABILITIES		SEXUAL/GENDER DIVERSITYE	
	WOMEN	MEN	UNKNOWN	TOTAL	% WOMEN	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Agassiz Farm Workers	3	3	0	6	50.0%	x	x	x	x	x	x	x	x
BCGEU UBC— Vancouver	181	8	0	189	95.8%	3	4.1%	37	50.7%	3	4.1%	6	8.2%
CUPE116b	1,025	1,271	41	2,337	43.9%	46	3.5%	675	51.3%	63	4.8%	107	8.1%
CUPE2278 (Non-CR Instructors)	31	13	0	44	70.5%	0	0.0%	3	18.8%	0	0.0%	1	6.3%
CUPE2950c	1,299	291	50	1,640	79.2%	20	2.1%	466	48.6%	48	5.0%	75	7.8%
Excluded Manage- ment & Professional	93	24	2	119	78.2%	5	5.6%	22	24.7%	3	3.4%	11	12.4%
Executive Admin (non-union clerical)	37	5	5	47	78.7%	1	4.2%	12	50.0%	0	0.0%	1	4.2%
Faculty (Faculty Association)	1,326	1,729	1	3,056	43.4%	39	1.9%	445	21.9%	79	3.9%	191	9.4%
Faculty (Non-Faculty Association)	824	820	5	1,649	50.0%	7	1.7%	114	27.9%	7	1.7%	25	6.1%
International Union of Operation Engineers 882	1	57	5	63	1.6%	3	7.3%	13	31.7%	2	4.9%	0	0.0%
Management & Pro- fessional (AAPS)	3,031	1,771	114	4,916	61.7%	105	2.8%	1,367	36.6%	122	3.3%	298	8.0%
Non Union Childcare Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Other Staff	32	22	0	54	59.3%	x	x	x	x	x	x	x	x
Service Unit Directors	18	15	1	34	52.9%	0	0.0%	5	20.0%	0	0.0%	0	0.0%
Sr. Executivesd	16	11	0	27	59.3%	1	5.3%	1	5.3%	0	0.0%	3	15.8%
Technicians & Research Assistants	631	267	34	932	67.7%	6	1.4%	214	49.2%	16	3.7%	32	7.4%
Grand Total	8,548	6,307	258	15,113	56.6%	236	2.6%	3,374	36.8%	343	3.7%	750	8.2%

a = BCGEU UBC-Vancouver includes BCGEU UBC-Vancouver, BCGEU UBC-Vancouver Kids Club and BCGEU UBC-Vancouver (Auxiliary).
b = CUPE116 includes CUPE116 (Aquatic Centre), CUPE116 (Clerk, Secretary, Bookstore), CUPE116 (Service, Techns, Trades), CUPE116 (Auxil/Cler/Sec/Bkstr), and CUPE116 (Auxil.Serv/Trades).
c = CUPE2950 includes CUPE2950 (Chan Centre) and CUPE2950 (Clerk, Secretary, Library).

TABLE 19
REPRESENTATION OF DESIGNATED GROUPS BY BARGAINING UNIT
AT THE UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

OCCUPATIONAL GROUP (EEOG)	GENDER					INDIGENOUS PEOPLES		RACIALIZED PEOPLE		PERSONS WITH DISABILITIES		SEXUAL/GENDER DIVERSITYE	
	WOMEN	MEN	UNKNOWN	TOTAL	% WOMEN	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
BCGEU UBC— Okanagan	238	123	21	382	62.3%	8	4.1%	22	11.3%	13	6.7%	12	6.2%
CUPE 116 (Service/ Techs/Trades)	x	x	x	x	x	x	x	x	x	x	x	x	x
CUPE 2950 (Cler/ Secr/Library)	x	x	x	x	x	x	x	x	x	x	x	x	x
Excluded M&P	10	1	0	11	90.9%	1	12.5%	1	12.5%	0	0.0%	1	12.5%
Executive Admin (non-union clerical)	5	0	1	6	83.3%	x	x	x	x	x	x	x	x
Faculty (Faculty Association)	222	262	3	487	45.6%	13	3.8%	68	19.8%	19	5.5%	24	7.0%
Faculty (Non-Faculty Association)	25	18	1	44	56.8%	0	0.0%	0	0.0%	0	0.0%	1	12.5%
Management & Pro- fessional (AAPS)	265	151	14	430	61.6%	24	7.4%	29	9.0%	9	2.8%	20	6.2%
Other Staff	x	x	x	x	x	x	x	x	x	x	x	x	x
Service Unit Direc- tors	5	2	0	7	71.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sr. Executivesb	3	5	0	8	37.5%	x	x	x	x	x	x	x	x
Technicians & Re- search Assistants	x	x	x	x	x	x	x	x	x	x	x	x	x
Grand Total	773	562	40	1,375	56.2%	46	5.2%	120	13.6%	41	4.6%	58	6.6%
Service Unit Directors	18	15	1	34	52.9%	0	0.0%	5	20.0%	0	0.0%	0	0.0%
Sr. Executivesd	16	11	0	27	59.3%	1	5.3%	1	5.3%	0	0.0%	3	15.8%
Technicians & Research Assistants	631	267	34	932	67.7%	6	1.4%	214	49.2%	16	3.7%	32	7.4%
Grand Total	8,548	6,307	258	15,113	56.6%	236	2.6%	3,374	36.8%	343	3.7%	750	8.2%

d= Sr. Executives include Sr. Executives - Academic and Sr. Executives- Administrative.
e = The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term.
n.a. = not applicable or not available. x = data suppressed due to insufficient data to report.



APPENDIX B: RETURN AND RESPONSE RATE OF THE UBC EMPLOYMENT EQUITY CENSUS QUESTIONNAIRE

This is the eleventh *Employment Equity Report* at UBC that is exclusively using the data gathered from the UBC Employment Equity Census Questionnaire initiated in November 2008. The data used throughout this report is the snapshot of questionnaire results as of October 31, 2020.

Tables 20-21 show the return rate or UBC's percentage participation rate compared to the baseline population, for UBC's Employment Equity Census Questionnaire by staff and faculty across UBC's Vancouver and Okanagan campuses. The return rate is 65.2 per cent for the Vancouver campus which reflects a decrease from the year prior. The return rate is 68.2 per cent for the Okanagan Campus, which reflects an increase from the previous year.

Tables 22 - 23 show the response rate or UBC's percentage of staff and faculty who provided completed questionnaires only, excluding those respondents who submitted a questionnaire instrument but declined to answer the questions. The response rate is 60.7 per cent for the Vancouver campus which reflects a decrease from the year prior. The response rate is 64.8 per cent for the Okanagan campus, which reflects an increase from the previous year.

TABLE 21
RETURN RATE OF EMPLOYMENT EQUITY QUESTIONNAIRE
AT UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EEOG)	RETURN RATE (INCLUDES DECLINED-TO-ANSWER)											
		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
1.	Senior Managers	80.0%	87.9%	88.6%	88.9%	86.8%	83.3%	71.7%	88.1%	81.4%	81.4%	76.5%	77.6%
2.	Middle & Other Managers	61.1%	69.2%	69.7%	70.9%	68.5%	65.0%	68.8%	88.4%	87.7%	87.2%	86.9%	85.7%
3.	University Pro-fessors	40.3%	49.1%	49.6%	50.8%	52.0%	52.0%	51.0%	63.9%	65.3%	58.0%	58.6%	56.5%
4.	Professionals	53.6%	63.5%	64.4%	66.6%	68.1%	66.7%	64.1%	76.5%	75.0%	75.5%	75.8%	71.3%
5.	Semi-Profession-als & Technicians	41.8%	53.5%	51.7%	52.2%	55.6%	55.6%	52.0%	65.6%	64.1%	63.7%	62.6%	55.3%
6.	Supervisors	57.1%	63.1%	64.3%	66.8%	67.0%	69.4%	70.7%	88.6%	88.6%	85.4%	85.7%	82.6%
7.	Supervisor-Crafts & Trades	40.5%	58.8%	63.6%	57.6%	53.1%	65.5%	64.0%	86.2%	83.3%	86.1%	83.3%	82.9%
8.	Administrative & Senior Clerical	58.0%	68.5%	68.9%	70.4%	71.5%	70.4%	68.4%	83.8%	81.7%	80.1%	78.9%	76.7%
9.	Skilled Sales & Service	26.8%	44.8%	44.9%	35.9%	31.1%	31.2%	27.5%	45.5%	36.4%	32.7%	33.9%	35.2%
10.	Skilled Crafts & Trades	28.0%	39.1%	40.1%	41.7%	43.3%	46.0%	44.4%	79.1%	78.5%	80.3%	79.4%	79.4%
11.	Clerical Personnel	51.9%	60.2%	58.8%	61.6%	63.3%	60.1%	61.5%	78.4%	76.0%	71.6%	70.5%	65.9%
12.	Intermediate Sales & Service	32.6%	43.6%	44.9%	47.0%	46.7%	43.9%	43.6%	68.6%	61.6%	60.3%	56.9%	59.2%
13.	Semi-Skilled Manual Workers	27.3%	51.2%	64.3%	53.7%	46.0%	42.6%	44.2%	78.4%	71.8%	71.4%	65.1%	69.8%
14.	Other Sales & Service	24.5%	41.9%	40.6%	41.6%	41.4%	40.0%	38.2%	66.7%	62.2%	58.5%	55.4%	53.4%
15.	Other Manual Workers	26.0%	42.6%	45.6%	47.8%	50.9%	49.2%	47.5%	76.3%	69.3%	67.1%	73.3%	75.0%
	Grand Total	45.3%	55.6%	55.9%	57.3%	58.5%	57.6%	56.3%	72.2%	70.9%	68.3%	68.1%	65.2%

TABLE 22
RETURN RATE OF EMPLOYMENT EQUITY QUESTIONNAIRE
AT UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EEOG)	RETURN RATE (INCLUDES DECLINED-TO-ANSWER)											
		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
1.	Senior Managers	66.7%	80.0%	76.9%	72.7%	81.8%	90.0%	81.8%	91.7%	85.7%	91.7%	84.6%	62.5%
2.	Middle & Other Managers	69.0%	82.1%	78.6%	80.8%	80.7%	78.0%	74.6%	94.1%	90.0%	92.5%	89.2%	89.0%
3.	University Professors	62.2%	69.0%	64.8%	68.1%	70.6%	70.2%	68.9%	78.2%	77.3%	75.1%	73.1%	69.2%
4.	Professionals	64.7%	73.7%	74.4%	70.8%	78.9%	79.0%	73.5%	86.8%	85.8%	81.7%	78.4%	78.1%
5.	Semi-Pro-fessionals & Technicians	64.6%	72.1%	60.7%	73.6%	71.9%	68.8%	63.5%	74.0%	71.5%	72.3%	72.0%	70.2%
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	n.a.	n.a.	n.a.	100.0%	100.0%
7.	Supervisor-Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	100.0%	100.0%
8.	Administra-tive & Senior Clerical	75.0%	82.7%	84.6%	85.6%	83.7%	83.9%	80.0%	88.0%	88.5%	87.1%	78.2%	74.3%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	33.3%	50.0%
10.	Skilled Crafts & Trades	16.7%	100.0%	100.0%	83.3%	85.7%	n.a.	n.a.	100.0%	100.0%	73.3%	80.0%	78.6%
11.	Clerical Personnel	53.0%	73.6%	54.6%	58.2%	55.1%	48.5%	41.0%	55.6%	36.9%	33.8%	22.1%	44.0%
12.	Intermedi-ate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
14.	Other Sales & Service	58.3%	61.5%	55.6%	56.3%	65.0%	64.7%	61.5%	92.0%	84.6%	90.9%	8.2%	12.1%
15.	Other Manu-al Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	87.5%	62.5%
	Grand Total	57.1%	62.2%	67.6%	70.6%	73.0%	71.9%	68.7%	80.0%	77.4%	75.9%	65.5%	68.2%

TABLE 21
RESPONSE RATE OF EMPLOYMENT EQUITY QUESTIONNAIRE
AT UBC VANCOUVER CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	RESPONSE RATE (COMPLETED QUESTIONNAIRES ONLY)											
		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
1.	Senior Managers	80.0%	87.9%	85.7%	86.1%	83.8%	81.0%	69.6%	88.1%	79.1%	79.1%	76.5%	75.9%
2.	Middle & Other Managers	56.9%	63.9%	64.6%	65.6%	63.0%	59.1%	62.7%	84.8%	84.2%	83.4%	83.1%	81.9%
3.	University Pro-fessors	35.5%	42.4%	43.0%	44.5%	46.1%	46.2%	45.4%	60.1%	61.5%	54.6%	55.2%	53.3%
4.	Professionals	50.0%	58.2%	58.4%	60.9%	62.1%	60.4%	57.9%	72.8%	71.4%	71.4%	71.0%	66.8%
5.	Semi-Profession-als & Technicians	36.8%	44.7%	43.3%	44.3%	47.1%	47.3%	44.9%	60.4%	58.3%	58.2%	56.3%	49.9%
6.	Supervisors	50.0%	53.5%	55.2%	58.8%	57.9%	61.1%	60.2%	82.9%	79.9%	80.0%	81.3%	79.2%
7.	Supervisor-Crafts & Trades	35.1%	44.1%	51.5%	42.4%	34.4%	44.8%	44.0%	69.0%	73.3%	72.2%	72.2%	71.4%
8.	Administrative & Senior Clerical	54.1%	62.8%	62.9%	64.6%	65.5%	64.2%	62.7%	80.8%	77.8%	75.6%	73.8%	72.1%
9.	Skilled Sales & Service	21.6%	32.4%	33.9%	27.4%	23.5%	24.2%	22.9%	41.8%	32.6%	29.3%	30.4%	31.8%
10.	Skilled Crafts & Trades	24.0%	29.2%	31.2%	32.8%	34.4%	37.6%	35.8%	71.4%	70.7%	72.8%	71.0%	68.4%
11.	Clerical Personnel	46.8%	53.5%	51.4%	53.7%	55.2%	53.0%	54.8%	73.5%	71.1%	67.4%	65.6%	61.8%
12.	Intermediate Sales & Service	28.3%	37.4%	37.7%	40.5%	39.8%	37.1%	37.2%	63.4%	56.5%	53.8%	51.4%	53.3%
13.	Semi-Skilled Manual Workers	22.7%	36.6%	42.9%	34.1%	35.4%	31.9%	32.6%	75.7%	64.1%	64.3%	55.8%	60.5%
14.	Other Sales & Service	21.3%	27.8%	27.3%	29.9%	29.4%	28.9%	27.9%	61.0%	56.4%	52.9%	49.8%	47.9%
15.	Other Manual Workers	24.7%	35.3%	35.3%	37.3%	42.1%	39.3%	37.7%	71.2%	68.0%	64.6%	70.7%	70.6%
Grand Total		40.8%	48.4%	48.6%	50.4%	51.5%	50.7%	49.7%	67.9%	66.5%	64.0%	63.4%	60.7%

TABLE 24
RESPONSE RATE OF EMPLOYMENT EQUITY QUESTIONNAIRE
AT UBC OKANAGAN CAMPUS
(EFFECTIVE NOVEMBER OF EACH YEAR)

#	OCCUPATIONAL GROUP (EOG)	RESPONSE RATE (COMPLETED QUESTIONNAIRES ONLY)											
		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
1.	Senior Managers	66.7%	71.4%	66.7%	63.6%	72.7%	80.0%	72.7%	75.0%	71.4%	75.0%	76.9%	62.5%
2.	Middle & Other Managers	69.0%	79.5%	68.6%	73.1%	73.7%	69.5%	66.7%	91.2%	87.1%	89.6%	86.5%	86.3%
3.	University Pro-fessors	55.6%	58.4%	60.6%	61.7%	64.1%	64.4%	63.6%	75.2%	74.8%	71.5%	70.8%	66.5%
4.	Professionals	57.9%	66.7%	71.1%	65.2%	72.1%	71.0%	67.1%	85.1%	82.6%	78.8%	75.9%	74.7%
5.	Semi-Profession-als & Technicians	61.0%	57.0%	52.5%	65.7%	67.8%	62.4%	58.0%	72.1%	68.0%	68.5%	66.9%	66.0%
6.	Supervisors	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	n.a.	n.a.	n.a.	100.0%	100.0%
7.	Supervisor-Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	100.0%	100.0%
8.	Administrative & Senior Clerical	70.8%	77.2%	80.0%	80.0%	79.3%	77.4%	75.6%	87.2%	83.3%	80.6%	70.3%	66.3%
9.	Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	33.3%	50.0%
10.	Skilled Crafts & Trades	0.0%	83.3%	80.0%	66.7%	71.4%	n.a.	n.a.	100.0%	100.0%	66.7%	73.3%	71.4%
11.	Clerical Personnel	39.4%	50.8%	41.0%	50.7%	49.3%	43.9%	36.1%	53.3%	35.4%	32.4%	20.0%	40.0%
12.	Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
13.	Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
14.	Other Sales & Service	50.0%	57.1%	52.9%	50.0%	58.8%	58.8%	53.8%	91.7%	84.6%	90.9%	8.2%	12.1%
15.	Other Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.0%	87.5%	62.5%
Grand Total		51.2%	48.6%	61.8%	64.0%	66.8%	65.4%	63.0%	77.8%	74.3%	72.3%	62.5%	64.8%



APPENDIX C: TERMINOLOGY FOR 2SLGBTQIA+

This report provides data and analysis regarding UBC’s representation of people within the “2SLGBTQIA+” category. The terminology for 2SLGBTQIA+ is described by the Equity & Inclusion Office as follows: “Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The placement of Two-Spirit (2S) first is to recognize that Indigenous people are the first peoples of this land and their understanding of gender and sexuality precedes colonization. The ‘+’ is for all the new and growing ways we become aware of sexual orientations and gender diversity.”

For the purposes of this report, 2SLGBTQIA+ groups together two sets of response categories in the Employment Equity Census Questionnaire: individuals who self-identify as “lesbian, gay, bisexual, queer, Two-Spirit, or an analogous term”; and individuals who self-identify as non-binary and/or report that they have “trans experience” (i.e. their gender does not align with their sex assigned at birth) or “consider yourself trans, transgender, gender-fluid, or an analogous term”.

In previous reports, this category was referred to as “sexual/gender diverse”. While the federal government requires information based on the four designated groups, the university’s employment equity statement includes sexual and gender minorities. Therefore, the Employment Equity Census Questionnaire includes questions on “sexual minorities” and “gender identity”.

There are limitations in measuring and categorizing people by equity categories, in part because the surveys rely on self-identification, and individuals may have different ways of describing themselves. As well, language itself evolves over time. By contrast, the mechanism for measuring, reporting, and subsequently representing various campus groups relies on fixed categories in survey research. While there are opportunities to update the survey categories occasionally, comparisons over time can be disrupted by frequent changes of measurement.

A Note on Sexual Orientation and Gender Identity

It is important to remember that sexual orientation and gender identity are distinct concepts. Because 2SLGBTQIA+ includes terms for sexual orientation and gender identity, the difference between these two concepts can get obscured. While we all possess a sexual orientation and gender identity, one’s sexual orientation says or determines nothing about one’s sexual identity and vice versa. Sexual orientation deals with attraction to others while gender identity deals with how one sees one’s self along a continuum of gender possibilities, independent of attraction.

At the time of writing, the normal parlance for the sexual/gender diversity community is 2SLGBTQIA+ while recognizing that inclusive terminology is always evolving.

¹⁴ In previous reports, this category was referred to as “Sexual/Gender Diverse”.

¹⁵ See *Equity & Inclusion Glossary of Terms*.

¹⁶ Note: The Employment Equity Census Questionnaire was revised in 2020. The next annual report (for 2021) will reflect revisions to terminology used in updated question formulations and accompanying response categories.



APPENDIX D: METHODOLOGY NOTES

The workforce analysis compares UBC’s internal workforce of designated group members (i.e., women, racialized people, Indigenous people, and persons with disabilities) with each group’s representation in the relevant external labour pool. This is done in order to determine the degree of equity representation in each “Occupational Group,” technically known as Employment Equity Occupational Groups (EEOGs).

Determining representation and concentration of designated group members at UBC makes it possible to develop realistic goals and timetables to achieve greater equity.

When reporting on the per cent representation of a particular designated group, UBC reports the percentage of all people identifying as a member of the designated group. On a row-by-row basis, UBC also reports the number of people within a particular Occupational Group (EEOG) who are part of an equity category. This includes also the percentage of people within that Occupational Group (which is the number of people self-identifying in the designated group, divided by the number of survey respondents for that particular Occupational Group). For the overall data, the whole data sample is the denominator, whereas for individual rows of data, the number of survey respondents within that Occupational Group is the denominator. UBC’s data is effective October 31 of each year with the exception of 2016, where October 15 data was used in order to take advantage of a comprehensive data set created for other purposes.

Data for UBC’s internal workforce comes from two sources: employee records that are pre-existing in UBC’s Human Resource Management System (HRMS), and confidential survey data from UBC’s Employment Equity Census which resides in a secure and confidential location within UBC’s Human Resource Management System. The Census has a response rate of 60.7 per cent for the Vancouver campus and 64.8 per cent for the Okanagan campus, as described in Appendix B. As such, this report is interpreting a sample of the population of employees.

For the tables in this report, all information on an employee’s sex is taken from employee records in HRMS, for all who are eligible to participate in the Employment Equity Census. By contrast, the tables in all other areas including Indigenous People, racialized people, persons with disabilities, and all supplemental questions, the information is taken exclusively from self-identification responses from the Employment Equity Census itself.

The terms “comparison to census” and “external labour market” are in most cases used to refer to data from the 2016 Canadian census. Canadian labour force data is drawn from the *2016 Canadian Census Employment Equity Data Report*. The underlying data within the Canadian census describes equity representation amongst people 15 years of age or older who worked in Canada in 2015 or 2016, except for people with disabilities, for whom the data refers to people aged 15 to 64 years and who worked in 2016 or 2017. In prior years’ reports this external comparison data was described as “availability data” to reflect labour market availability.

This report provides data on 2SLGBTQIA+ (formerly, “sexual/gender diversity”) representation at UBC; however, labour market data from the Canadian census is not available for comparison purposes in the same manner as the groups designated by legislation.

For most Occupational Groups, UBC uses market data based on municipality, as described in Table 1 of this report, with the exception of people with disabilities, for whom only provincial data is available. By contrast, UBC uses external labour market data at the national level for Senior Managers and University Professors. While some Senior Managers and University Professors are recruited internationally, and it may be relevant to consider international labour market data for comparison purposes, international labour market data is beyond the scope of this report.

For those tables reporting data broken down by bargaining unit, we use union code records that exist within HRMS. Bargaining unit and union codes are designated by the terms of union certifications, as assessed by UBC human resources, in compliance with provincial legislation and the related mechanisms for feedback from the employee groups themselves. For the purposes of this report, numbers of five or less in an overall Employment Equity Occupational Group (EEOG) are suppressed (i.e. in cases where the number of overall survey respondents in any given EEOG, not how many people self-identified within the various designated groups). This is done 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.

Please also note that the tables in this report provide information on all University Professors combined; however, other types of information can be made available on request.

This report was written in February 2021 and reflects a combined effort involving staff in the workforce strategy and engagement team of UBC Human Resources, Planning and Institutional Research, the Equity & Inclusion Office, and with some use of the pre-existing wording of the authors of prior years’ reports.

UBC's Annual Employment Equity Report 2020

April 7, 2021

Sara-Jane Finlay, AVP Equity & Inclusion



Employment Equity at UBC



UBC's 2020 Employment Equity report:

- Facilitates continued review and reporting of Employment Equity Census results
- Provides an overview and update on progress of the 2019 Employment Equity Plan

Strategic plan alignment



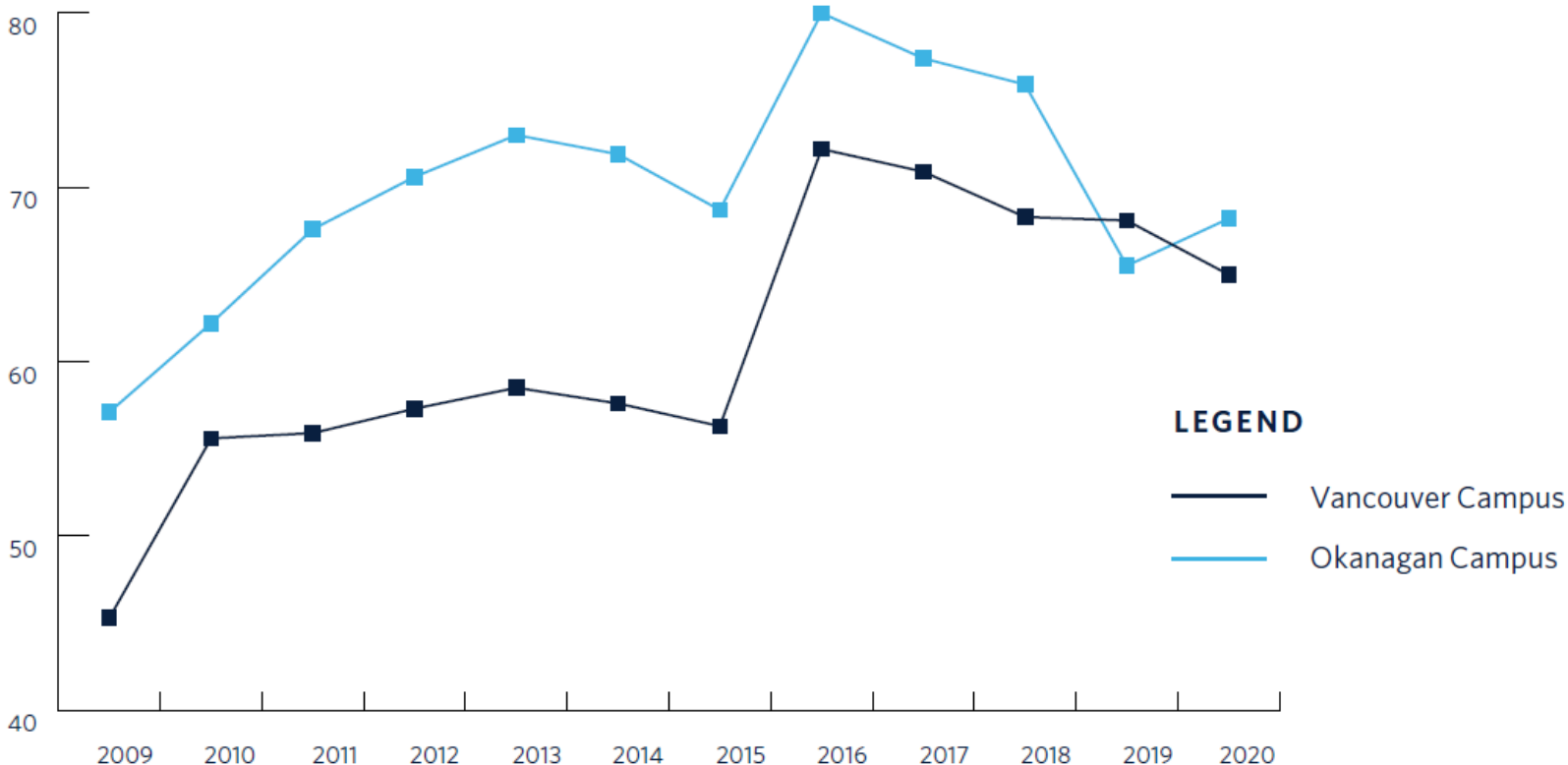
Goals:

- 4. Build a diverse culture
- 7. First-choice place to learn and work

Core areas and strategies:

- People & Places
- S4. Inclusive Excellence

Employment Equity Census Return Rate

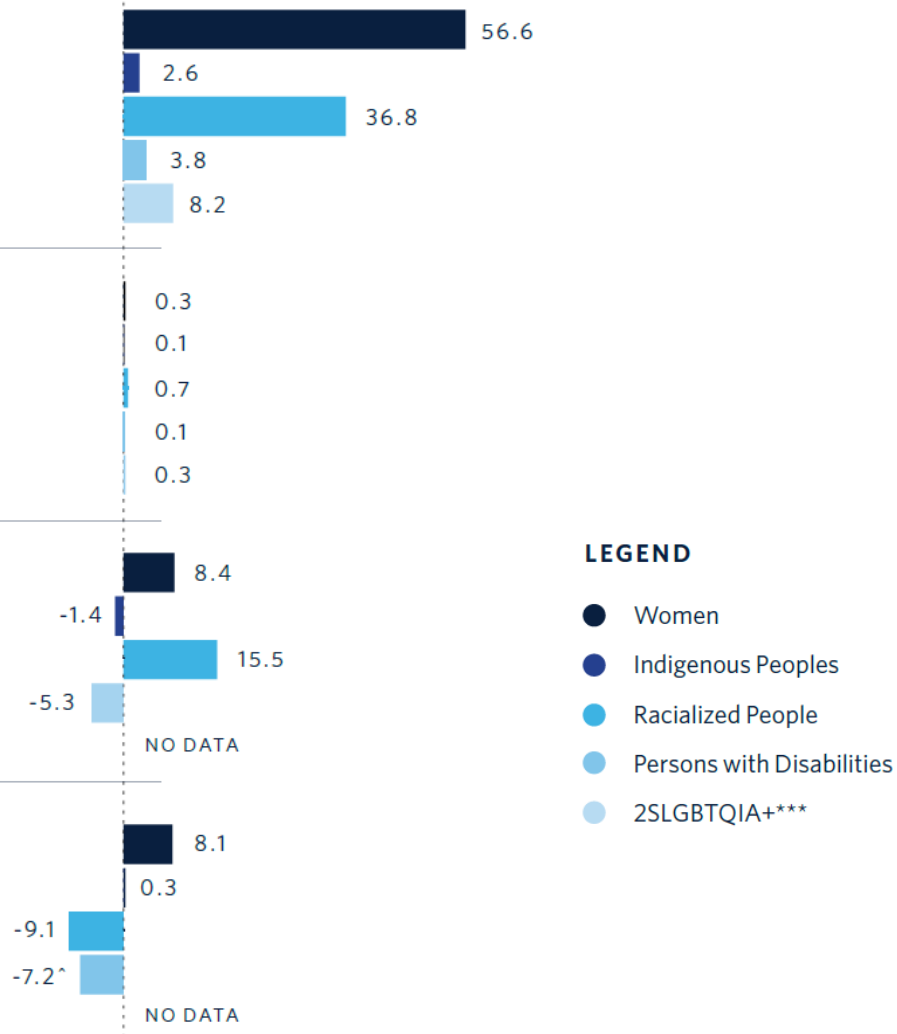


% REPRESENTATION

RELATIVE TO 2019*

RELATIVE TO NATIONAL WORKFORCE**

RELATIVE TO VANCOUVER WORKFORCE**



LEGEND

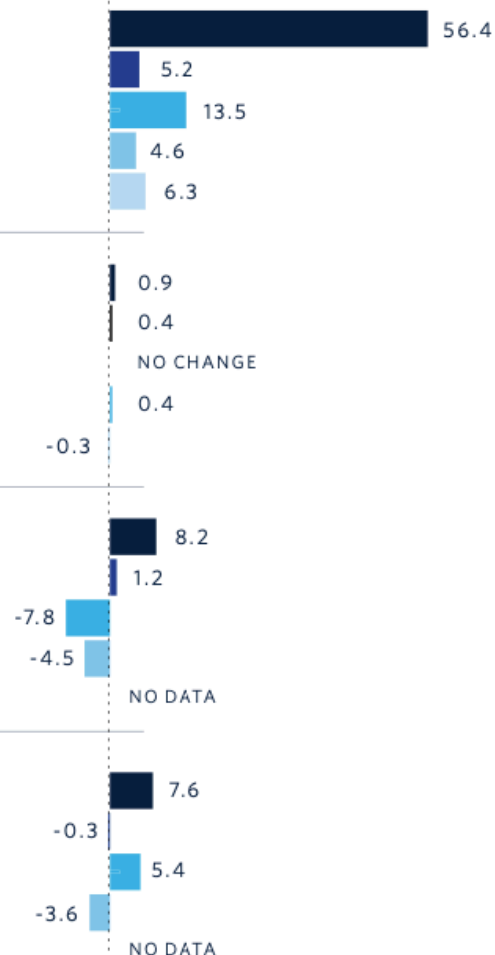
- Women
- Indigenous Peoples
- Racialized People
- Persons with Disabilities
- 2SLGBTQIA+***

% REPRESENTATION

RELATIVE TO 2019*

RELATIVE TO NATIONAL WORKFORCE**

RELATIVE TO KELOWNA WORKFORCE**



LEGEND

- Women
- Indigenous peoples
- Racialized people
- Persons with disabilities
- 2SLGBTQIA+***

Advancing Employment Equity



Sample highlights of progress:

- Hiring Equity Canvas Module
- Trans, Two-Spirit, and Gender Diverse Task Force; Disability Affinity Group and IBPOC Connections
- Special program for restricted hiring of CRCs

Advancing Employment Equity



Sample highlights of progress:

- Centralized Accommodation Fund Pilot
- Participation in federal Dimensions program
- Implementation of the IAP and ISP
- Co-executive leads for anti-racism; Task Force on Anti-Racism & Inclusive Excellence

Advancing Employment Equity



Ongoing and upcoming initiatives :

- 2021 Employment Equity Census and official transition to the revised questionnaire
- Applicant pool comparison to new hires
- Aggregated and anonymized data available for each faculty