



SUBJECT	Employment Equity Interim Report
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REQUEST	For information only - No action requested

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PRIOR SUBMISSIONS

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

1. [November 18, 2022](#)
2. [April 8, 2021](#)
3. [June 1, 2020](#)

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

EXECUTIVE SUMMARY

Results of the 2022 Employment Equity Survey

- UBC recorded its highest cumulative **response rate** to date in 2022 with 80% of eligible employees having completed the survey institution-wide as of October 31st last year: the response rate was 80% for UBCV and 83% for UBCO.
- UBC continues to demonstrate strong representation among **women** in its workforce (57.1% at UBCO; 54.9% at UBCV), exceeding regional and national workforce representation levels at both campuses.
- The proportion of **Indigenous** employees at UBCO (5.1%) exceeds both national and regional comparator cohorts, but is below both comparator groups at UBCV (2.1%).
- The proportion of **racialized** employees at UBCO (19.9%) exceeds regional but falls just below national workforce proportions, while racialized employees at UBCV exceed national workforce proportions but fall below the regional comparator cohort.
- Proportional representation of **persons with disabilities** exceeds national and regional comparator cohorts at UBCO (12.4%), but is below regional comparators at UBCV (8.8%).
- While no comparable data is available at national or regional levels for **2SLGBQIA+** employees, proportional representation is similar across campuses with 9.7% at UBCO and 9.6% at UBCV.
-

Ongoing Efforts & Next Steps

- A more comprehensive report, forthcoming in 2024, will include employment equity survey data for 2023, trend data from previous years, and disaggregated data at the faculty and VP portfolio levels.
- Implementation and progress tracking of the StEAR Framework and Roadmap to Change will guide additional enhancements for future institutional data collection, including senior/executive, senate, and Board representation, as well as experiential and climate data institution-wide.

APPENDICES

1. 2022 Employment Equity Survey Interim Report

PRESENTATIONS

2. 2022 Employment Equity Survey Interim Report presentation



2022 Employment Equity Interim Report

Prepared by the UBC Equity & Inclusion Office

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Results of the 2022 Employment Equity Survey

The 2022 Employment Equity Survey recorded the largest equity dataset with a response rate of 80% and 83% for UBC Vancouver and Okanagan campuses, respectively, and a response rate of 80% across UBC ([Figure 1](#)). Targeted efforts to promote UBC employees' participation in the Equity Survey, including follow ups with leadership, faculty, and staff in low-response units, and ongoing communication of the benefits from self-identification, are starting to show promising results as demonstrated by higher response rates in 2021 and 2022 ([Figure 2](#)).

Response rates represent the proportion of eligible employees at UBC who have completed the Employment Equity Survey during any year of their employment. Employees can update their data any time by resubmitting the survey on Workday, accessed via a live link available on the EIO's Employment Equity webpage. In accordance with the 2021 Employment Equity Report, the survey data presented here includes a more fulsome capture of UBC's job classifications by including responses from post-doctoral fellows and Clinical Fellows provided solely from self-identification on the Employment Equity Survey. Notes about data collection methodology are available in [Appendix A: Methodology](#).

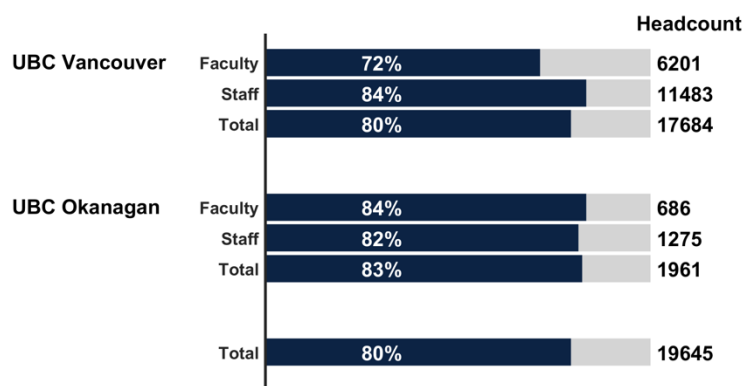


Figure 1. Response rate to the Employment Equity Survey 2022. Faculty includes Long Term Faculty, Short Term Faculty and Related Academic Staff.

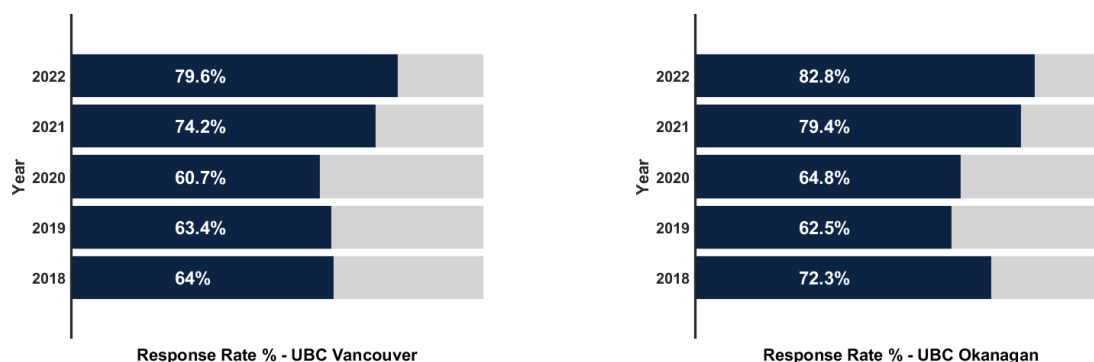


Figure 2. Response rate to the Employment Equity Survey by campus, 2018 – 2022.

Representation of Designated Groups by UBC campus

The purpose of this update is to present a brief overview of the current demographic composition of UBC employees with respect to the four federally “Designated Groups” - Women, Indigenous Peoples, Racialized People, and Persons with Disabilities - and a fifth category, people with minoritized gender identities and sexual orientations, as recognized by UBC. UBC’s internal data is compared to the Statistics Canada Census of Population (from here on referred to as the Canadian Census) labour force data.

The representation of Designated Groups is also presented for each Employment Equity Occupational Group (EEOG), one of 15 categories based on National Occupational Codes (NOC) according to the similarity in skill level or type of work performed.

Representation of Designated Groups by UBC campus is presented in [Figure 3](#) and [Figure 4](#) with the following considerations for each Designated Group:

- Gender Identity refers to how one sees one’s self along a continuum of gender possibilities, independent of attraction. UBC’s 2021 Employment Equity Survey introduced a two-step approach to self-identification with respect to gender identity in order to extend gender categories beyond the binary (man/woman) and include an option to identify whether an individual’s gender identity does not align with their sex assigned at birth (Trans Experience). People with Trans Experience may identify with any of the three gender identity categories and, therefore, are considered as an independent group.
- Sexual Orientation refers to attraction to others. 2SLGBQIA+¹ people include individuals who self-identify as lesbian, gay, bisexual, queer, Two-spirit², or an analogous term.
- Indigenous peoples are those who self-identify as treaty, status/non-status, and/or registered/non-registered members of First Nations, Métis, or Inuit.
- Racialized people are those who identify as racialized, a visible minority, person of colour, or an analogous term; who do not identify as Indigenous peoples, and who do not identify as primarily White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship.
- Persons with disabilities are those who self-identify as someone who:
 - has a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment; and / or
 - experiences functional restrictions or limitations of your ability to perform the range of life’s activities related to a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment; and / or
 - experiences environmental barriers related to a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment that hamper your full and self-directed participation in university activities.

UBC Vancouver and UBC Okanagan have a stronger representation of Women when compared with the regional and national workforce. Representation of Indigenous Peoples in both

¹ Please note modified use of the 2SLGBTQIA+ acronym. The 2SLGBQIA+ acronym used here intentionally removes the “T” for “Trans” as employees who identify with trans experience are represented in the Gender Identity section.

² We recognize Two-Spirit is a complex identity of Indigenous Peoples that may bridge Sexual Orientation and Gender Identity. UBC continues to engage with Indigenous partners on how best to represent these people.

campuses is in line with the regional workforce, which, for UBC Okanagan, rises above the national average. While Racialized people have a stronger representation in UBC Vancouver than the national workforce, UBC representation is still below the regional Vancouver workforce. The representation of Racialized People at UBC Okanagan is comparable to national workforce and more than double of that in regional Kelowna workforce. People with Disabilities also have a stronger representation in UBC Okanagan than the regional and national workforce, while their representation in UBC Vancouver is in line with the national but below regional workforce proportions.

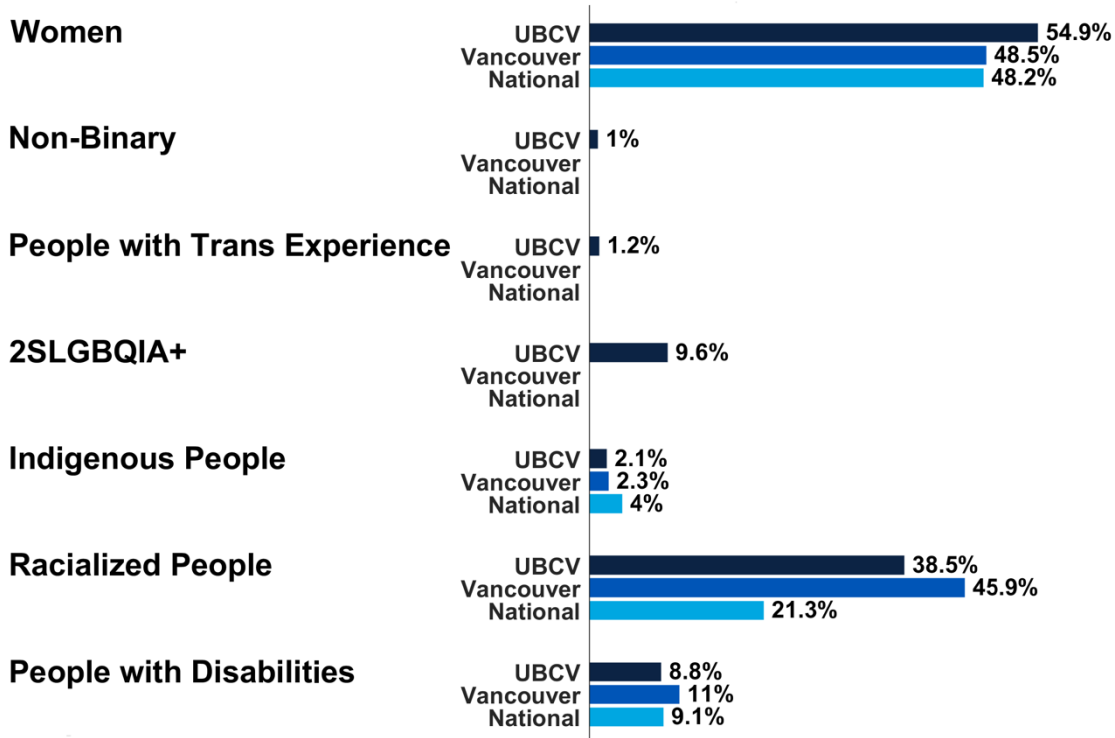


Figure 3. Representation of designated groups in UBC Vancouver 2022. Regional and National workforce statistics are according to the latest available Canada Census data (2016). Missing rows from the graphs refer to unavailable data.

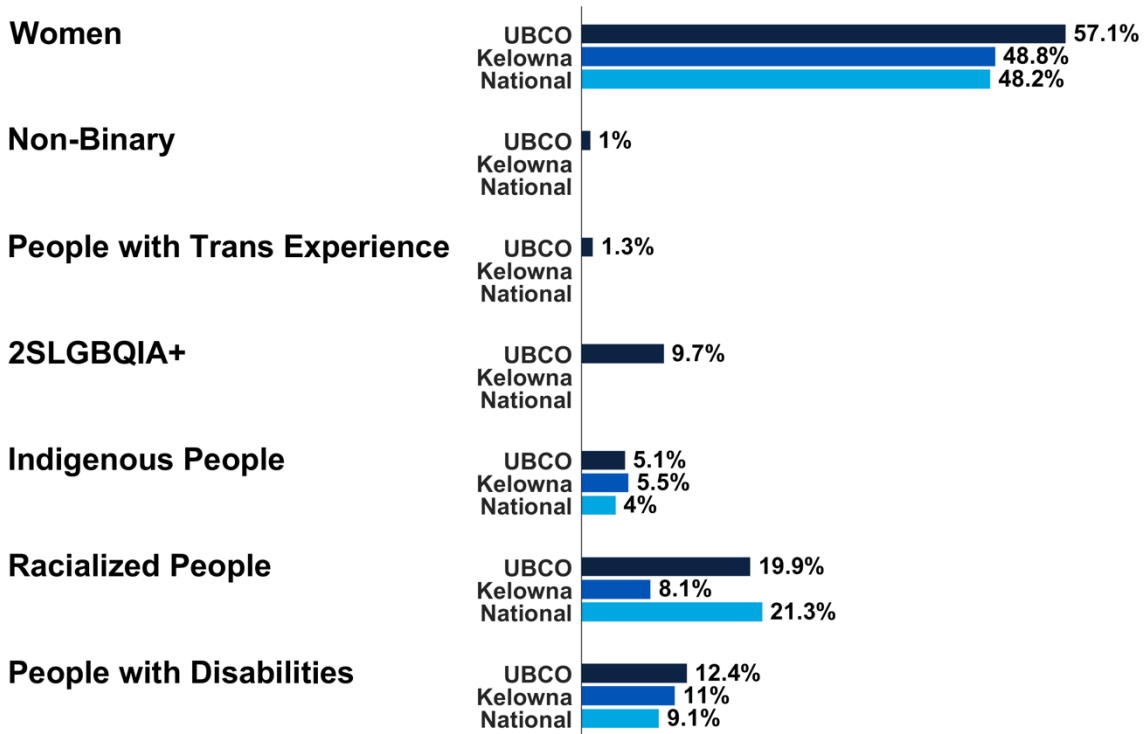


Figure 4. Representation of designated groups in UBC Okanagan 2022. Regional and National workforce statistics are according to the latest available Canada Census data (2016). Missing rows from the graphs refer to unavailable data.

Gender Identity

Regional and national workforce statistics for people with minoritized gender identities and sexual orientations is not available in Canada Census data, however, the representation of these groups is similar in both campuses (Figure 3, Figure 4, and Figure 5).

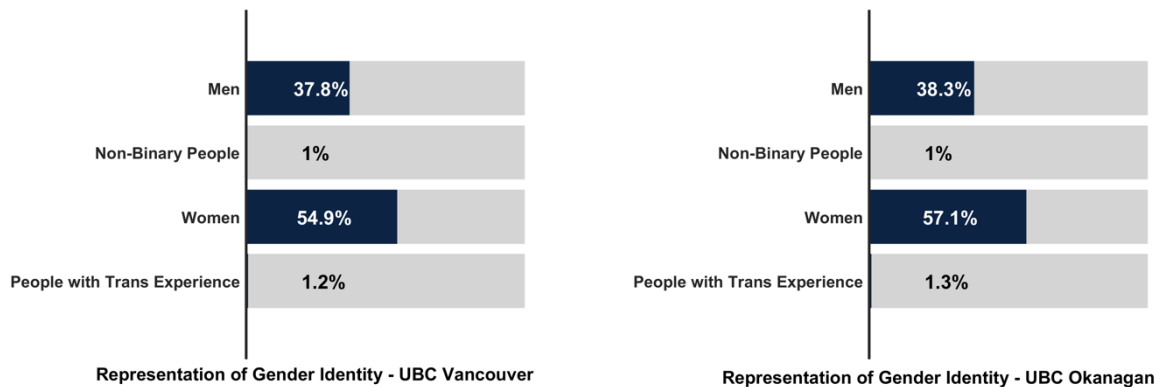


Figure 5. Representation of Gender Identity by UBC Campus. The representation % does not add to 100% because not all respondents completed the gender identity question.

Representation of Designated Groups by Employment Equity Occupational Groups (EEOGs)

Table 1. Representation rates across federally designated groups for each employment equity occupational group - UBC Vancouver 2022. "*" refers to suppressed data.

EEOG	Designated Equity Groups							Total Resp.
	Women	Non-Binary	People with Trans Experience	2SLGBQIA+	Indigenous Peoples	Racialized People	People with Disabilities	
Senior Managers	50%	0%	*	*	*	22%	*	54
Middle & Other Managers	48%	*	*	6%	1%	37%	7%	959
University Teachers	43%	1%	1%	10%	2%	27%	9%	3,851
Professionals	60%	1%	1%	9%	2%	40%	9%	3,974
Semi-Professionals & Technicians	58%	2%	2%	13%	2%	44%	9%	1,751
Supervisors	64%	0%	*	8%	*	53%	10%	267
Supervisors: Crafts & Trades	0%	0%	0%	0%	*	26%	*	43
Administration & Senior Clerical Personnel	77%	1%	1%	11%	2%	45%	10%	1,535
Skilled Sales & Service Personnel	38%	0%	*	12%	*	37%	5%	105
Skilled Crafts & Trades Workers	*	*	*	*	5%	31%	5%	180
Clerical Personnel	73%	2%	2%	10%	1%	51%	9%	477
Intermediate Sales & Service	61%	*	*	9%	3%	52%	8%	328
Semi-Skilled Manual Workers	16%	0%	*	*	0%	44%	*	32
Other Sales & Service Personnel	47%	*	2%	6%	4%	56%	7%	456
Other Manual Workers	*	0%	0%	*	0%	26%	*	57

Table 2. Representation rates across federally designated groups for each employment equity occupational group - UBC Okanagan 2022. "n.a." means data not applicable or not available. "*" refers to suppressed data.

EEOG	Designated Equity Groups							Total Resp.
	Women	Non-Binary	People with Trans Experience	2SLGBQIA+	Indigenous Peoples	Racialized People	People with Disabilities	
Senior Managers	29%	0%	0%	*	*	*	*	17
Middle & Other Managers	52%	0%	*	7%	*	11%	14%	94
University Teachers	43%	1%	1%	9%	5%	26%	11%	538
Professionals	65%	*	*	8%	7%	12%	12%	352
Semi-Professionals & Technicians	74%	*	*	12%	5%	16%	17%	255
Supervisors	*	*	*	*	*	*	*	*
Supervisors: Crafts & Trades	*	*	*	*	*	*	*	*
Administration & Senior Clerical Personnel	84%	*	*	14%	8%	17%	16%	133
Skilled Sales & Service Personnel	*	*	*	*	*	*	*	*
Skilled Crafts & Trades Workers	0%	0%	0%	0%	0%	0%	0%	12
Clerical Personnel	48%	*	*	5%	0%	37%	5%	108
Intermediate Sales & Service								n.a.
Semi-Skilled Manual Workers								n.a.
Other Sales & Service Personnel	58%	*	8%	18%	6%	26%	12%	97
Other Manual Workers	0%	0%	0%	0%	0%	*	*	9

Ongoing Efforts and Next Steps

This update presented an overview of the current demographic composition of UBC employees with respect to Designated Groups and Employment Equity Occupational Groups based on the responses provided to the 2022 Employment Equity Survey.

A more comprehensive report, forthcoming in 2024, will include employment equity survey data for 2023 and trend data from previous years (recognizing caveats resulting from changes to the data collection methodology and surveyed population – see [Appendix A](#)). The 2024 report will also include the following enhancements: disaggregated results at the faculty/portfolio level; disaggregated demographic (i.e. census population group) and intersectional insights, as sample sizes allow; turnover/retirement data; and initial exploration into applicant pool data.

Implementation and progress tracking of UBC's Strategic Equity & Anti-racism (StEAR) Framework and Roadmap to Change will support enhancements to future data collection, analysis and reporting efforts with respect to senior/executive, senate and Board representation, and experiential and climate data institution wide.

Collectively, these plans for improved analysis and reporting will provide a more comprehensive picture of UBC's progress on its employment equity commitments and areas for further improvement.

Appendix

Appendix A: Methodology

This update was written in August 2023 and reflects a combined effort involving staff in Planning and Institutional Research (PAIR) Office and the Equity & Inclusion Office, and with some use of the pre-existing wording of the authors of prior years' reports.

Employee groups

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 to determine the proportional representation in each Employment Equity Occupational Group (EEOG) or "Occupational Group". Determining representation and concentration of designated group members at UBC makes it possible to develop realistic goals, focus efforts, and identify timelines to achieve greater equity.

When reporting on the proportional representation, UBC reports the percentage of all people identifying as a member of the designated group and the proportion within a particular Occupational Group (EEOG) (*i.e.*, 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 each Occupation Group, the number of survey respondents within that Occupational Group is the denominator.

For most Occupational Groups, UBC uses market data based on municipality, as described in [Figure 3](#) and [Figure 4](#) 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 Teachers. While some Senior Managers and University Teachers 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 the purposes of this report, data is suppressed for any category where the total number of respondents is five or less. This is done for two reasons. First, reporting responses when there are only a few people in an occupational category may inadvertently result in disclosure of personally identifiable information. Second, data from such a small sample may be misleading or lead to inaccurate conclusions.

Data collection

Percentages depict active faculty and staff at UBC for which a partial or complete response to the Employment Equity survey was submitted in 2022 or in any year prior. Employees' responses are carried forward and assumed current until a new submission is received. The new submission is then valid for the year submitted and any subsequent years they are active employees. Responses are still considered in the response rate if the employee chooses not to disclose any or all of their identity. These data do not describe all faculty and staff affiliated with UBC as certain job classes are excluded (*e.g.*, student employees and visiting faculty). Beginning in 2021, all new employees at UBC must submit their response to the survey but may choose to not disclose information for any or all questions.

Employment equity data now includes Postdocs, Clinical Fellows and all M&P staff and does not include student-staff and visiting faculty. The addition of these employment groups substantially changes the population of employees from past years and will affect response rates and other metrics. Historical

comparison is methodologically difficult because differences in representation may stem from some combination of changes to practices and the inclusion of these new employee groups.

While federal employment equity legislation requires information based on the four designated groups, the university recognizes a fifth designated group, in previous reports referred to as “Sexual/Gender Diverse”. This report provides data on the proportional representation of individuals who identify as non-binary, as having trans experience, and / or as 2SLGBQIA+ at UBC; however, labour market data from the Canadian Census is not available for comparison purposes for these groupings.

Historically, the Employment Equity Survey previously included questions on “Sexual Minorities” and “Gender Identity” and reporting combined two sets of response categories: individuals who self-identify as “lesbian, gay, bisexual, two- spirited, or an analogous term” and individuals who “consider yourself trans, transgender, gender-fluid, or an analogous term”. The Employment Equity Survey questionnaire was revised in 2020 and the updated questions deployed via Workday in 2021. Aligning with the revised questions, this report reflects, separately, self-identification for individuals who identify as (1) a man, woman, or non-binary person; (2) as having trans experience and (3) as lesbian, gay, bisexual, queer, Two Spirit or an analogous term (*i.e.*, 2SLGBQIA+). Historically, responses to the Human Resources Management System (HRMS) regarding sex/gender were utilized to get a larger picture of the campus composition but this report has moved to solely reflect the self-identification of employees through the Employment Equity Survey. As a result of these changes, comparison to historical trend data becomes methodologically difficult for these designated groups. As such, historical data for these groups are not included in this report.

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. 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.

Data comparison

Data for UBC’s internal workforce comes from confidential Employment Equity Survey data which is administered via Workday and is effective October 31 of each year.

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.

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

Appendix B: Glossary

Designated groups

Minoritized gender identities and sexual orientations: collectively refers to individuals who identify as non-binary, having trans experience, or as 2SLGBQIA+³.

Gender Identity: how one sees one's self along a continuum of gender possibilities, independent of attraction. Gender Identity categories include individuals who self-identify as a Woman, Man, Non-Binary Person, and / or someone with trans experience.

Non-Binary: persons who do not identify as a man or woman.

Trans Experience: individuals who self-identify as having "trans experience" are those whose gender identity does not align with their sex assigned at birth.

2SLGBQIA+ People: sexual orientation refers to one's attraction to others. 2SLGBQIA+ people include individuals who self-identify as Two-Spirit, lesbian, gay, bisexual, queer, or an analogous term. This term intentionally omits the "T" for trans experience so as to differentiate sexual orientation (2SLGBQIA+) from gender identity.

Indigenous People: individuals who self-identify as treaty, status/non-status, and/or registered/non-registered members of First Nations, Métis, or Inuit.

Racialized People: individuals who identify as racialized, a visible minority, person of colour, or an analogous term; and who do not identify as Indigenous Peoples; and who do not identify as primarily White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship.

Persons with Disabilities: individuals who self-identify as someone who:

- has a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment; and / or
- experiences functional restrictions or limitations of your ability to perform the range of life's activities related to a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment; and / or
- experiences environmental barriers related to a significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment that hamper your full and self-directed participation in university activities.

³ Historically, the Employment Equity Survey previously included questions on "Sexual Minorities" and "Gender Identity" and annual reporting combined two sets of response categories into a single "Sexual/Gender Diverse" group including: individuals who self-identify as "lesbian, gay, bisexual, two-spirited, or an analogous term" and individuals who "consider yourself trans, transgender, gender-fluid, or an analogous term". The Employment Equity Survey Questionnaire was revised in 2020 and the updated questions deployed via Workday in 2021. Aligning with the revised questions, this report reflects, separately, self-identification for individuals who identify as (1) a man, woman, or non-binary person; (2) as having trans experience and (3) as lesbian, gay, bisexual, queer, Two Spirit or an analogous term (*i.e.*, 2SLGBQIA+).

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 B1 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.

Table B1. Employment Equity Occupational Groups at UBC

#	Employment Equity Occupational Group (EEOG)	Examples of UBC Positions	Area of Recruitment ⁴
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, Clinical Fellow, Postdoctoral Fellow, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessionals.	National ⁵
4.	Professionals (excluding 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, Cleaning 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 Personnel	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1- 5, Senior Admissions Officer, Executive Assistant.	Municipal
9.	Skilled Sales & Service 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

⁴ 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.

⁵ Because this report makes comparisons to Census Canada data, the broadest available geographic category for labour market 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.

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

Appendix C

Data Tables

Table C1. Response rate to the Employment Equity Survey 2022. Faculty includes Long Term Faculty, Short Term Faculty and Related Academic Staff.

Campus	Employee Type	Headcount	Response Rate%
Okanagan	Faculty	686	84%
	Staff	1275	82%
	Total	1961	83%
Vancouver	Faculty	6201	72%
	Staff	11483	84%
	Total	17684	80%
Grand Total		19645	80%

Table C2. Response rate to the Employment Equity Survey by campus, 2018 - 2022.

Campus	Year	Response Rate%
Okanagan	2022	82.8%
	2021	79.4%
	2020	64.8%
	2019	62.5%
	2018	72.3%
Vancouver	2022	79.6%
	2021	74.2%
	2020	60.7%
	2019	63.4%
	2018	64%

Table C3. Representation of designated groups in UBC Vancouver 2022. Regional and National workforce statistics are according to the latest available Canada Census data (2016). "n.a." refers to unavailable data.

Designated Group	Representation%	Vancouver Workforce	National Workforce
Women	54.9%	48.5%	48.2%
Non-Binary People	1%	n.a.	n.a.
People with Trans Experience	1.2%	n.a.	n.a.
2SLGBQIA+ People	9.6%	n.a.	n.a.
Indigenous Peoples	2.1%	2.3%	4%
Racialized People	38.5%	45.9%	21.3%
People with Disabilities	8.8%	11%	9.1%

Table C4. Representation of designated groups in UBC Vancouver 2022. Regional and National workforce statistics are according to the latest available Canada Census data (2016). "n.a." refers to unavailable data.

Designated Group	Representation%	Kelowna Workforce	National Workforce
Women	57.1%	48.8%	48.2%
Non-Binary People	1%	n.a.	n.a.
People with Trans Experience	1.3%	n.a.	n.a.
2SLGBQIA+ People	9.7%	n.a.	n.a.
Indigenous Peoples	5.1%	5.5%	4%
Racialized People	19.9%	8.1%	21.3%
People with Disabilities	12.4%	11%	9.1%



2022 Employment Equity Survey Interim Report

November 20, 2023

Arig al-Shaibah, AVP Equity & Inclusion



Employment Equity



The 2022 interim report provides an update on:

- survey response rates
- representation across federally designated groups and occupational groups
- UBC workforce representation comparison to regional and national comparators

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 Survey 2022



Campus	Employee Type	Headcount	Response Rate%
Okanagan	Faculty	686	84%
	Staff	1275	82%
	Total	1961	83%
Vancouver	Faculty	6201	72%
	Staff	11483	84%
	Total	17684	80%
Grand Total		19645	80%

SWOT



Strengths: highest cumulative response rate

Weaknesses: Persistent underrepresentation

Opportunities: StEAR implementation and
progress tracking

Threats: Capacity to leverage data informed
decision-making

Ongoing Efforts & Next Steps



- Enhanced data collection and analysis:
 - Employee life cycle (applicant, turnover)
 - Disaggregated and intersectional
 - Representation among senior-most leadership and governing bodies
 - Experiential and campus climate