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<b>SUBJECT</b>	Human Rights Interim Report
<b>SUBMITTED TO</b>	People, Community & International Committee
<b>MEETING DATE</b>	September 13, 2023
<b>SESSION CLASSIFICATION</b>	Recommended session criteria from Board Meetings Policy: OPEN
<b>REQUEST</b>	For information only - No action requested

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<b>LEAD EXECUTIVE</b>	Gage Averill, Provost and Vice-President Academic, UBCV
<b>SUPPORTED BY</b>	Rehan Sadiq, Provost and Vice-President Academic, UBCO Arig al Shaibah, Associate Vice-President, Equity & Inclusion Arun Mohan, Director, Human Rights, Equity & Inclusion Office

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### Prior Submissions

The subject matter of this submission is considered on an annual basis by the Board of Governors.

It was most recently considered by the People, Community & International Committee on [June 15, 2022](#) in conjunction with the Equity & Inclusion Office Annual Report 2021-2022.

The subject matter of this submission was also considered as a stand-alone Human Rights Report by the People, Community & International Committee on [June 9, 2021](#).

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### EXECUTIVE SUMMARY

The Human Rights Team works collaboratively to uphold and promote the human rights of all UBC Community Members. The team responds to every person and group that comes to the Equity & Inclusion Office with a discrimination-related concern or inquiry, including those raised by UBC students, staff, and faculty on all UBC campuses, as well as from UBC Alumni and members of the public. The Human Rights Team works to informally resolve concerns, wherever possible, and to assist individuals to pursue investigations, where necessary.

In addition to the complaint response work, the Human Rights Team proactively supports UBC leaders and all interested UBC Community Members to build human rights-respecting policies, practices, interactions, and environments. By fostering effective working relationships with all relevant UBC stakeholders, the team seeks to influence the culture at UBC toward restorative, trauma-informed, and lasting human rights changes.

There was recently a large amount of turnover in the team. July 2022 saw the arrival of an advisor, January 2023 saw the arrival of two advisors, and April 2023 saw the arrival of the new Director, Human Rights. We are working to improve data collection standards and mechanisms so that we are comparing like statistics year over year and are able to report on trends over time.

The Human Rights Team continues to respond to complex human rights-related inquiries and concerns. There has been a drop in the number of consultations per protected characteristic, from 1104 for the period of May 1, 2021–April 30, 2022 to 396 for the period of May 1, 2022–April 30, 2023.

## APPENDICES

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1. Interim Human Rights Annual Report, May 1, 2022–April 30, 2023
2. Consultation Statistics, May 1, 2022–April 30, 2023
3. Charts/Tables with Trends, May 1, 2022–April 30, 2023

# 1. Interim Annual Report, Human Rights, May 1, 2022 – April 30, 2023

<b>Reporting period:</b> 1st May 2022 – 30th April 2023
<b>Team:</b> Human Rights
<p>The Human Rights Team works collaboratively to uphold and promote the human rights of all UBC Community Members. The team responds to every person and group that comes to the Equity &amp; Inclusion Office with a discrimination-related concern or inquiry, including those raised by UBC students, staff, and faculty on all UBC campuses, as well as from UBC Alumni and members of the public.</p> <p>Pursuant to UBC's Discrimination Policy, SC7, the Human Rights Team works to informally resolve concerns, wherever possible, and to assist individuals who choose to pursue formal investigations processes, as requested.</p> <p>In addition to the complaint response work, the Human Rights Team proactively supports UBC leaders and all interested UBC Community Members to build human rights-respecting policies, practices, interactions, and environments. By fostering effective working relationships with all relevant UBC stakeholders, the team seeks to influence the culture at UBC toward restorative, trauma-informed, and lasting human rights changes.</p> <p>There was recently a large amount of turnover in the team. July 2022 saw the arrival of an advisor, January 2023 saw the arrival of two advisors, and April 2023 saw the arrival of the new Director, Human Rights. We are working to improve data collection standards and mechanisms so that we are comparing like statistics year over year and are able to report on trends over time.</p> <p>The Human Rights Team continues to respond to complex human rights-related inquiries and concerns. There has been a drop in the number of consultations per protected characteristic, from 1104 for the period of May 1, 2021–April 30, 2022 to 396 for the period of May 1, 2022–April 30, 2023. This may be due to several reasons:</p> <ol style="list-style-type: none"><li>1. Applicants may have narrowed their matters to particular protected characteristics — due to education, speaking to stakeholders at UBC, or through the Advisors.</li><li>2. Advisors may have narrowed down the protected characteristics after their tenure in the role. In other words, in the past, an Advisor may have thought that the matter involved five to six protected characteristics. However, with additional training and experience, they were able to narrow the scope of the matter and understand that there may only be two protected characteristics involved and start their analysis from there.</li></ol> <p>Having piloted a UBCO Human Rights Advisor role for a term position a couple of years ago, and monitoring the Okanagan-based concerns and complaints that have been handled virtually by the UBCV Human Rights Advisors, the EIO has recommended the hiring of an ongoing position based on the Okanagan campus. The position has been approved for hiring using UBCV EIO funds until such time that the UBCO EIO budget scenario improves to enable continued funding of the position.</p>

2023/2024 is an SC7 policy review year, where not only will the policy and associated procedures be reviewed for possible improvements, but also where the community reporting protocols, formal and informal resolution principles, partnering office communications and consultation, and capacities of decision-making committees and bodies will be examined across the complaint ecosystem.

## 2. Human Rights Consultations 1<sup>st</sup> May 2022 – 30<sup>th</sup> April 2023

Protected characteristic (PC)	Numbers of Consultations per PC	Relevant status of the impacted person(s)	Campus (V/O)
Indigenous identity	29	8: Undergraduate 6: Graduate Students 0: Postdoc 8: Faculty 2: Staff 0: Public 0: Alumni 5: Group	22: Vancouver 7: Okanagan
Race, Colour, Ancestry, Place of Origin <sup>1</sup>	91	41: Undergraduate 11: Graduate Students 0: Postdoc 12: Faculty 19: Staff 1: Public 0: Alumni 5: Group 2: Unknown	73: Vancouver 16: Okanagan 2: Unknown
Political belief (employment area)	5	1: Undergraduate 0: Graduate Students 0: Postdoc 1: Faculty 1: Staff 0: Public 0: Alumni 1: Group 1: Unknown	5: Vancouver 0: Okanagan
Religion	16	11: Undergraduate 0: Graduate Students 0: Postdoc 2: Faculty 1: Staff 1: Public 0: Alumni 1: Group	13: Vancouver 3: Okanagan

<sup>1</sup> The consultations either involve one or all of the characteristics. In most instances, these characteristics intersect, and it is difficult to disentangle the characteristics.

Marital Status	2	0: Undergraduate 1: Graduate Students 0: Postdoc 0: Faculty 1: Staff 0: Public 0: Alumni 0: Group	1: Vancouver 1: Okanagan
Family Status	4	2: Undergraduate 1: Graduate Students 0: Postdoc 1: Faculty 0: Staff 0: Public 0: Alumni 0: Group	4: Vancouver 0: Okanagan
Physical or Mental Disability	71	31: Undergraduate 12: Graduate Students 0: Postdoc 7: Faculty 18: Staff 0: Public 0: Alumni 2: Group 1: Unknown	49: Vancouver 21: Okanagan 1: Unknown
Sex	77	20: Undergraduate 12: Graduate Students 1: Postdoc 15: Faculty 22: Staff 2: Public 1: Alumni 2: Group 2: Unknown	56: Vancouver 20: Okanagan 1: Unknown

Sexual Orientation	10	2: Undergraduate 0: Graduate Students 0: Postdoc 2: Faculty 2: Staff 0: Public 1: Alumni 1: Group 2: Unknown	7: Vancouver 3: Okanagan
Gender identity or expression	48	22: Undergraduate 5: Graduate Students 0: Postdoc 5: Faculty 12: Staff 0: Public 1: Alumni 2: Group 1: Unknown	33: Vancouver 15: Okanagan
Age	1	0: Undergraduate 0: Graduate Students 0: Postdoc 1: Faculty 0: Staff 0: Public 0: Alumni 0: Group	1: Vancouver 0: Okanagan
Criminal or summary conviction offense that is unrelated to the employment or intended employment	0	0: Undergraduate 0: Graduate Students 0: Postdoc 0: Faculty 0: Staff 0: Public 0: Alumni 0: Group	0: Vancouver 0: Okanagan

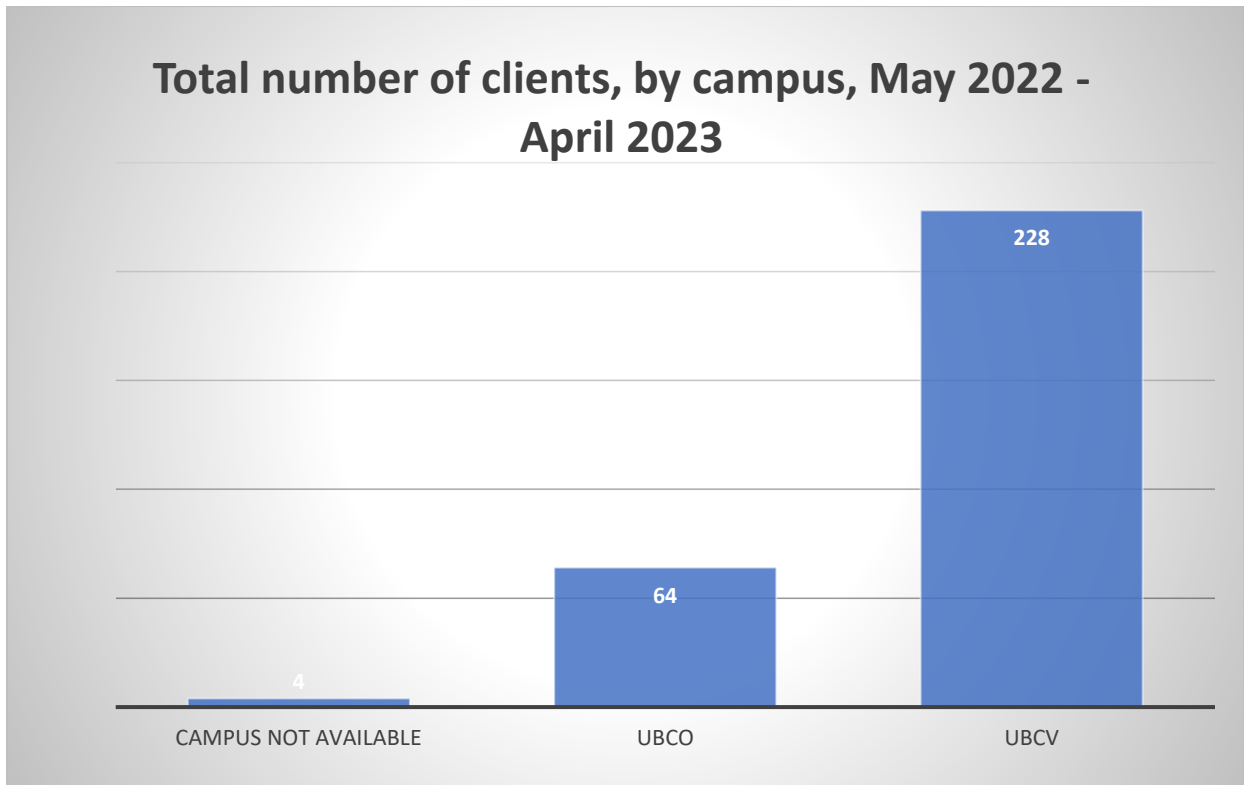
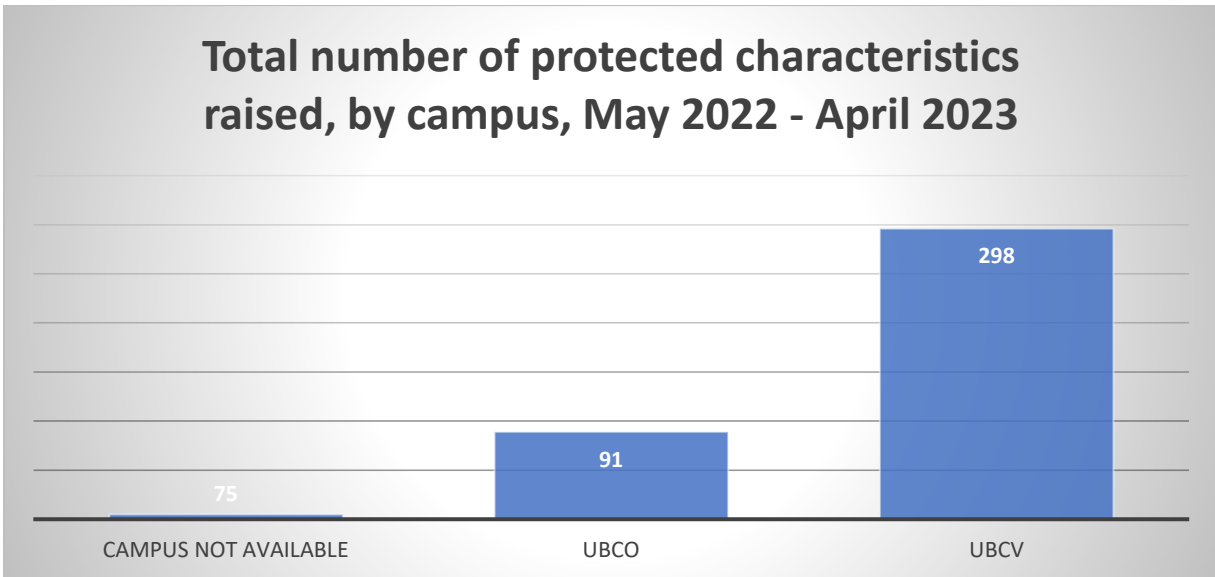
Unknown <sup>2</sup>	42	13: Undergraduate 6: Graduate Students 0: Postdoc 4: Faculty 4: Staff 2: Public 0: Alum 9: Group 4: Unknown	34: Vancouver 5: Okanagan 3: Unknown
<b>TOTAL</b>	<b>396 PCs raised</b> in consultations with the Human Rights advising team	<b>151:</b> Undergraduate <b>54:</b> Graduate Students <b>1:</b> Postdoc <b>58:</b> Faculty <b>82:</b> Staff <b>6:</b> Public <b>3:</b> Alumni <b>28:</b> Group <b>13:</b> Unknown	<b>298:</b> Vancouver <b>91:</b> Okanagan <b>7:</b> Unknown

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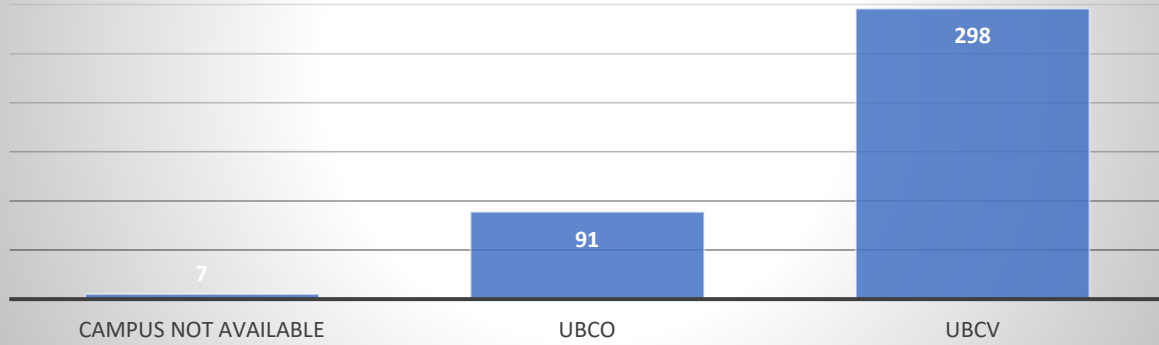
<sup>2</sup> There were advising requests made that did not include protected characteristics. The individual did not attend the initial meeting, or advised that their matter had been resolved.



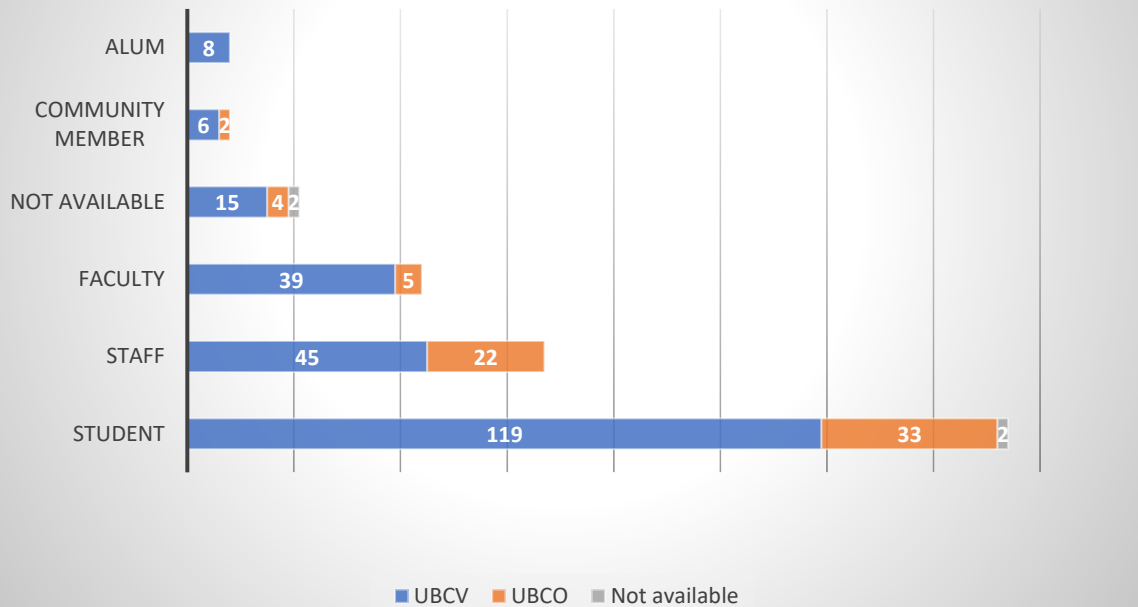
### 3. Charts/Tables with Trends, May 1, 2022 – April 30, 2023



## Total number of protected characteristics raised, by campus, May 2022 - April 2023

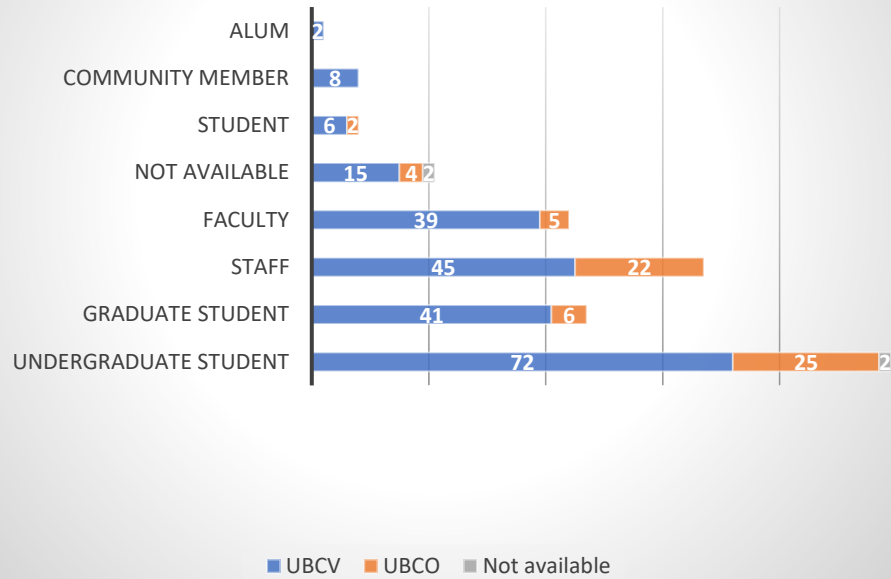


## Number of cases by affiliation, by campus, May 2022 to April 2023

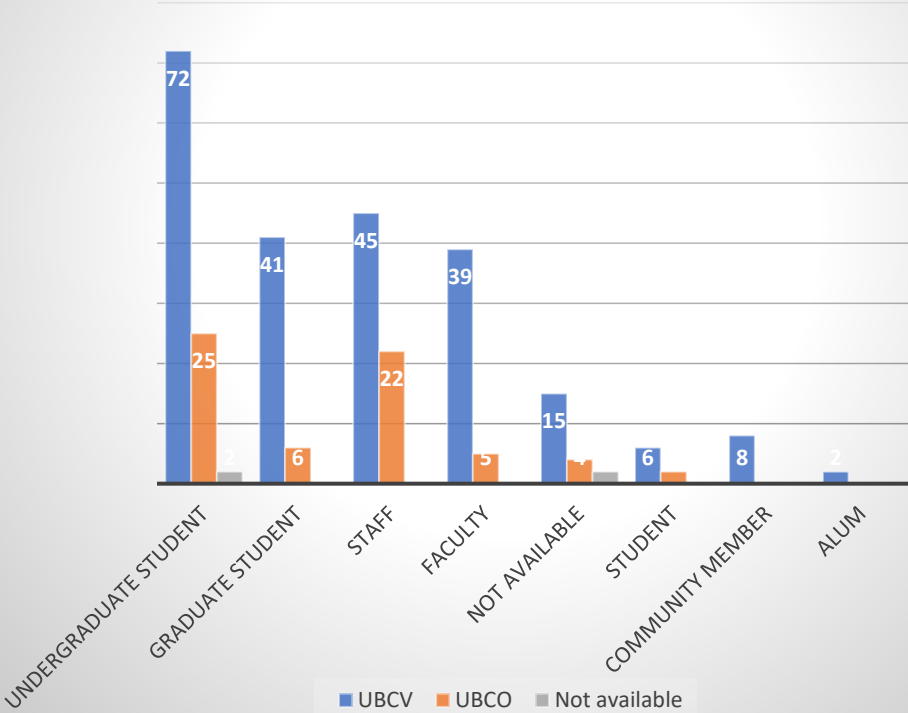


In above graph, students have been all combined under one student category.

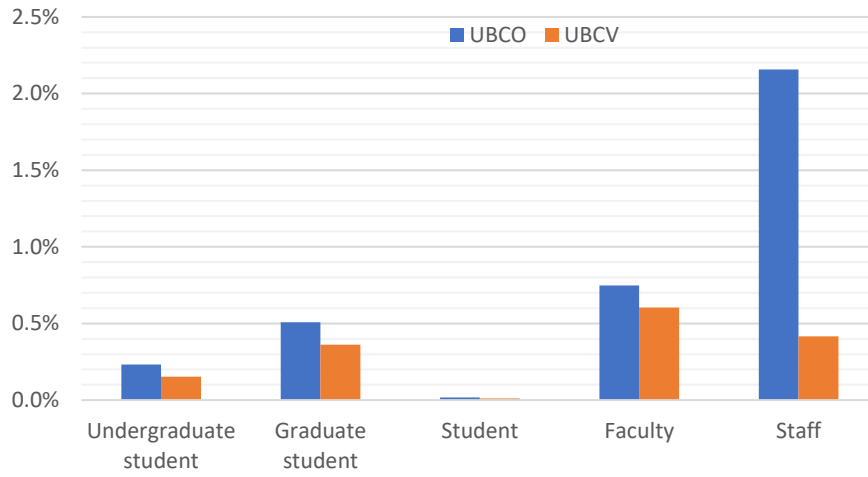
## Number of cases by affiliation, by campus, May 2022 to April 2023



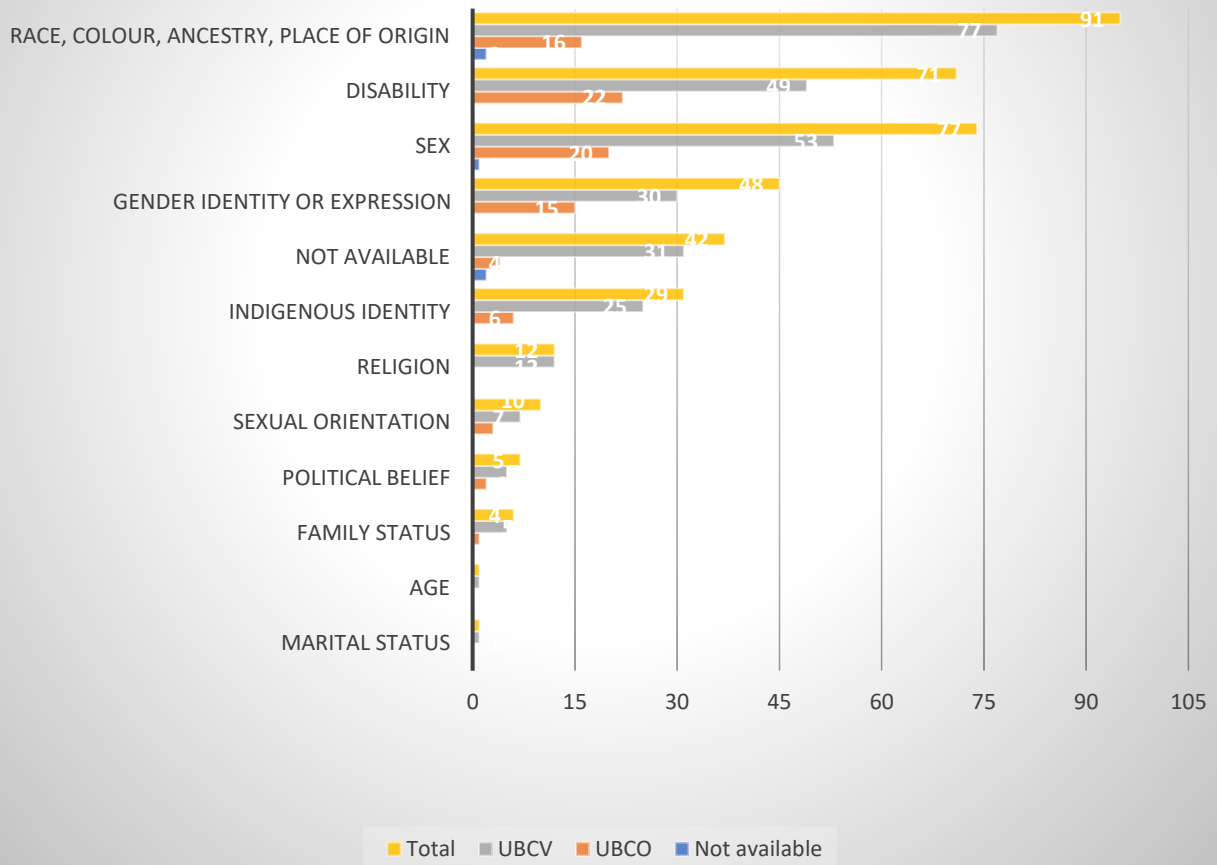
# Number of cases by affiliation, by campus, May 2022 to April 2023



# Cases by percent of campus population, by campus, by affiliation, May 2022 to April 2023

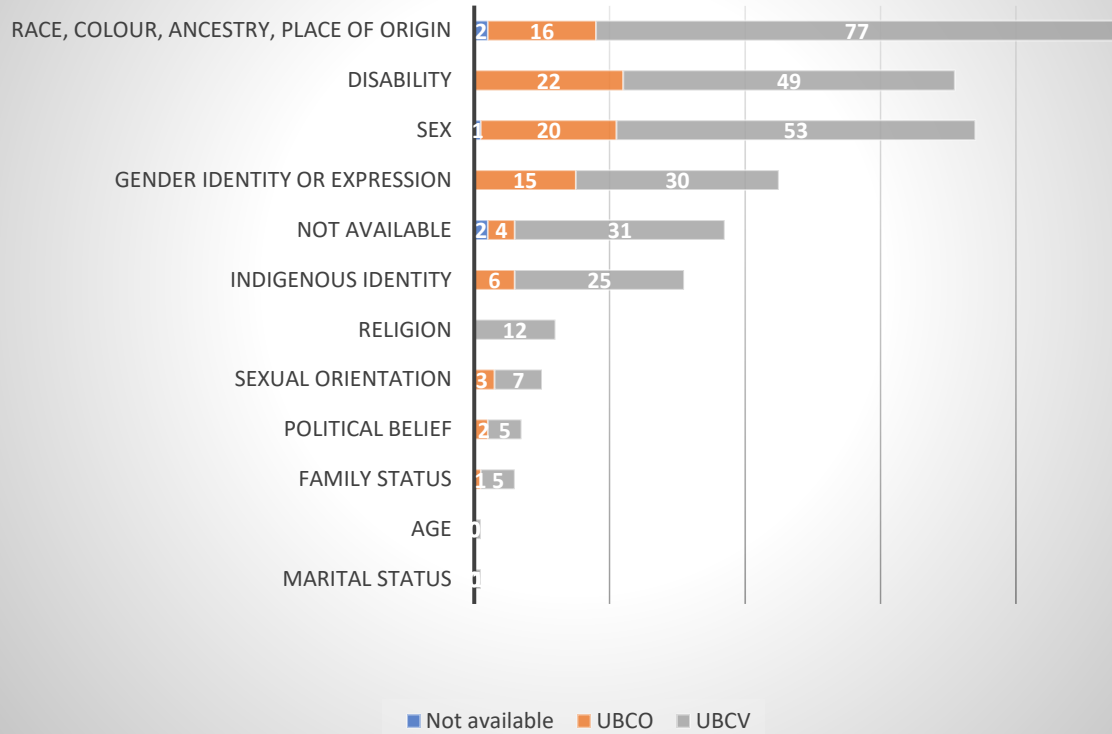


## Number of Protected Characteristics raised by campus, by type, May 2022 to April 2023

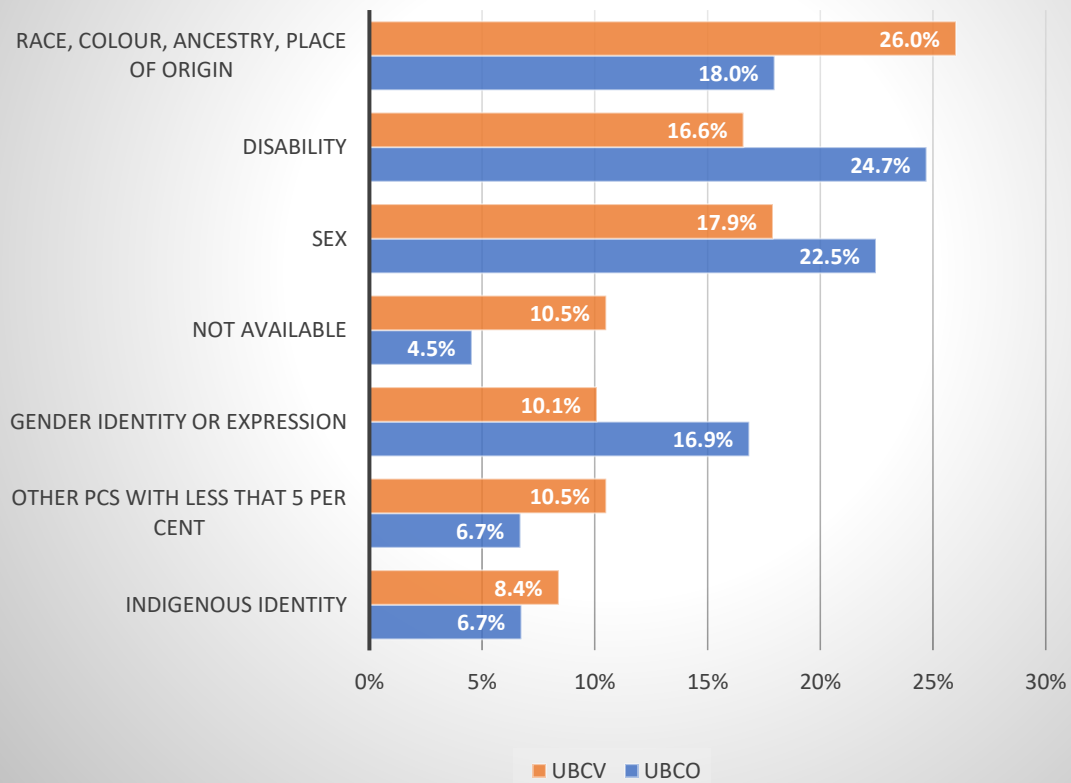


Protected characteristics with zero instances have not been included in the graph.

## Number of Protected Characteristics raised by campus by type, May 2022 to April 2023



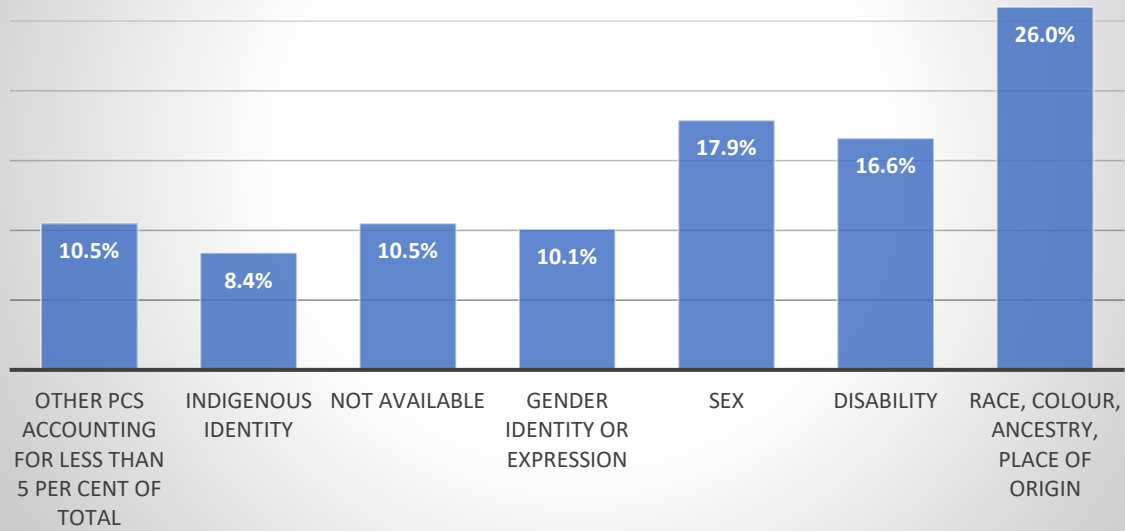
## Percent of Protected Characteristics raised at UBC, by campus, May 2022-April 2023



PCs with less than 5 per cent each included, Criminal conviction, Marital status, Age, Family status, Political belief, Sexual orientation, Religion.



## Percent of Protected Characteristics raised at UBC, May 2022 - April 2023



# Percent of Protected Characteristics raised at UBC Okanagan, May 2022-April 2023



# Percent of Protected Characteristics raised at UBC Vancouver, May 2022-April 2023

