



GSS
UBC VANCOUVER

GRADUATE STUDENT SOCIETY OF UBC

Annual Briefing to the UBC Board of Governors

GSS Executive Committee | Sept 2021



PRESENTATION TOPICS

- **The GSS**
- **Our Goals for 2021-22 Term**
- **Collaborations & Milestones**
- **Questions**



EXECUTIVE LEADERSHIP



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GSS LEADERSHIP



Our 2021-2022 Priority Goals

1. Affordability

Focus on students with dependents and disabilities, and other marginalized groups

2. Anti-Racism and Discrimination

Advocate for concrete steps towards dismantling racism and discrimination

3. Funding

Continue advocating for masters' program funding and eliminating PhD tuition

4. Mental health and well-being

Advocate for increase of university funding of mental health and wellbeing for graduate students

5. Sexualized violence on campus (SVPRO)

Express need for mandatory sexual violence prevention training and collaborating with SVPRO

6. Supervisory support for both students and supervisors.

Advocate for academic flexibility and teaching support for graduate students in “post-pandemic”

7. Graduate Life Centre (next step) programs

Raise funding for the renovation of proposed Graduate Life Centre and plan supports and student-led programs



KEY PRIORITY 1: Affordability

President's Academic Excellence Initiative Award for PhD students had immense positive impact

- Eliminate Tuition for PhD students
- Create a special award for students living with disabilities
- Factor in funding for students with dependents

Graduate Covid Program Delay Tuition Awards have benefited most students who were affected

- Create new awards for Master Students; do not have the same access as their PhD colleagues

KEY PRIORITY 2: Anti-Racism and Discrimination

Housing

- 8% experienced discrimination in getting or maintaining housing because of their race, ethnicity, or colour
- Of that 8%, 63% experienced this discrimination more than once over the past year



Similar trend was seen in several other areas such as

- **Employment**
- **Admission**
- **Curriculum**
- **Funding**
- **Accountability**

See the **GSS Anti-Racism Survey** report for more details.

KEY PRIORITY 3: Sexualized Violence

UBC Sexual Misconduct Policy



Positive: faculty and staff are processed under the same policy as students, consent is well defined, mandates training and has an independent investigator.

Needs improvement: visitors and alumni need to be included in the policy, co-op and practicum placements are not covered in the policy, prevention programs that are offered are not highlighted in the policy.

Students For Consent Culture reviewed UBC's policy. Visit [National Our Turn Policy Scores Official Version - Google Sheets](#)

71% of students experience or witness sexual violence during their post-secondary education

Less than 25% of students know where to find support on campus

In conversations with the SASC's management and SVPRO's educators, **little research or reporting is done specifically on the prevalence of sexual violence at UBC.**

Barriers such as cultural competency are not accounted for when determining the level of outreach that these centres have, as data collection is not relied upon for improvement of services.

GSS Collaborations & Milestones

Potential Collaborations

- **PAEIPA** (support eliminating the remaining 75% not covered by tuition waiver)
- **Minimum Funding for PHD (FYF):** engagement to extend funding period
- **Tuition consultations** with UBC Vice-President Students and Provost (ongoing)
- **G+PS BIPOC "Awards"** to create new funding avenues for grad students (ongoing)

Milestones

- GSS advocacy for forming **UBC Task Force on Anti-Racism and Inclusive Excellence**
- Engaging G+PS and Provost to create **Graduate Covid Program Delay Tuition Awards**





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Thank you!

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Anti-Racism Task Force Survey Report

June 2021

The Graduate Student Society of UBC Vancouver



GSS

UBC VANCOUVER

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Overview

The Graduate Student Society (GSS) is committed to its call for dismantling racism and discrimination while promoting Equity, Inclusion and Diversity. An Anti-Racism Task Force Survey (ARTFS) was conducted with UBC graduate students between April 2nd and May 10th, 2021 to provide an opportunity for students to share their experiences on racism and discrimination in order to strengthen our advocacy pieces.

Demographics: The ARTFS had a total of 532 responses. Of those, 501 respondents reached the end of the survey, for a completion rate of over 94%. The survey was divided into the following topics: demographics, housing, curriculum, admission, funding, security on campus, employment, accountability, equity, diversity, and inclusion. Overall, 61% of the respondents self-identified as a person of colour or as a racialized person. The top three ethnic identities were White, East Asian, and South Asian. A summary of each topic is provided below.

Housing: 8% of respondents have experienced discrimination in getting or maintaining housing during their time at UBC because of their race, ethnicity, or colour. Of that 8%, 63% experienced this discrimination more than once over the past year.

Curriculum: 10% of respondents reported that they have been unfairly discouraged from continuing their education during their academic career by their supervisor, professor, or instructor because of their race. Of that 10%, 63% experienced this discrimination more than once in the past year. More than 33% of the respondents stated that during their time at UBC, their intellectual ability has been undervalued by a faculty or staff member of a different race than their own. This number increased to 39% when respondents were asked if their intellectual ability has been undervalued by a peer of a different race than their own. Furthermore, only 34% of respondents agreed that the curriculum at UBC adequately represents the contributions of a variety of racial groups.

Admission: 12% of total respondents reported that they have experienced someone assuming that they were admitted to UBC solely because of their race, ethnicity, or colour, and 5% of total respondents reported that they were not admitted into an academic program over the past year because of their race. Less than half of the respondents (only 42%) agreed that everyone had equal admission opportunities, regardless of race, within UBC graduate programs.

Funding: Only 35% of total respondents agreed that everyone has access to equal funding opportunities, regardless of race, within UBC graduate programs, and 24% of total respondents agreed that race, ethnicity, or colour had been a determining factor in receiving funding for their studies.

Security on Campus: Less than 1% of respondents reported that they have been unfairly treated by campus police, however, many students frequently fear for their physical safety on campus for reasons related to their race, ethnicity, or colour. 9% of total respondents reported that they fear for their physical safety on the UBC campus because of RCMP, police, and other security officials in relation to their race, and 16% of total respondents reported that they frequently fear for their physical safety on the UBC campus due to other (non-police) related reasons in relation to their race. Slightly over half (55%) of respondents agreed that campus

security works to keep them safe. Similar numbers were reported for student comfort with RCMP on campus, with 49% of respondents stating that they feel comfortable with the presence of RCMP on campus and 57% reporting that they were comfortable approaching the RCMP to report an incident or concern.

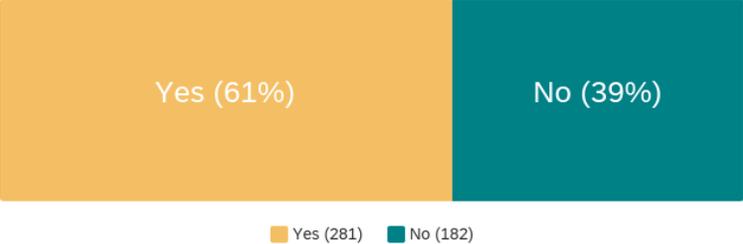
Employment: 7% of respondents reported that at least once during their studies they had not been hired for a job at UBC due to their race. Similarly, 8% of respondents reported that at least once during their studies they had not been hired for a job outside of UBC due to their race. In the workplace, 41% of the respondents felt that they had to work harder than others to get the same treatment because of their race, and less than three quarters (72%) of respondents agreed that racial jokes are not tolerated at their place of work. When respondents were asked if they felt that they received equitable pay at their workplace, only 58% said yes, with 24% of respondents stating that they felt unsure and 18% that responded no. Of the respondents that felt that they did not receive equitable pay, 30% reported they feel that this is because of their race, and a further 22% were unsure if this is related to their race.

Accountability: 13% of respondents witnessed and reported an incident of discrimination to campus officials during their studies. For respondents who witnessed an incident and chose not to report it, a key reason (31%) was that they felt that nothing would be done. Moreover, 12% of respondents have personally experienced and reported an incident of discrimination to campus officials during their studies. For respondents who experienced an incident of discrimination and chose not to report it, the biggest reason (32%) was that they felt that nothing would be done. When asked about their experience reporting, 26% of respondents reported that they experienced negative consequences (such as retaliation and bullying), and only 19% stated that they received adequate support after reporting. Of that 19%, nearly half (46%) were not satisfied with the provided support.

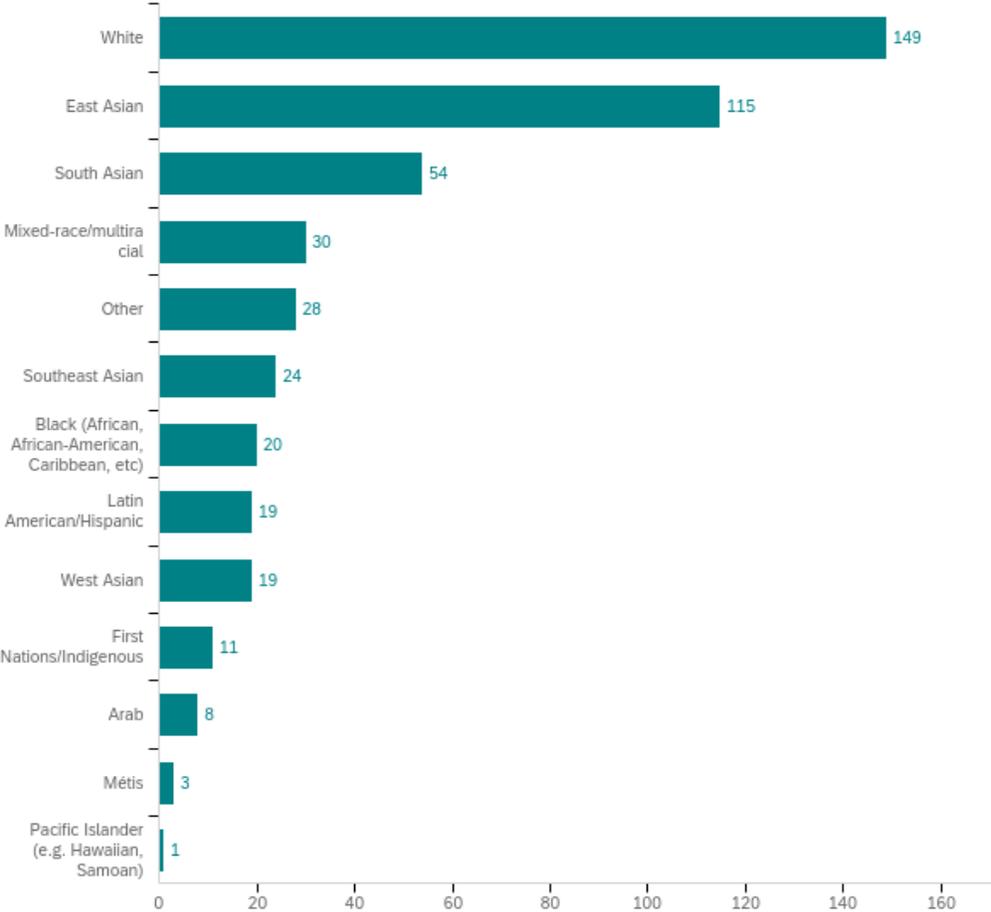
Equity, Diversity, and Inclusion: only 32% agreed that their department has equitable representation in terms of race or ethnicity at a faculty/staff level, 60% agreed that students of their race are respected at UBC, and 36% felt that they have never been left out at UBC because of their race.

Demographics

Do you identify as a person of colour or as a racialized person, regardless of place of birth or citizenship?¹



What is your racial or ethnic identity?²

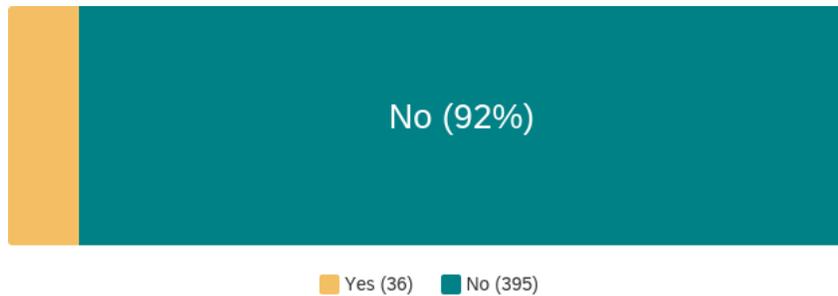


¹ The number in the brackets represents the number of respondents.

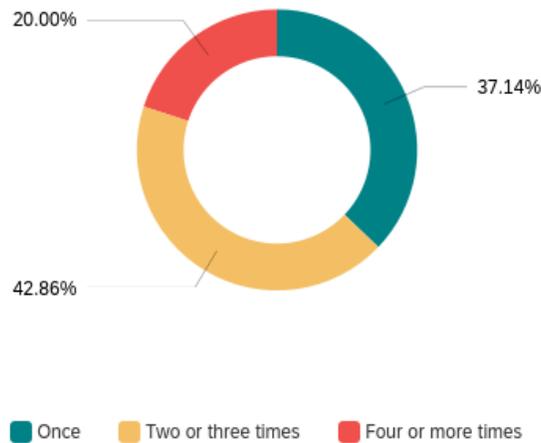
² This graph does not show respondents who selected multiple answers.

Housing

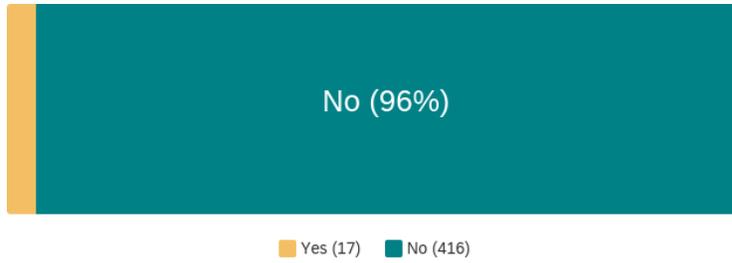
During your time at UBC, have you ever experienced discrimination, been prevented from doing something, or been hassled or made to feel inferior in getting or maintaining housing because of your race, ethnicity, or colour?



If Yes, how many times did this occur in the past year?

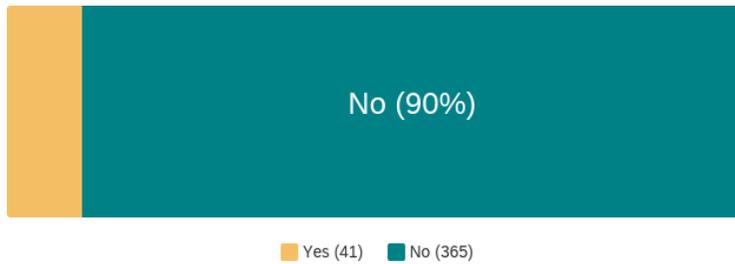


During your time at UBC, have you ever moved into a neighborhood/campus residence where neighbors/residents made life difficult for you or your family because of your race, ethnicity, or colour?

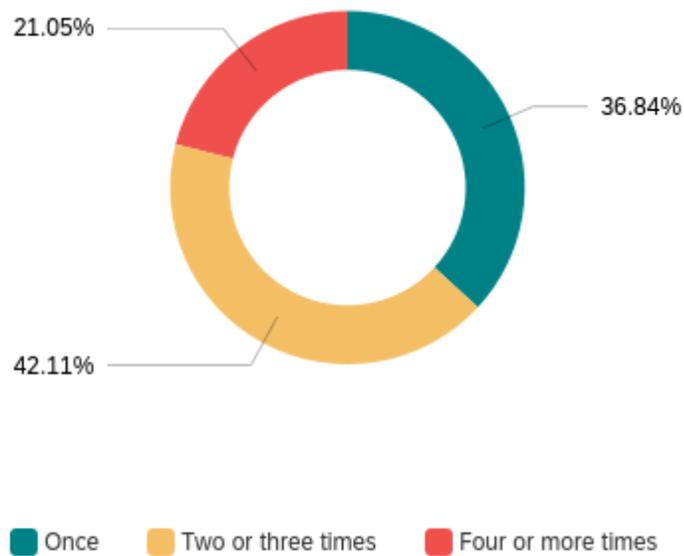


Curriculum

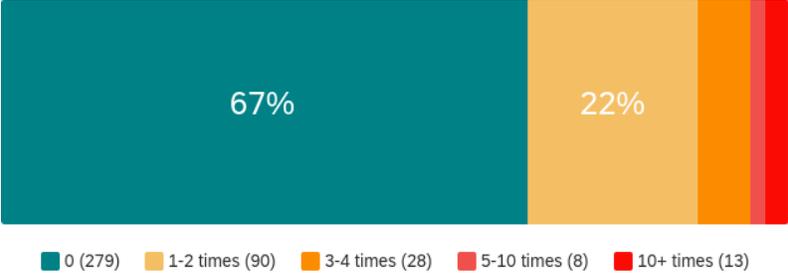
Have you ever been unfairly discouraged by a professor, lecturer, or supervisor from continuing your education because of your race, ethnicity, or colour?



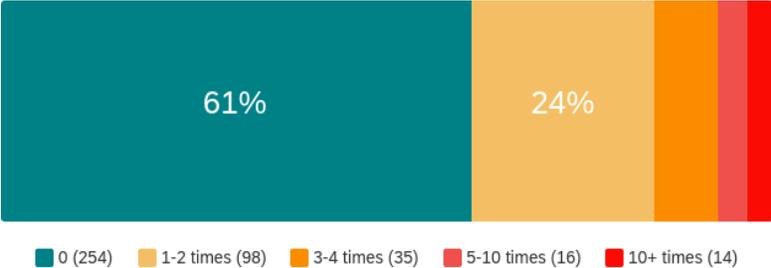
If Yes, how many times did this occur in the past year?



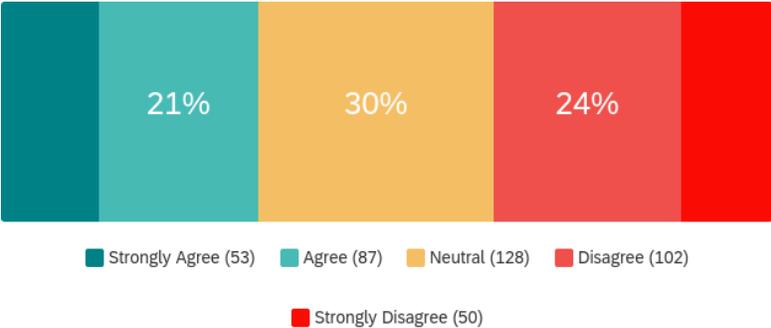
How often has a faculty or staff member (of a race other than my own) questioned or undervalued your intellectual ability during your time at UBC?



How often has a peer or fellow student (of a race other than my own) questioned or undervalued your intellectual ability during your time at UBC?

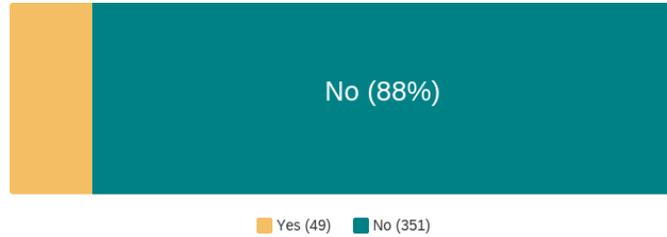


To what extent do you agree that the curriculum at UBC adequately represents the contributions of a variety of racial groups?

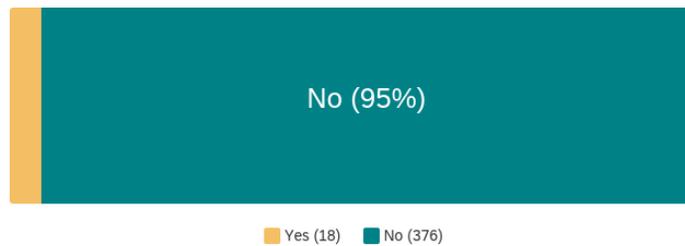


Admission

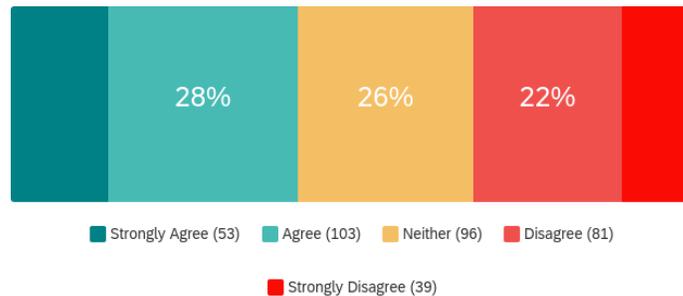
Have you had experience with someone assuming that you were admitted to UBC solely because of race, ethnicity, or colour?



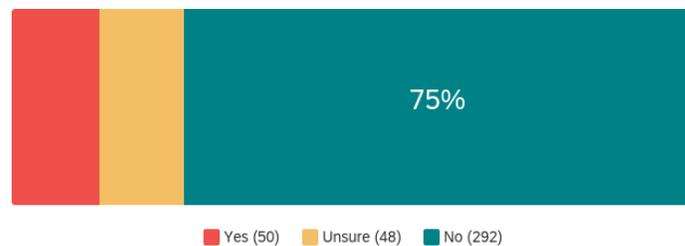
Have you not been admitted into a program because of your race, ethnicity, or colour in the past year?



To what extent do you agree with the following statement: Within the UBC graduate programs, everyone has access to equal admission opportunities regardless of their race.

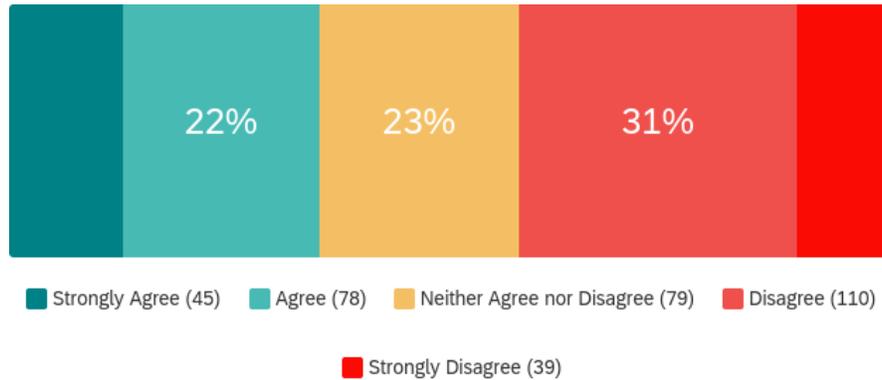


Have you experienced difficulty with admissions to UBC due to differences in grading/assessment practices in your home country?

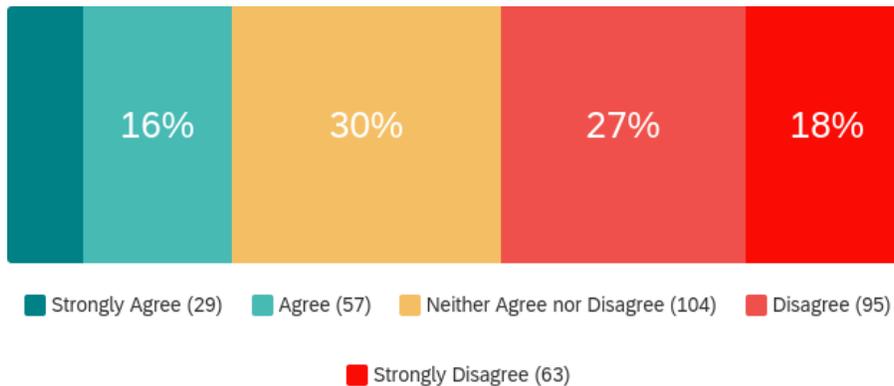


Funding

To what extent do you agree with the following statement: Within the UBC graduate programs, everyone has access to equal funding opportunities regardless of their race.

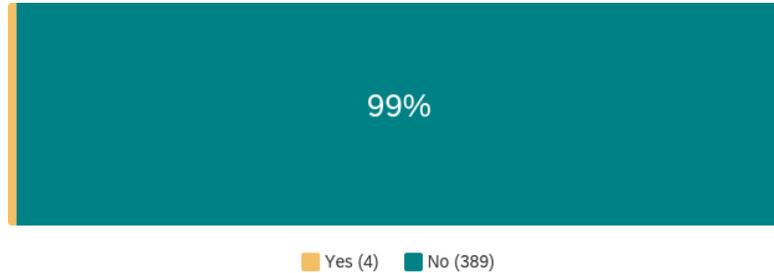


To what extent do you agree with the following statement: Race, ethnicity, or colour has been a determining factor in your personal ability/inability to receive funding for your studies.

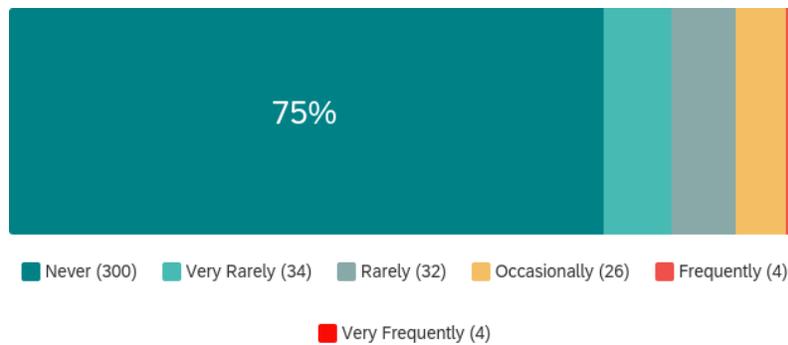


Security on Campus

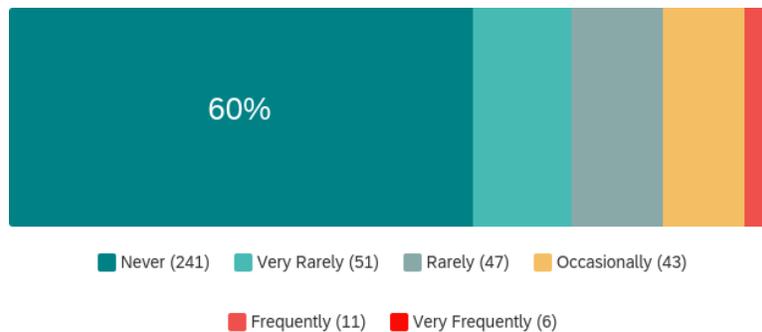
Have you ever been unfairly stopped, searched, questioned, physically threatened or abused by the campus police?



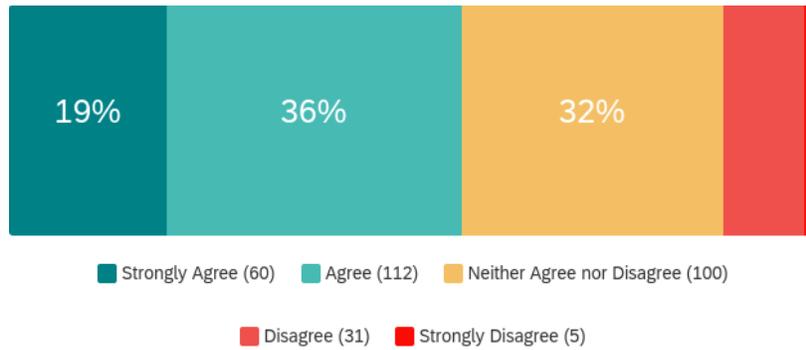
How often have you feared for your physical safety on UBC campus because of RCMP, police or other security in relation to your race, ethnicity, or colour?



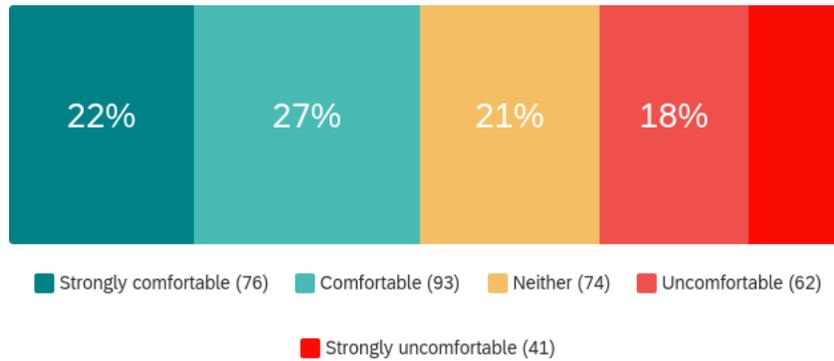
How often have you feared for your physical safety on UBC campus because of other reasons (non-police) in relation to your race, ethnicity, or colour?



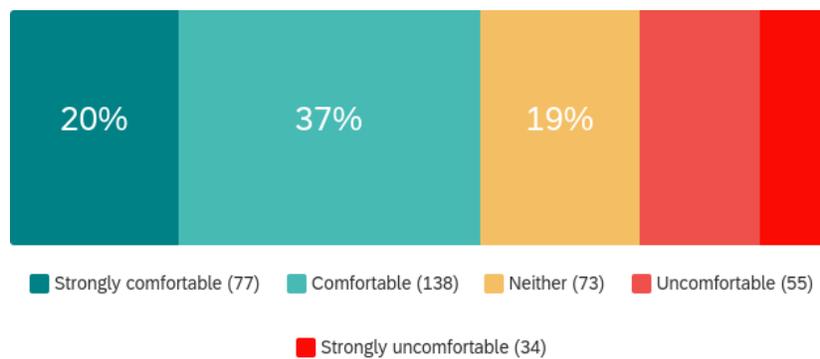
To what extent do you agree that campus security works to keep you safe?



Do you feel comfortable with the presence of the Royal Canadian Mounted Police (RCMP) on campus?

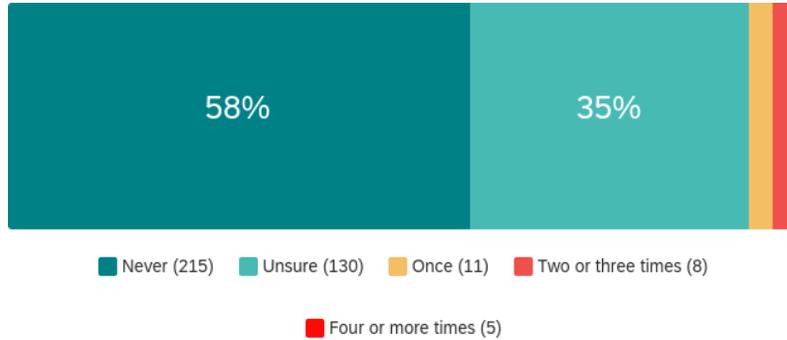


Do you feel comfortable approaching the RCMP to report an incident or concern?

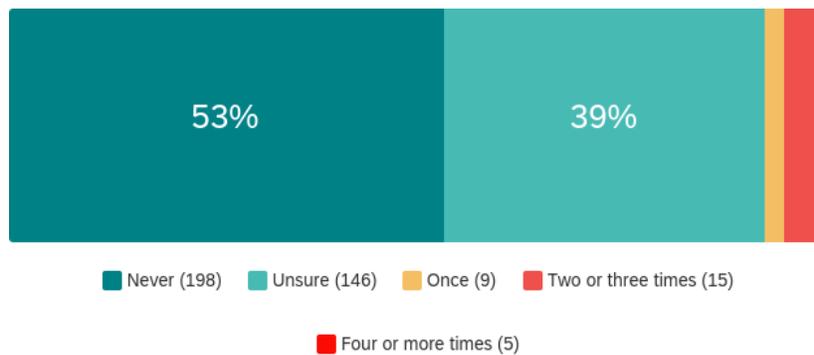


Employment

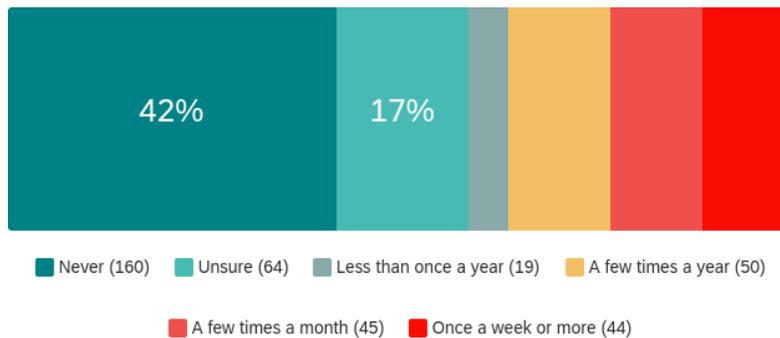
During your studies, how often have you not been hired for a job at UBC because of your race, ethnicity, or colour?



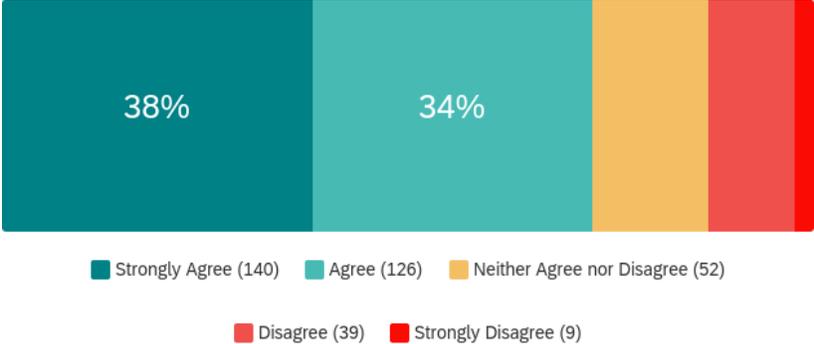
During your studies, how often have you not been hired for a job outside UBC (including Co-op) because of your race, ethnicity, or colour?



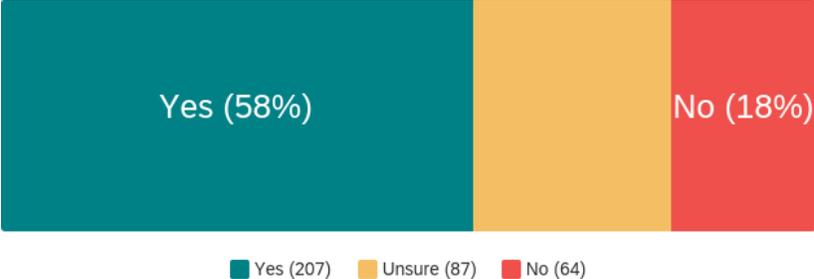
How often do you feel that you have to work harder than others at your workplace to get the same treatment or evaluation because of your race, ethnicity, or colour?



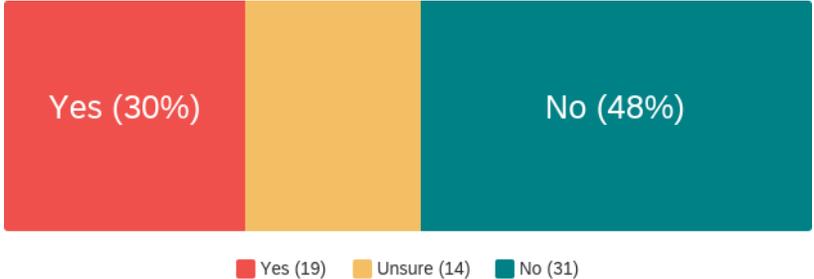
To what extent do you agree with this statement: Racial slurs or jokes are not tolerated at my workplace.



Do you feel that you receive equitable pay at your workplace?



If No, do you feel that this is because of your race, ethnicity or colour?

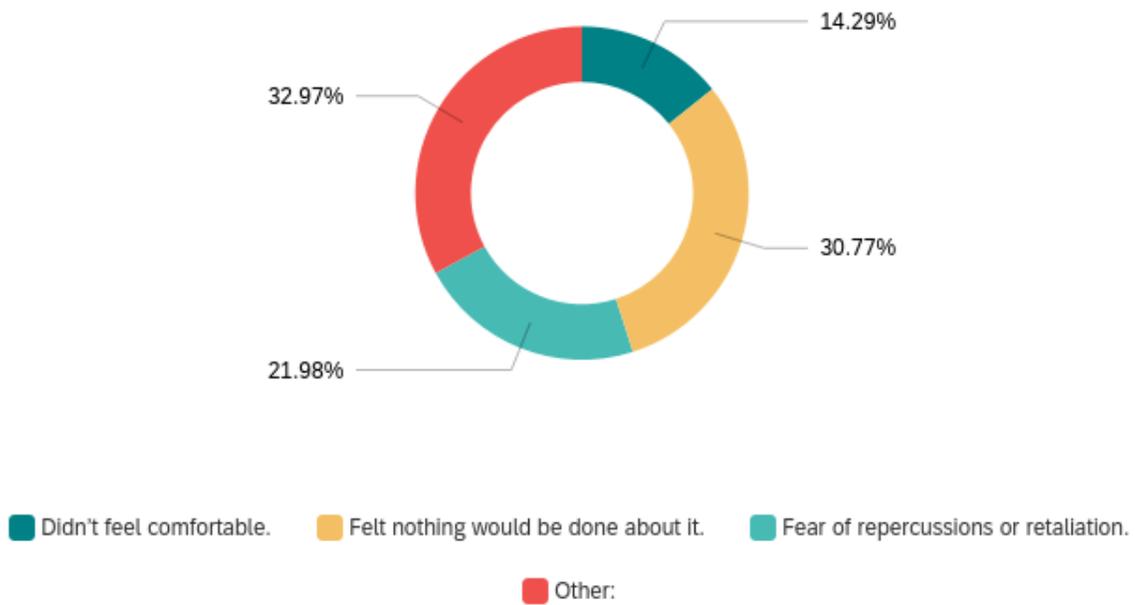


Accountability

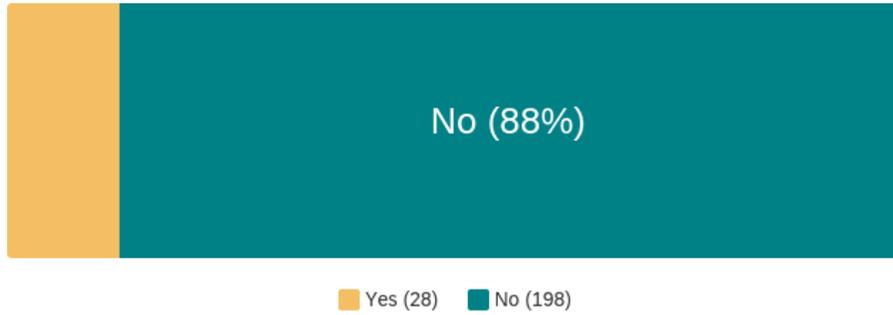
During your studies, have you ever **witnessed** and reported any incident(s) of discrimination/harassment because of your race, ethnicity, or colour to campus officials?



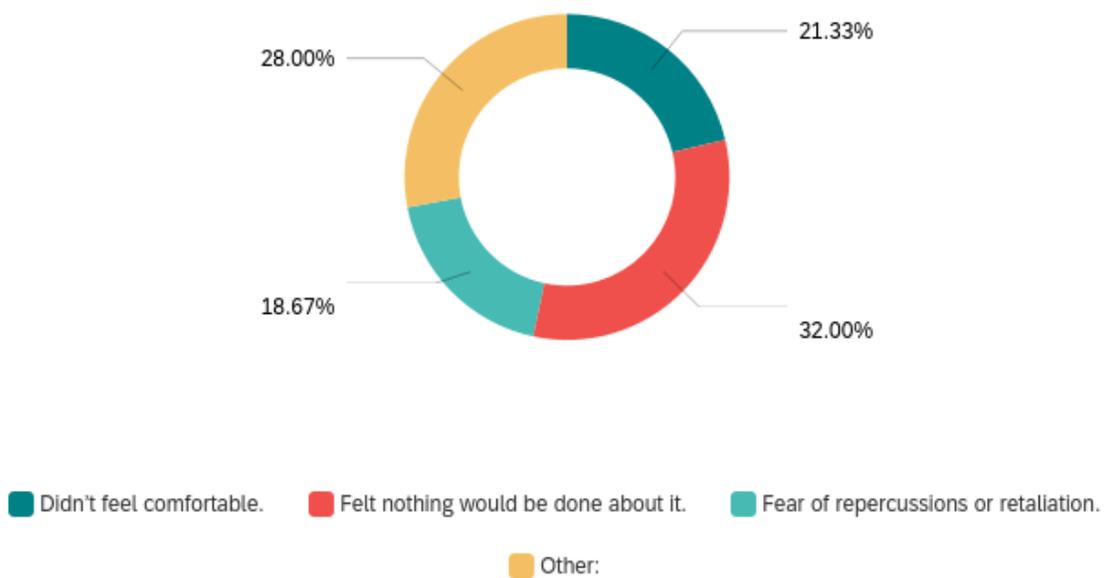
If you have **witnessed** an incident and chose not to report it, could you explain why you chose not to report the incident(s)?



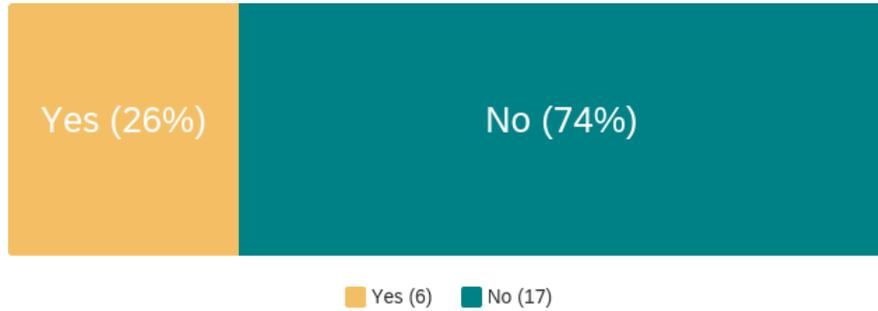
During your studies, have you ever **experienced** and reported any incident(s) of discrimination/harassment because of your race, ethnicity, or colour to campus officials?



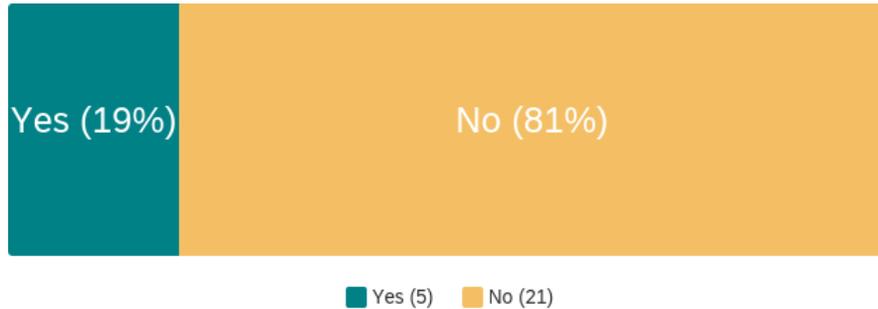
If you have **experienced** an incident and chose not to report it, could you explain why you chose not to report the incident(s)?



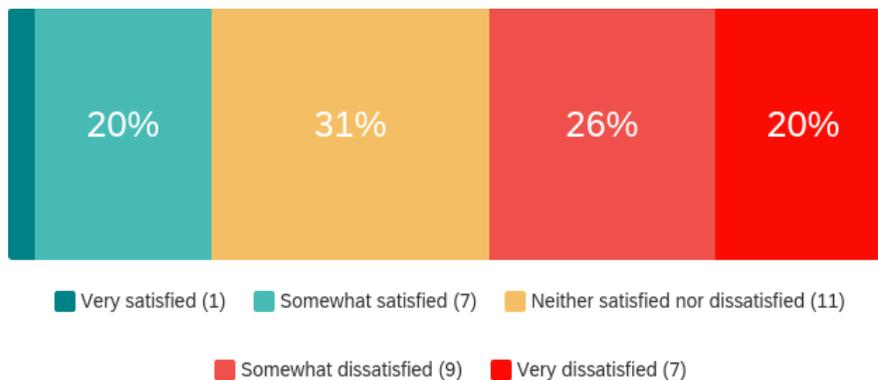
If you reported an incident, did you experience any negative consequences (ie. retaliation, bullying, etc.)?



If you reported an incident, did you receive adequate support afterwards?

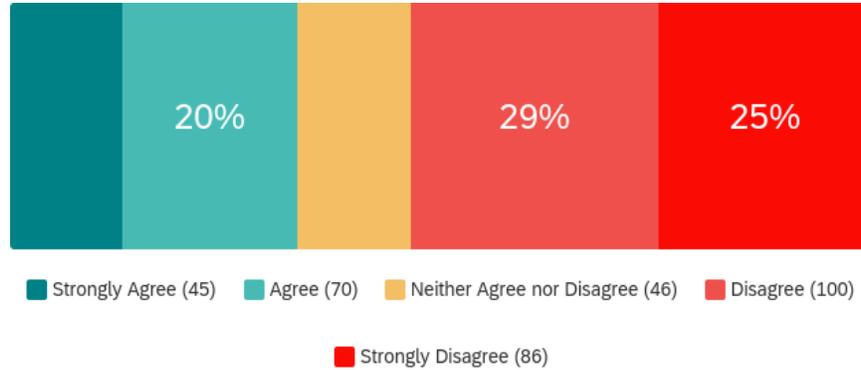


If Yes, how satisfied are you with the support being provided?

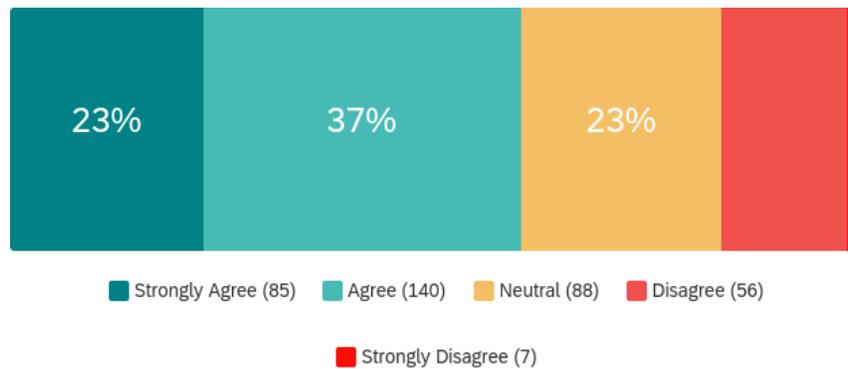


Equity, Diversity, and Inclusion

To what extent do you agree that your department has equitable representation in terms of race or ethnicity at a faculty/staff level?



To what extent do you agree that students of your race/ethnicity are respected at UBC.



How often have you felt being isolated or left out at UBC because of your race, ethnicity, or colour?

