



SUBJECT	2023 Employment Equity Report
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LEAD EXECUTIVE	Gage Averill (Provost and Vice-President Academic, UBC Vancouver) for Arig al Shaibah, Associate Vice President, Equity and Inclusion
SUPPORTED BY	Elsie Achugbue (Director, Institutional Initiatives); Data, Analytics, Reporting & Analysis (DARE) team, Equity & Inclusion Office; Dr. Rehan Sadiq (Provost and Vice-President, Academic)

PRIOR SUBMISSIONS

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

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

EXECUTIVE SUMMARY

Overall Results and Highlights of Gap Analysis

- UBC recorded its highest cumulative **response rate** to date in 2023 with 84 per cent of eligible employees having completed the survey institution-wide as of October 31st, 2023: the response rate was 84 per cent for UBCV and 88 per cent for UBCO.
- UBC continues to demonstrate strong overall representation among **women** in its workforce (59 per cent at UBCO; 56.4 percent at UBCV), exceeding regional, provincial, and national workforce representation levels at both campuses.

- There is a gap in the representation of women among UBC's Executive Senior Leadership group, though it is not a significant gap, as compared with Provincial and National workforce data for Senior Managers in Educational Organizations. There are also small but not significant gaps in the representation of UBCV women Faculty (Bargaining Unit) as compared to Provincial and National workforce data for University Professors and Lecturers, with a significant gap for UBCV women faculty as compared to National workforce data. Those gaps increase for women faculty in Tenure Stream positions as rank increases, with a significant gap among UBC women in Full Professor roles. When disaggregating the data across employment categories, for UBCV staff, there are significant gaps in the representation of women including among Full-time Senior Professional or Leader roles, among Ongoing Academic Support roles, and among Supervisors: Crafts & Trades, Skilled Sales & Service Personnel, Skilled Crafts & Trades, and Other Manual Workers.
- Overall, the proportion of **Indigenous** employees at UBCO (5.1 per cent) aligns or exceeds regional, provincial, and national comparator cohorts, but is in alignment with regional and below provincial and national comparator groups at UBCV (2.1 per cent).
 - There is a significant gap in the representation of Indigenous persons among UBC's senior-most Executive group, as compared with Provincial and National workforce data. There are small but not significant gaps in the representation of UBCV Indigenous Faculty (Bargaining Unit) as compared to Provincial and National workforce data for Professional, though there is no gap when comparing with workforce data for University Professors and Lecturers. Analyzing the gaps among Indigenous faculty by rank, there are significant gaps in representation at both UBCV and UBCO among Professor of Teaching and Full Professor ranks, in Educational Leadership and Research Tenure Streams, respectively, as well as among Lecturers and Sessional Lecturers; at UBCO, there is an additional significant gap among Associate Professor of Teaching roles in the Educational Leadership Tenure Stream. Among non-bargaining faculty, there are significant gaps in representation among Research Associates at UBCV and UBCO, and additional significant gaps among Postdoctoral Fellows at UBCV. When disaggregating the data across employment categories, for UBCO staff, there are significant gaps in more than half of the categories, while, for UBCV staff, there are significant gaps across nearly all categories.
- Overall, the proportion of **racialized** employees at UBCO (22 per cent) exceeds regional, falls just below provincial, and aligns with national workforce proportions, while racialized employees at UBCV exceed provincial and national workforce proportions but fall below the regional comparator cohort.
 - There is a gap in the representation of racialized persons among UBC's Executive Senior Leadership group, though it is not a significant gap, as compared with Provincial workforce data for Senior, Middle & Other Managers, with a similar small but not significant gap within UBC's Executive group. There is also a small but not significant gap in the representation of UBC racialized faculty (Bargaining Unit) as compared to Provincial workforce data for University Professors and Lecturers – across UBCV and UBCO. Those gaps increase for racialized faculty as rank increases, with significant gaps among UBC faculty in Professor of Teaching and Full Professor roles in Educational Leadership and Research Tenure Streams, respectively. At UBCO, there are additional significant gaps among Associate Professor of Teaching and Associate Professor in Educational Leadership and Research Tenure Streams, respectively. There are also small but not significant gaps in the representation of racialized persons among Clinical Faculty at UBCV, as compared to Vancouver workforce data. With respect to staff, disaggregating the data across employment categories, surfaces significant gaps in the representation of racialized persons at UBCO, there are significant gaps in more than half of the categories.
- Overall, proportional representation of **people with disabilities** exceeds national and provincial comparator cohorts at UBCO (12.2 per cent), but is below provincial and aligned with national comparator at UBCV (9.6 per cent).

- There is a small but not significant gap in the representation of disabled persons among UBC's Executive Senior Leadership group, as compared with Provincial and National workforce data. The gap is significant among the senior-most Executive group. There is a small but not significant gap in the representation of disabled Clinical Faculty at UBCV as compared Provincial and National workforce data for General Practitioners and Family Physicians. Analyzing the gaps among disabled faculty by rank, there are significant gaps in representation at UBCO among Professor and Associate Professor of Teaching roles in the Educational Leadership Tenure Stream and among Full Professor roles in the Research Tenure Stream. Among non-bargaining faculty, there are significant gaps in representation among Research Associates and Postdoctoral Fellows at UBCO. When disaggregating the data across employment categories, for UBCV staff, there are significant gaps in more than half of the categories, while, for UBCO staff, there are significant gaps in just under half of the categories.
- There are no comparable data collected by the government for **2SLGBQIA+** employees, however, proportional representation is similar across campuses with 10 per cent at UBCO and 10.3 per cent at UBCV.

Ongoing Efforts & Next Steps

- A more comprehensive report, forthcoming in 2025, will include more detailed Faculty and Administrative Portfolio demographic snapshots and an analysis of intersectionality among different employee ranks.
- UBC is working to support equitable and inclusive hiring and recruitment strategies by increasing access to job applicant equity data for hiring managers (specific guidance will be provided in the forthcoming Guide to Equitable Hiring Practices and updated Equity in Hiring Canvas module).

APPENDICES

1. 2023 Employment Equity Survey Report

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2. 2023 Employment Equity Survey Report



2023 Employment Equity Annual Report

Prepared by the UBC Equity & Inclusion Office

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Executive Summary

Overall Results and Highlights of Gap Analysis

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Ongoing Efforts & Next Steps

- A more comprehensive report, forthcoming in 2025, will include more detailed Faculty and Administrative Portfolio demographic snapshots and an analysis of intersectionality among different employee ranks.
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About UBC

The University of British Columbia is a global centre for teaching, learning and research, consistently ranked among the top 20 public universities in the world. UBC embraces innovation and transforms ideas into action. Since 1915, UBC has been opening doors of opportunity for people with the curiosity, drive and vision to shape a better world. UBC has 6,615 faculty members and 12,122 staff members at its Vancouver campus, and 706 faculty members and 1,366 staff members at its Okanagan campus.

The UBC Vancouver campus is located on the traditional, ancestral and unceded territories of the Musqueam, Squamish and Tsleil-Waututh First Nations. The UBC Okanagan campus is located on the traditional territory of the Syilx Okanagan Nation.

About Employment Equity at UBC

UBC's [Employment Equity Policy](#) (HR10) sets out the university's commitment to equity and employment, with four objectives: to regard individual merit as the primary criterion for the treatment of present faculty and staff and for the employment of new faculty and staff; remove any discriminatory barriers to the development of employees' career abilities, aspirations, and potential; increase the range of applicants for faculty and staff positions that reflects the diversity of the pool of potential candidates with appropriate qualifications; and build a workforce that is representative of the pool of potential candidates with appropriate qualifications, in particular those who have been traditionally under-represented including women and Indigenous, disabled, and racialized persons.

Federal employment equity legislation identifies the following four population groups as "Designated Groups" who experience employment barriers: Women, Indigenous Peoples, People with Disabilities/Disabled People and Racialized People. As such, the government collects labour market data for these designated groups. UBC also recognizes that sexual orientation and gender identity (SOGI)¹ minoritized persons, including 2SLGBQIA+ and transgender and non-binary (TGNB) people, experience employment barriers. While there are no labour market data available at this time for comparative purposes, the representation of SOGI employees at UBC is, nonetheless, important to track and report and can provide insights into the university's efforts to foster a diverse workforce and equitable employment experience for SOGI community members.

About This Report

The purpose of the Employment Equity Report (EER) is to facilitate UBC's continued reporting of Employment Equity Survey results to better understand where disparities in proportional representation may exist and inform the progress and implementation of the 2019 [Employment Equity Plan](#) (EEP). The EEP identifies several objectives designed to address hiring and promotion and eliminate disparities across designated groups. This report is produced annually and provides an update for both UBC Vancouver and UBC Okanagan campuses. Data presented is based on an October 31st, 2023 snapshot of Employment Equity Survey data.

¹ Sexual Orientation and Gender Identity minoritized persons include 2SLGBQIA+ persons (Two-Spirit, lesbian, gay, bisexual, queer and/or questioning, intersex, asexual plus countless ways SOGI people choose to identify) and TGNB persons (Transgender and Nonbinary). See the UBC Equity & Inclusion Office Glossary for more information: <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>. Note the modified use of the acronym in this report which intentionally removes the "T" for "Trans", as this category is reported separately.

Introduction

Introduction

UBC's Employment Equity Plan and StEAR Roadmap for Change

The Employment Equity Report provides an overview of the demographic composition of UBC employees based on the responses provided to the Employment Equity Survey. Typically, this report has served a dual purpose to: 1) facilitate UBC's continued reporting of Employment Equity Survey results to better understand where disparities in proportional representation may exist, and 2) provide an overview and update on the progress and implementation of the 2019 Employment Equity Plan (EEP).

This year's report focuses solely on the 2023 Employment Equity Survey results. Progress on implementation of the 2019 Employment Equity Plan will be reflected in the forthcoming 2024 Strategic Equity and Anti-racism (StEAR) Annual Report, which will broadly report on progress against [strategic equity and anti-racism objectives](#) drawn from all UBC plans and report recommendations relating to equity, diversity and inclusion (EDI), including, but not limited to, strategic actions drawn from the 2019 Employment Equity Plan.

Employment Equity Data Collection Overview

Employment Equity Survey

UBC has deployed the Employment Equity Survey in a relatively similar form for well over a decade as a mechanism for centralized and standardized collection of demographic data on UBC employees: faculty and staff. Currently, respondents to this survey are given the option to self-identify by gender, trans experience, sexual orientation, Indigenous identity, ethno-racial identity, racialization experience, and disability, and they also have the option to 'prefer not to answer' for any or all categories in the questionnaire.

While the annual data capture for reporting is taken on October 31st of each year, the survey remains open, and employees are able to submit or update their responses at any time by visiting the live link on Workday. Similarly, paper copies may be submitted to the EIO at any time. Instructions for completing the survey are available online at the EIO's Employment Equity Survey webpage:

<https://equity.ubc.ca/resources/employment-equity/employment-equity-survey/>.

Communication Campaign

During October 2023, a communications campaign was run, facilitated by the Equity & Inclusion Office (EIO), encouraging participation in the Employment Equity Survey through broad communications to the UBC community as a whole as well as targeted communications.

Broad communications included announcements in UBC Today, the UBC Bulletin, online and social media promotion, and updates through various newsletters and listservs. The EIO supplied senior leaders (Deans and Vice-Presidents) with communications toolkits, which included customizable templates for cascading key messaging down to heads of units and departments who in turn could cascade messaging to their employees. The toolkit included summary tables of survey response rates by unit and department, highlighting those units where an increased survey response rate would have significant impact on the overall institutional data, *i.e.* large units with low response rates.

Targeted communications contained invitations and subsequent reminders to complete the survey to those individuals who fell into one of two categories: (1) individuals who have never completed the current or a

previous version of the Employment Equity Survey at any time during their employment at UBC or (2) individuals who completed an earlier version of the survey prior to the most recent revisions made to the questionnaire in 2021. The aim was to increase the total number of eligible employees responding to the most recent version of the survey (last updated in 2021). Alternative methods for completing the survey were also available, specifically, the confidential submission of paper copies.

Report Contents and Structure

This report provides an overview of the current demographic composition of UBC employees, with respect to Designated Groups and EEOGs, based on the responses provided to the Employment Equity Survey as of October 31st, 2023.

In the following sections, information is provided for the institution as a whole and, in subsequent chapters, by campus for UBC Vancouver and UBC Okanagan. Within each of these three sections - for UBC pan-institutional, UBCV and UBCO, an overview of the response rate to the 2023 survey, trend in response rate from 2021 to 2023, proportional representation of designated groups, and trend in proportional representation (again, 2021 to 2023), is provided for Executive and senior leadership cohorts, faculty, staff and total employees.

Subsequent sections provide the same breakdowns of employment equity survey data for each of the Faculties and Schools on either campus as well as administrative units on both campuses. These sections have been provided as faculty and portfolio level 'snapshots' to be used for reference in more localized contexts.

What's New in the 2023 Report

The 2023 Employment Equity Annual Report includes numerous enhancements from previous years' reports intended to capture and convey improvements to UBC's institutional data collection, analysis, interpretation and reporting. These changes are the culmination of various efforts including reflection and revisions coordinated by EIO and Planning & Institutional Research (PAIR) staff collaboration as well as response and integration of feedback and direction from across the University in recent years. In particular, this includes recommendations and strategic actions delineated in institutional initiatives such as the University's Employment Equity Plan, Inclusion Action Plan, the Anti-Racism and Inclusive Excellence (ARIE) Taskforce recommendations, among others.

Key among these has been an improvement to the various categories in which UBC's employment equity data is presented and labour market cohorts to which that data is compared. Typically, these annual reports provide information on the proportional representation of designated groups only by EEOG in alignment with guidelines to employers for reporting as articulated in the Employment Equity Act. However, EEOG's have proven inadequate for understanding our current landscape and what is changing year to year, particularly in light of numerous hiring and recruitment initiatives across the institution planned or underway in service of advancing employment equity.

As a result, this year's report includes categorizations better aligned to UBC's own institutional reporting, depicting proportional representation of designated groups among Executive and senior leadership, and faculty and staff by rank and bargaining unit, respectively. Labour market comparisons are to the relevant National Occupation Code (NOC) to provide a more nuanced reflection of the available candidate pool, in addition to EEOGs. Where relevant, proportional representation is explored by demographic subcategories comprising designated groups, including, for example, a breakdown of gender identity response categories and a breakdown of ethno-racial categories (to more fully explore current census population groups.)

Finally, this report continues efforts to more fully explore employees' lifecycles by including turnover data (introduced for the first time in the 2021 annual report), a high-level depiction of voluntary and involuntary separations and retirement and the proportional representation of designated groups among employees who leave UBC.

Taken together, these enhancements allow for improved analysis and reporting and will provide a more comprehensive picture of UBC's progress on its employment equity goals and areas for future improvement.

Reporting Principles

Definitions

Designated Groups

Federal employment equity legislation identifies the following four population groups as "Designated Groups": Women, Indigenous Peoples, People with Disabilities/Disabled People and Racialized People. In addition, UBC recognizes 2SLGBQIA+ and transgender and non-binary (TGNB) people as designated groups.

The following considerations reflect the definitions used in the Employment Equity Survey and hold throughout this report²:

- 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 as non-binary and 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+ people include individuals who self-identify as lesbian, gay, bisexual, queer, Two-spirit, 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.
- People with Disabilities/Disabled People are those who self-identify as someone who:

² In 2023, UBC updated and revised data standards relevant to this report (e.g. People with Disabilities/Disabled People). This effort was undertaken as a component of the Student Demographic Data Project and has resulted in the revised standards being piloted in the Student Diversity Census, launched in September 2023. More information on UBC's data standards is available on the Data Governance webpage. A next phase of this work will include an assessment of the pilot and implications for updating the Employment Equity Survey questionnaire for faculty and staff. Until such time, the current version of the Employment Equity Survey reflects revisions last made in 2021.

- 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.

Occupational Group

“Occupational Group” refers to Employment Equity Occupational Group (EEOG). Most positions at UBC are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by the Federal Government³. These groups are structured based on National Occupational Codes (NOC).

UBC Employee Groups

UBC is organized into staff and faculty employee groups with terms and conditions of employment specific to each group; these terms are established through collective agreements negotiated by employee bargaining units, such as unions and associations. It's important to note that not all employees fall under a bargaining unit; for example, non-union employees are not included in this arrangement.

In this report, faculty includes long-term faculty, short-term faculty and related academic staff. Positions in the Faculty Bargaining Unit and those not in the Faculty Bargaining unit⁴ (except for Visiting Faculty) are included.

Employee Separation

Employee separation is reported in three different categories according to the reason: 1) Voluntary separations because of health reasons, job abandonment, resignation, return to school, and taking another job, 2) Retirement including early retirement, normal retirement, and post 65 retirement, and 3) Involuntary separations for any of the following reasons: CUPE2950 – Orientation, CUPE 1161 layoff with benefits, end of job, lack of funding, discontinued position, shortage of work, technological change, unit closure, death, discharge, elimination of position, end of salary continuance, lack of suitability, lay off, creation of employee ID by error, staff appointment end, tenure denial, and other.

Response Rate

Response rate is calculated based on the number of active faculty and staff at UBC who submitted a partial or complete response to the Employment Equity survey in 2023 or in any year prior. Certain job classes, *e.g.*, student employees and visiting faculty, are excluded from this calculation.

Responses are not considered in the response rate if the employee chooses not to disclose any of their identity.

It's important to highlight that the response rate reflects the count of active employees who have submitted a response to the survey and does not account for the frequency with which employees may choose to update their responses.

³ List of all EEOGs is provided in Appendix A of this report.

⁴ <https://hr.ubc.ca/working-ubc/faculty-titles-ranks-and-descriptions>

Demographic Representation

The representation of each designated group is presented as a percentage, calculated by considering the number of individuals identifying as a member of the designated group and divided by the total number of respondents to the survey.

Trend Data

This report provides a 3-year historical trend as a result of two considerations: 1) deployment of the revised Employment Equity Survey questionnaire in 2021 where revisions make it methodologically difficult to compare the representation of minoritized gender identities and sexual orientations with responses submitted before 2021; 2) the inclusion of additional employment groups (Postdocs, Clinical Fellows, and all Management and Professional (M&P) staff) which impacted the overall response rate.

Considering the consequent change in the population of employees and their demographic representation, historical comparison with data collected before 2021 is not informative.

Data Suppression

To ensure protection of UBC employees' privacy and confidentiality while still presenting meaningful data, any category with the total number of respondents below five is suppressed, unless the count is zero in which case 0 is reported. Throughout this report, suppressed data is denoted with "sup." in figures and tables.

Data Comparison

The workforce analysis compares the representation of designated groups within UBC with the relevant regional, provincial, and national workforce population (WFP). For each designated group, the UBC representation is compared with the relevant labour pool for the similar Employment Equity Occupational Group or similar National Occupation Code (NOC).

Data sources used for this comparison are:

- Canadian labour force data from the 2016 Canadian Census Employment Equity Data Report⁵,
- Workforce Population by Designated Groups, Employment Equity Occupational Groups and National Occupational Classification Unit Groups⁶,
- Designated Groups Workforce Population by Employment Equity Occupational Groups⁷.

Data Comparison Notes

- Regional and national workforce statistics for people with minoritized gender identities and sexual orientations are not available in Canadian Census data.

⁵ <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/reports/2016-annual.html>

⁶ <https://open.canada.ca/data/en/dataset/07deee9b-4275-40ab-a0d3-9cd913feed47>

⁷ <https://open.canada.ca/data/en/dataset/93f81da5-a9e0-477d-b73f-7f54952ce580>

- WFP data for People with Disabilities is available at the provincial and national level but not at the regional level.
- Provincial and national WFP data for People with Disabilities is not available at the NOC level.
- Unavailable data is denoted with n.a. in the Tables.
- **Orange** color code shows cases with at least two individuals in the corresponding group, where the ratio between the current demographic representation of UBC's workforce and the corresponding representation in the comparator cohort is less than 80%. This threshold is consistent with that used in the workforce analysis guidelines by Employment and Social Development Canada⁸.

Gap Analysis

Gaps in representation of designated groups at EEOG/NOC level are identified according to the workforce data analysis framework recommended by the Government of Canada's Employment Equity Tasks⁹. In this analysis, the difference between the current representation of designated groups among UBC's workforce and their proportional representation in the broader workforce (regional, provincial, national) in each EEOG/NOC is expressed with a number where a negative value indicates a gap in the representation of a designated group. This number will be referred to as "gap #" throughout this report. A significant gap in representation exists when¹⁰:

- In one EEOG, the gap # for a designated group is -3 or a greater negative value and the attainment rate¹¹ is below 80%,
- In more than two EEOGs, the gap # for a designated group is -1, -2, or -3,
- In the same EEOG, the gap # for all designated groups is -1, -2, or -3.

Attainment rate (AR), a measure of the significance of gap, is the ratio between the current representation of designated groups among UBC's workforce and their proportional representation in the broader workforce (regional, provincial, national).

Green color code shows cases where, in a single EEOG/NOC, a gap in representation exists but is not significant, *i.e.*, the gap # is -3 or a greater negative value but the attainment rate is above 80% OR the gap # is -1 or -2 regardless of the attainment rate.

Yellow color code shows cases where, in a single EEOG/NOC, there is no representation or a significant gap in representation, *i.e.*, the gap # is -3 or a greater negative value and the attainment rate is below 80%.

⁸ <https://www.canada.ca/en/employment-social-development/programs/laws-regulations/labour/interpretations-policies/workplace-equity-workforce-analysis.html>

⁹ <https://equity.esdc.gc.ca/sgiemt-weims/emp/WeimsEET.jsp#3-1>

¹⁰ https://www.canada.ca/en/employment-social-development/programs/laws-regulations/labour/interpretations-policies/workplace-equity-workforce-analysis.html#_What_payments_are

¹¹ https://www.canada.ca/en/employment-social-development/programs/laws-regulations/labour/interpretations-policies/workplace-equity-workforce-analysis.html#_Attainment_rate

University of British Columbia

Pan-Institutional

Demographic Diversity

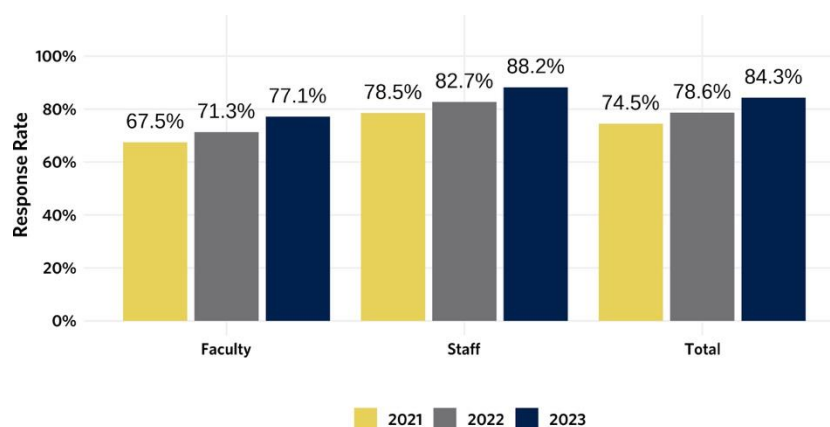
2023

University of British Columbia

Response Rate

UBC has 7,321 faculty members and 13,488 staff members pan-institutional. The Employment Equity Survey recorded the largest equity dataset with a response rate of 84.3% across UBC as of Oct 31, 2023. The higher response rate is in part a result of the impact of a more targeted communication campaign (as 4,266 individuals, equivalent to 20.5% of UBC employees, updated or submitted their responses to the survey within two weeks of the outreach campaign) and potentially also signals growing recognition of the benefits of self-identification. A sizable number of faculty and staff, who had never provided a response to the Employment Equity Survey in the previous years, participated in the survey in 2022 and 2023, which resulted in an upward trend in the cumulative response rate over the past three years (Figure 1).

Figure 1. UBC Response rate (Faculty, Staff, Total) to the Employment Equity Survey, 2021 – 2023.



Senior Leadership

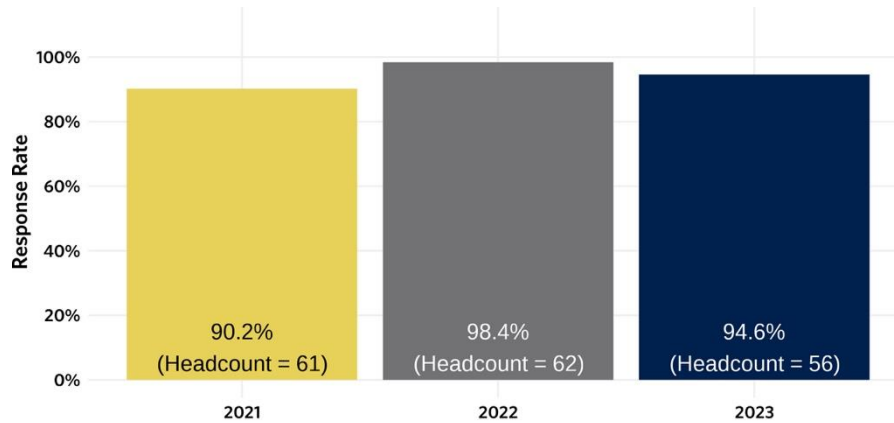
The diversity of UBC’s senior leadership group is reported within two groups:

- Executive Senior Leadership group, which includes the President, Vice Presidents and Provosts, Associate Vice Presidents and Provosts, Deans and Principals, and Other Senior Academic Executives.
- Executive group, a subgroup of the Executive Senior Leadership group, which includes the President, the Okanagan Principal, Provosts for UBC Vancouver and UBC Okanagan, and the Vice-Presidents.

Executive Senior Leadership Group

The Executive Senior Leadership group consistently demonstrated a participation rate of over 90% in the Employment Equity Survey over the past three years (Figure 2).

Figure 2. UBC Executive Senior Leadership - Response rate to the Employment Equity Survey, 2021 – 2023.



The most recent demographic composition of this group in 2023 and the subsequent gap analysis show:

- Non-binary People and People with Trans Experience are not represented in the Executive Senior Leadership group. The representation of 2SLGBQIA+ is suppressed because of the small number of respondents (< 5) who self-identified in this designated group.
- Comparing UBC’s Executive Senior Leadership to the national and provincial workforce population in the same EEOG¹² (Table 1):
 - Women have higher representation than in the provincial and national WFP.
 - The representation of Indigenous Peoples is in alignment with the provincial and national WFP.
 - The representation of Racialized People is higher than the national WFP and lower than the provincial WFP, however, the gap is not significant when accounting for the gap #.
 - The representation of People with Disabilities is lower with respect to both provincial and national WFP, however, the gap is not significant.

¹² EEOG: Senior, Middle, and Other Managers

Table 1. UBC Executive Senior Leadership - Representation of designated groups compared with EEOG provincial and national workforce population, 2023.

EEOG: Senior, Middle & Other Managers							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	49.1%	38.9%	5	124%	38.1%	6	130%
Indigenous	sup.	3.3%	sup.	sup.	2.7%	sup.	sup.
Racialized	22.6%	26.1%	-2	86%	16.9%	3	133%
Disabled	sup.	6.7%	sup.	sup.	5%	sup.	sup.
Non-binary	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

- Compared with the provincial and national workforce population in the same NOC group¹³ (Table 2):
 - The representation of Women is lower than provincial and national WFP, however, the gap is not significant when accounting for the gap # and attainment rate above 80%.
 - Indigenous Peoples are represented in alignment with the provincial and national WFP.
 - Racialized People have higher representation in UBC’s Executive Senior Leadership in comparison to provincial and national WFP.

¹³ NOC 2011 – 0014 – Senior managers - health, education, social and community services and membership organizations

Table 2. UBC Executive Senior Leadership - Representation of designated groups compared with NOC provincial and national workforce population, 2023.

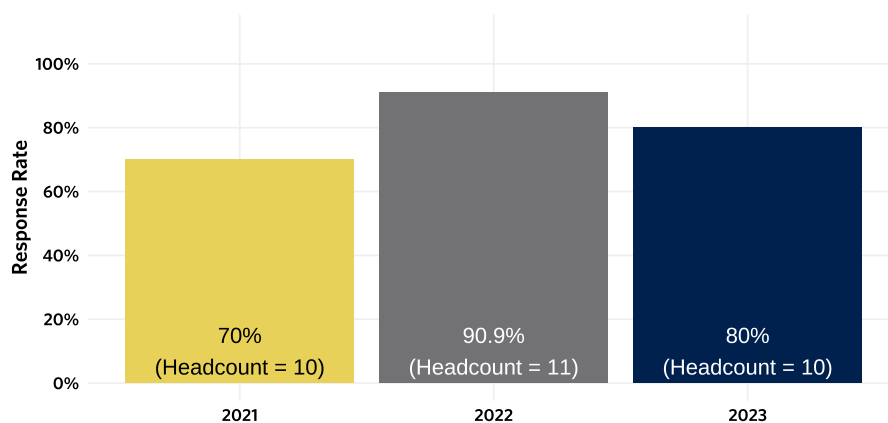
NOC 2011 – 0014 – Senior managers - health, education, social and community services and membership organizations							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	49.1%	54.4%	-3	90%	56.6%	-4	87%
Indigenous	sup.	4.1%	sup.	sup.	3.8%	sup.	sup.
Racialized	22.6%	14.2%	4	150%	9%	7	240%
Disabled	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Non-binary	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single NOC: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

Executive Group

The majority of the Executive group have submitted their response to the Employment Equity Survey over the past three years. It should be noted that the Executive group is a smaller population and changes by one individual cause a notable shift in the response rate and result in a skewed year on year comparison of response rate, e.g., response rate varies by 10% when only 1 additional survey response is received (Figure 3).

Figure 3. UBC Executive group - Response rate to the Employment Equity Survey, 2021 – 2023.



The most recent demographic composition of the Executive group and its comparison to provincial and national workforce population in the same EEOG¹⁴ and NOC group¹⁵ (Table 3, Table 4) show:

- Non-binary People, People with Trans Experience, and 2SLGBQIA+ are not represented in the Executive group.
- Women have a higher representation in the UBC’s Executive group in comparison with the provincial and national WFP in the same EEOG and the same NOC group.
- The representation of Racialized People is lower in comparison to the provincial WFP in the same EEOG, although the gap is not significant, but their representation is in alignment with the national WFP.
- The representation of Racialized People in the Executive group is in alignment with the provincial and national WFP in the same NOC group.
- Indigenous Peoples and People with Disabilities are not represented in the Executive group, although represented in the provincial and national WFP in the same EEOG.

Table 3. UBC Executive group - Representation of designated groups compared with EEOG provincial and national workforce population, 2023.

EEOG: Senior, Middle & Other Managers							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	62.5%	38.9%	2	167%	38.1%	2	167%
Indigenous	0%	3.3%			2.7%		
Racialized	sup.	26.1%	sup.	sup.	16.9%	sup.	sup.
Disabled	0%	6.7%			5%		
Non-binary	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

¹⁴ EEOG: Senior, Middle & Other Managers.

¹⁵ NOC 2011 – 0014 – Senior managers - health, education, social and community services and membership organizations.

Table 4. UBC Executive group - Representation of designated groups compared with NOC provincial and national workforce population, 2023.

NOC 2011 – 0014 – Senior managers - health, education, social and community services and membership organizations							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	62.5%	54.4%	1	125%	56.6%	0	100%
Indigenous	0%	4.1%			3.8%		
Racialized	sup.	14.2%	sup.	sup.	9%	sup.	sup.
Disabled	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Non-binary	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single NOC: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

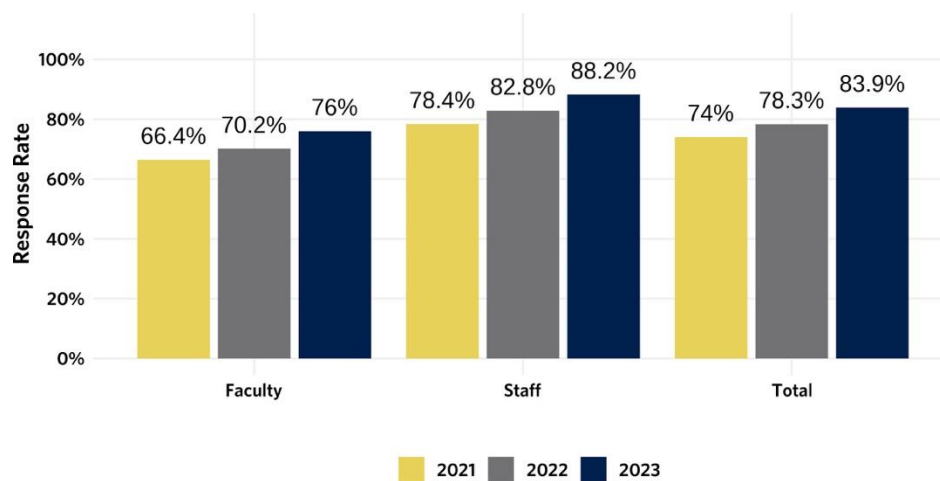
University of British Columbia
Vancouver
Demographic Diversity
2023

University of British Columbia Vancouver

Response Rate and Representation of Designated Groups

UBC has 6,615 faculty members and 12,122 staff members at its Vancouver campus. With 76% of faculty and 88.2% of staff participating in the Employment Equity survey, UBC Vancouver reached its highest response rate (83.9%). The trend of survey submissions from 2021 to 2023 shows increasing engagement with the Employment Equity survey among faculty and staff over the past three years (Figure 4).

Figure 4. UBCV - Response rate to the Employment Equity Survey, 2021-2023.



The current demographic composition of UBC Vancouver, its comparison with the regional, provincial, and national workforce population, and the trend over the past three years (Table 5, Table 6, Table 7) show:

- Women have an increasingly strong representation which exceeds the regional, provincial, and national WFP.
- The representation of Indigenous Peoples has been level in the past three years and, although in alignment with regional WFP, falls below the provincial and national WFP.
- The representation of Racialized People falls between the regional WFP and the provincial and national WFP.
- People with Disabilities are gradually having an upward representation that is slightly higher than the national WFP and more than 80% of the provincial WFP.
- A slight but steady increase is observed in the representation of Non-binary People, People with Trans Experience, and 2SLGBQIA+.

Table 5. UBCV - Representation of designated groups compared with the regional workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	54%	2.2%	37.8%	8.2%	0.7%	1%	8.8%
2022	55.2%	2.1%	38.6%	8.8%	1%	1.2%	9.6%
2023	56.4%	2.1%	39.4%	9.6%	1.2%	1.2%	10.3%
Regional WFP	48.5%	2.3%	45.9%	n.a.	n.a.	n.a.	n.a.

Table 6. UBCV - Representation of designated groups compared with the provincial workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	54%	2.2%	37.8%	8.2%	0.7%	1%	8.8%
2022	55.2%	2.1%	38.6%	8.8%	1%	1.2%	9.6%
2023	56.4%	2.1%	39.4%	9.6%	1.2%	1.2%	10.3%
Prov. WFP	48.4%	5.2%	29.2%	11%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (Prov. WFP) is less than 80%.

Table 7. UBCV - Representation of designated groups compared with the national workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	54%	2.2%	37.8%	8.2%	0.7%	1%	8.8%
2022	55.2%	2.1%	38.6%	8.8%	1%	1.2%	9.6%
2023	56.4%	2.1%	39.4%	9.6%	1.2%	1.2%	10.3%
National WFP	48.2%	4%	22.3%	9.1%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (National WFP) is less than 80%.

Additional insight to the UBC Vancouver demographic composition with respect to gender identity, racialization, and disability is provided by disaggregation of response categories and reported in Figure 5, Figure 6, and Figure 7. It is worth noting that the per cent representations in these figures do not add to 100%, since the survey respondents have the option to select “prefer not to answer” in response to the corresponding questions.

Figure 5. UBCV - Representation of gender identity, 2023.

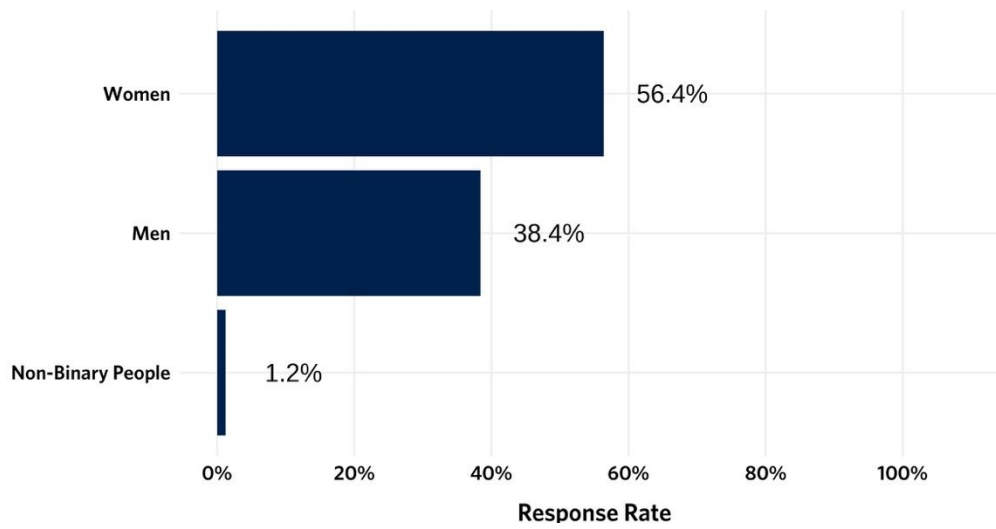


Figure 6. UBCV - Representation of Ethno-racial Categories corresponding to Canadian Census “visible minority” Categories, 2023.

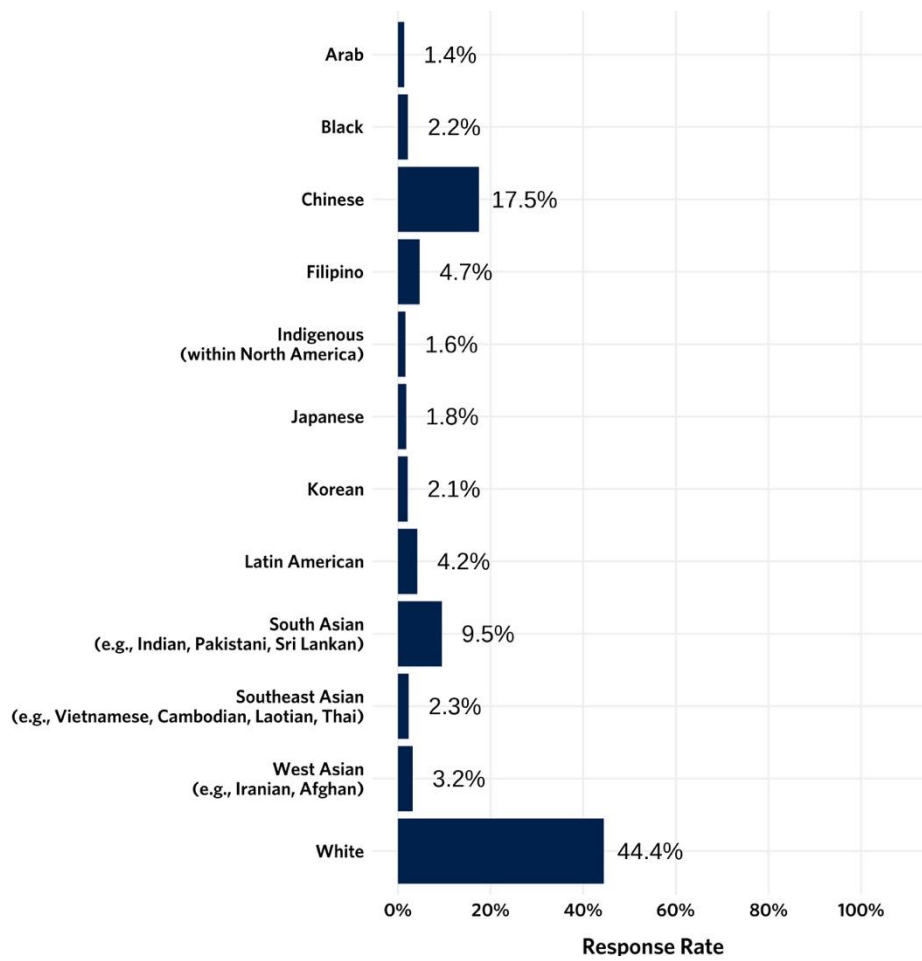
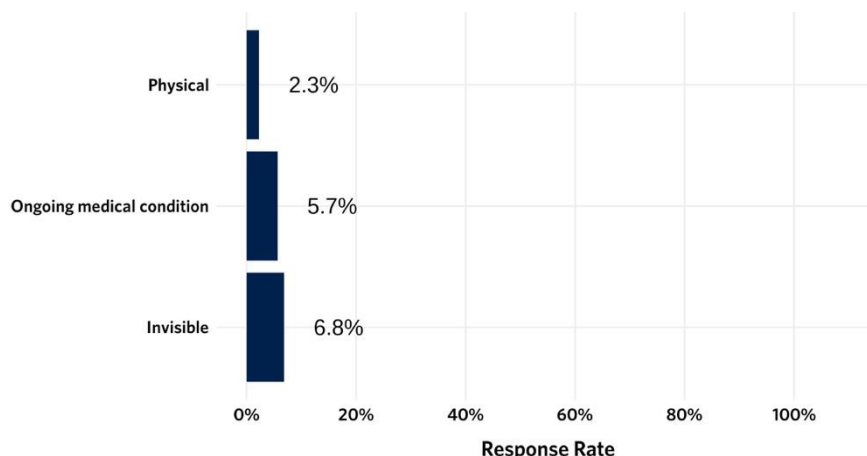


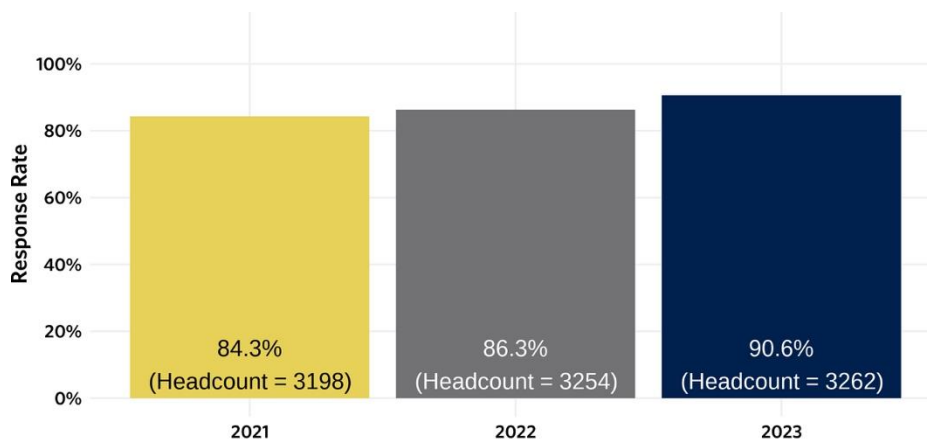
Figure 7. UBCV - Representation of Types of Disabilities, 2023.



Faculty (Bargaining Unit)

Positions in the Faculty Bargaining Unit include research and educational leadership stream faculty, lecturers, sessional lecturers, librarians, program directors, and heads and directors¹⁶. Participation in the Employment Equity Survey by faculty who belong to a Bargaining Unit has been growing over the past three years and surpassed a 90% response rate (Figure 8).

Figure 8. UBCV - Faculty (Bargaining Unit) - Response rate to the Employment Equity Survey, 2021 - 2023.



The current and historical demographic composition of faculty (belonging to a Bargaining Unit) (Table 8) shows an increase in the representation of all designated groups although the rate of increase varies across groups.

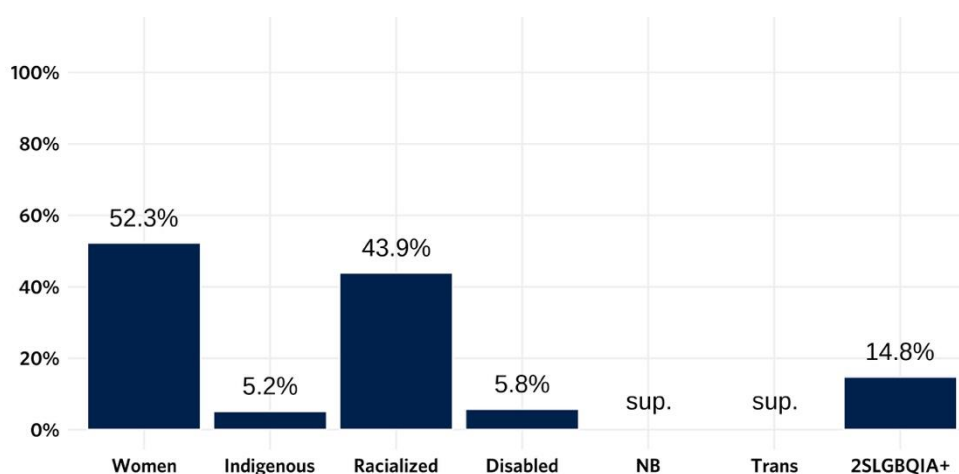
¹⁶ <https://www.facultyassociation.ubc.ca/members/>

Table 8. UBCV - Faculty (Bargaining Unit) - Representation of designated groups, 2021 - 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	40.3%	2.1%	25.2%	9.5%	0.9%	1%	9.4%
2022	42.5%	2.1%	26.4%	10.9%	1.1%	1.1%	10.3%
2023	44.3%	2.4%	29%	11.8%	1.2%	1.1%	11.3%

92.4% of new faculty who joined the Faculty (Bargaining Unit) in 2023 participated in the Employment Equity Survey. Women have the highest (52.3%) and Non-binary People and People with Trans Experience have the lowest representation rates (Figure 9).

Figure 9. UBCV - Faculty (Bargaining Unit) - Representation of designated groups among new hires, 2023.



University professors and Lecturers are a subgroup of the Faculty (Bargaining Unit) and include research and educational leadership stream faculty, lecturers, and sessional lecturers. The comparison of representation in the subgroup with workforce population in corresponding EEOG¹⁷ (Table 9) and NOC¹⁸ (Table 10) show:

- There is a significant gap in representation of Women at the EEOG level compared with the national WFP. The gap in representation of Women in EEOG compared with the provincial WFP and at the NOC level compared with the regional, provincial, and national WFP is not significant when accounting for the gap # and/or attainment rate above 80%.
- Representation of Indigenous Peoples is below provincial and national WFP in EEOG, but the gap is not significant when accounting for the gap # and/or attainment rate above 80%. Indigenous Peoples are represented in alignment with the regional, provincial, and national WFP at the NOC level.

¹⁷ EEOG 03: Professionals

¹⁸ NOC 2011 – 4011 – University professors and lecturers

- Racialized People are represented in alignment with the regional, provincial, and national WFP at the NOC level and national WFP in EEOG, and the representation gap in the provincial WFP in EEOG is not significant when accounting for attainment rate above 80%.
- Representation of Disabled People is in alignment or higher than the regional, provincial, and national WFP at the EEOG level.

Table 9. UBCV - Faculty (Bargaining Unit) - University Professors and Lecturers - Representation of designated groups compared with EEOG provincial and national workforce population, 2023.

EEOG 03: Professionals							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	43.6%	53.8%	-293	81%	55%	-327	79%
Indigenous	2.3%	2.8%	-13	84%	2.4%	-2	97%
Racialized	29.3%	29.4%	-3	100%	23.2%	174	126%
Disabled	11.8%	10%	51	118%	9%	81	132%
Non-binary	1.2%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	1.2%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	11%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Table 10. UBCV - Faculty (Bargaining Unit) - University Professors and Lecturers - Representation of designated groups compared with NOC regional, provincial, and national workforce population, 2023.

NOC 2011 – 4011 – University professors and lecturers										
	UBC	Vancouver			Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	43.6%	45.6%	-57	96%	46.6%	-85	94%	44%	-11	99%
Indigenous	2.3%	1.3%	29	178%	1.9%	11	120%	1.4%	26	165%
Racialized	29.3%	25.2%	117	116%	20.2%	261	145%	21.1%	235	139%
Disabled	11.8%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Non-binary	1.2%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	1.2%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	11%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single NOC: Green depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

Representation of designated groups across different titles and ranks compared with the representation in Faculty (Bargaining Unit) shows (Table 11):

- Designated groups in the ranks of Assistant Professors of Teaching and Associate and Assistant Professors are represented in alignment or stronger than their corresponding representation in UBCV - Faculty (BU).
- The representation of designated groups in the Full Professors rank indicates lower diversity than the corresponding representation in UBCV - Faculty (BU).
- People with Disabilities are almost uniformly represented across different titles and ranks.
- Indigenous Peoples and People with Trans Experience are not represented at the rank of Professor of Teaching.
- Non-binary People and People with Trans Experience are not represented in Other Faculty Appointments.

Table 11. UBCV - Faculty (Bargaining Unit) - Representation of designated groups in titles and ranks compared with Faculty (Bargaining Unit), 2023.

Title/Rank	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCV - Faculty (BU)	44.3%	2.4%	29%	11.8%	1.2%	1.1%	11.3%
Tenure Stream – Educational Leadership							
Professor of Teaching	54.1%	0%	24.3%	16.2%	2.7%	0%	10.8%
Associate Professor of Teaching	48.1%	3.9%	29.5%	15.5%	1.6%	0.8%	7.8%
Assistant Professor of Teaching	64.2%	3.2%	40%	10.5%	2.1%	1.1%	19%
Tenure Stream – Professorial Ranks							
Full Professor	30.4%	1.1%	21.9%	11.2%	0.5%	0.7%	7.1%
Associate Professor	41.6%	2.1%	28.7%	14%	1.3%	1.3%	10.8%
Assistant Professor	52.3%	5.9%	37.8%	10.1%	2.5%	2.5%	15.7%
Term, Part-Time, and Other Faculty Appointments							
Lecturers and Sessional Lecturers	54.7%	1.5%	34%	11.2%	1.2%	1%	13.6%
Other Faculty	62.4%	7.9%	20.8%	12.9%	0%	0%	18.8%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCV - Faculty (BU)) is less than 80%.

The response rate of Faculty (Bargaining Unit) who left UBC in 2023 was 91%, and the representation of Women were highest in all subcategories (Table 12).

Table 12. UBCV - Faculty (Bargaining Unit) - Representation of designated groups in turnover, 2023.

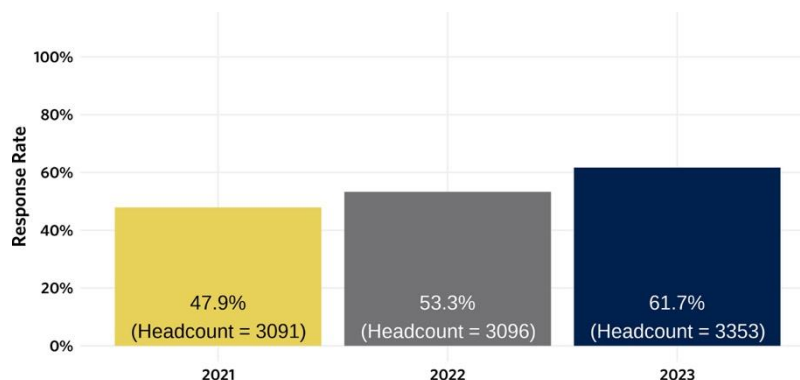
Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
Voluntary Separations	48%	sup.	24.10%	sup.	sup.	sup.	sup.
Retirements	35%	sup.	10.10%	11.60%	sup.	sup.	7.20%
Involuntary Separations	44%	sup.	27.80%	sup.	sup.	sup.	sup.

Faculty (Non-Bargaining Unit)

Faculty who do not belong to a Bargaining Unit¹⁹ at UBCV are Clinical Faculty, Adjunct Faculty, Research Associates, Postdoctoral Fellows, and Senior Academic Administrators (Associate Deans and above).

Over the past three years, an increasing number of faculty who do not belong to a Bargaining Unit have responded to the Employment Survey, with a cumulative response rate of 61.7% in 2023 (Figure 10).

Figure 10. UBCV - Faculty (Non-Bargaining Unit) - Response rate to the Employment Equity Survey, 2012 - 2023.



Demographic composition of Faculty (Non-Bargaining Unit) shows the current representation of designated groups is in alignment or higher than the previous two years (Table 13).

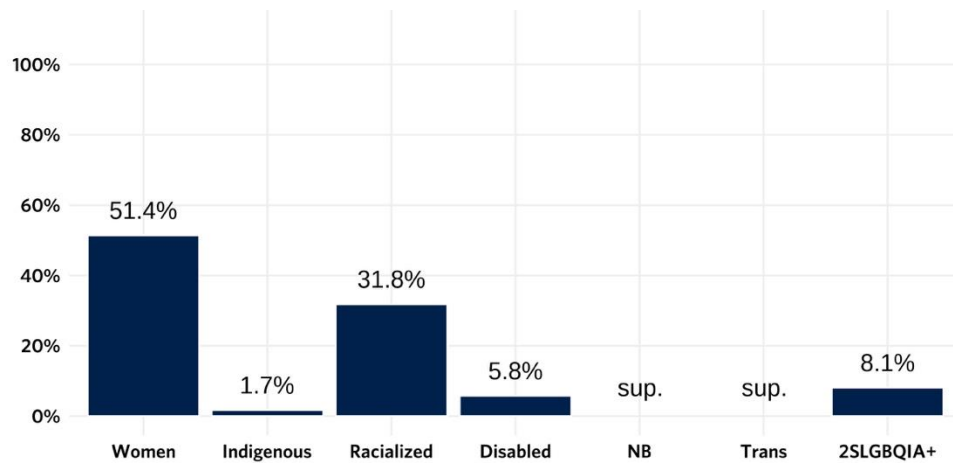
Table 13. UBCV - Faculty (Non-Bargaining Unit) - Representation of designated groups, 2021 - 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	43.7%	1.6%	29.6%	5.5%	0.5%	0.6%	8%
2022	46%	1.8%	28.7%	5.5%	0.7%	0.8%	8%
2023	48.7%	1.6%	31.7%	6.5%	0.8%	0.7%	8.1%

Among the newly hired faculty who do not belong to a Bargaining Unit, 80.8% submitted their responses to the survey. There are disproportionately greater new hires among Women and Racialized peoples (Figure 11).

¹⁹ <https://hr.ubc.ca/working-ubc/faculty-titles-ranks-and-descriptions>

Figure 11. UBCV - Faculty (Non-Bargaining Unit) - Representation of designated groups among new hires, 2023.



Of the Clinical Faculty, 24.9% have submitted their responses to the Employment Equity survey. The current representation of designated groups and comparison to the regional, provincial, and national workforce data in EEOG²⁰ (Table 14) and NOC²¹ (Table 15) show:

- At the EEOG level, there is a gap in representation of Indigenous Peoples and People with Disabilities compared with provincial WFP and in representation of Women and People with Disabilities in comparison with national WFP; however, the gap is not significant when accounting for gap #.
- At the NOC level, there is a gap in the representation of Racialized People compared with the regional WFP; however, the gap is not significant when accounting for gap # and attainment rate.
- Non-binary People are not represented among Clinical Faculty.
- People with Trans Experience, 2SLGBQIA+ People, and Indigenous Peoples have low representation.

²⁰ EEOG 03: Professionals

²¹ NOC 2011 - 3112 - General practitioners and family physicians

Table 14. UBCV – Clinical Faculty - Representation of designated groups compared with EEOG provincial and national workforce population, 2023.

EEOG 03: Professionals							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	54.3%	53.8%	1	101%	55%	-1	99%
Indigenous	sup.	2.8%	sup.	sup.	2.4%	sup.	sup.
Racialized	45%	29.4%	22	154%	23.2%	31	197%
Disabled	8.6%	10%	-2	86%	9%	-1	92%
Non-binary	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

Table 15. UBCV - Clinical Faculty - Representation of designated groups compared with NOC regional, provincial, and national workforce population, 2023.

NOC 2011 - 3112 - General practitioners and family physicians										
	UBC	Vancouver			Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	54.3%	44.4%	14	123%	43.2%	16	127%	47.2%	10	115%
Indigenous	sup.	0.3%	sup.	sup.	0.9%	sup.	sup.	0.9%	sup.	sup.
Racialized	45%	49.9%	-7	90%	35.2%	14	129%	33%	17	137%
Disabled	8.6%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Non-binary	0%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	sup.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single NOC: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

Representation of designated groups across different titles in Faculty (Non-Bargaining Unit) compared with the representation in UBCV - Faculty (Non-Bargaining Unit) (Table 16) shows:

- The representation of Women, Racialized People, and People with Disabilities in these titles are in alignment or higher than in UBCV - Faculty (NBU).
- The diversity among Adjunct Faculty is in alignment with the representation of designated groups in UBCV – Faculty (NBU).
- People with Disabilities have a consistent representation across different titles.

Table 16. UBCV – Faculty (Non-Bargaining Unit) - Representation of designated groups in titles compared with Faculty (Non-Bargaining Unit), 2023.

Title	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCV - Faculty (NBU)	48.7%	1.6%	31.7%	6.5%	0.8%	0.7%	8.1%
Clinical Faculty	54.3%	sup.	45%	8.6%	0%	sup.	sup.
Adjunct Faculty	58.3%	4.5%	26%	7.4%	1.4%	sup.	11.4%
Research Associates	45.1%	sup	32.4%	6.3%	sup.	sup.	6.3%
Postdoctoral Fellows	46.2%	0.8%	32.4%	6%	0.3%	0.6%	8.9%
Others	44.7%	1.1%	31.5%	6%	1.1%	0.7%	6.7%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCV - Faculty (NBU)) is less than 80%.

Women had the highest representation among Faculty (Non-Bargaining unit) that departed from UBC, from whom 67% participated in the survey (Table 17).

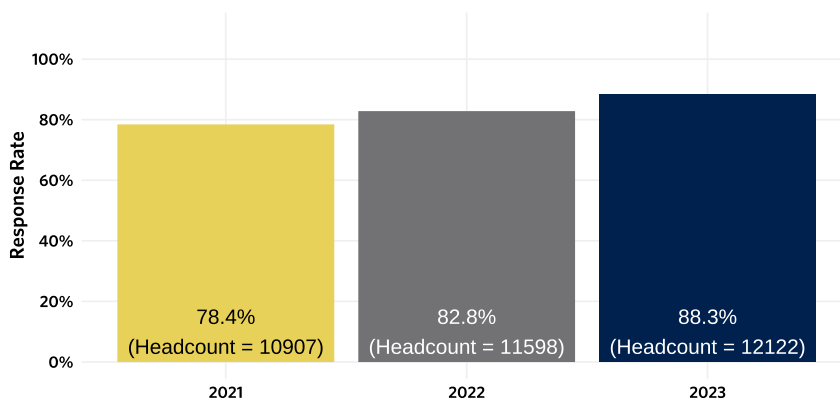
Table 17. UBCV - Faculty (Non-Bargaining Unit) - Representation of designated groups in turnover, 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+	NB
Voluntary Separations	41%	sup.	31%	4.1%	sup.	sup.	6.2%	sup.
Retirements	sup.	sup.	sup.	sup.	sup.	sup.	sup.	sup.
Involuntary Separations	50%	1.8%	27.8%	6.7%	sup.	sup.	10.2%	sup.

Staff

The trend of increasing participation in the Employment Equity Survey is also observed among staff, where an increase of about 10%, over the last three years, has yielded a response rate upwards of 88% (Figure 12).

Figure 12. UBCV - Staff - Response rate to the Employment Equity Survey, 2021 - 2023.



Demographic composition of UBCV staff over the past three years and comparison of current status to regional, provincial, and national WFP (Table 18,

Table 19, Table 20) show:

- Representation of Women, Racialized People, and People with Disabilities are on par with or greater than the regional, provincial, and national WFP.
- Representation of Indigenous People is in alignment with regional but significantly below provincial and national WFP.
- There is a slight but steady increase in the representation of Non-binary People, People with Trans Experience, and 2SLGBQIA+ People.

Table 18. UBCV – Staff - Representation of designated groups compared with the regional workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	60.1%	2.4%	43.2%	8.2%	0.7%	1.1%	8.8%
2022	60.5%	2.3%	43.8%	8.7%	1%	1.3%	9.7%
2023	61.2%	2.2%	43.7%	9.6%	1.3%	1.3%	10.4%
Regional WFP	48.5%	2.3%	45.9%	n.a.	n.a.	n.a.	n.a.

Table 19. UBCV - Staff - Representation of designated groups compared with the provincial workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	60.1%	2.4%	43.2%	8.2%	0.7%	1.1%	8.8%
2022	60.5%	2.3%	43.8%	8.7%	1%	1.3%	9.7%
2023	61.2%	2.2%	43.7%	9.6%	1.3%	1.3%	10.4%
Prov. WFP	48.4%	5.2%	29.2%	11%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (Prov. WFP) is less than 80%.

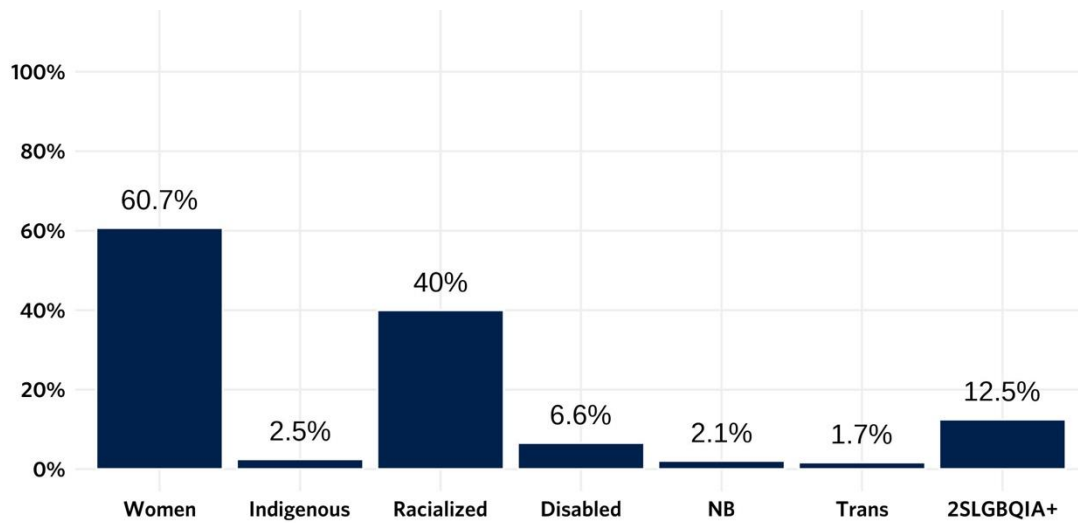
Table 20. UBCV - Staff - Representation of designated groups compared with the national workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	60.1%	2.4%	43.2%	8.2%	0.7%	1.1%	8.8%
2022	60.5%	2.3%	43.8%	8.7%	1%	1.3%	9.7%
2023	61.2%	2.2%	43.7%	9.6%	1.3%	1.3%	10.4%
National WFP	48.2%	4%	22.3%	9.1%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (National WFP) is less than 80%.

Among newly hired staff, 88% participated in the survey. In 2023, the proportion of new hires that were Women and Racialized People was slightly lower than representation of Women and Racialized people in the UBC workforce (Figure 13).

Figure 13. UBCV - Staff - Representation of designated groups among new hires, 2023.



The current representation of designated groups in staff compared with the regional, provincial, and national workforce data in the corresponding EEOG is summarized in Table 21 - Table 24. It is observed that:

- There are no EEOGs for which there is a gap for all four designated groups.
- There is a significant gap in the representation of Women, Indigenous Peoples, and People with Disabilities in UBCV Staff compared with provincial and national WFP since the gap exists in more than 2 EEOGs for these designated groups.
- There is a significant gap in the representation of Women, Indigenous Peoples, and People with Disabilities in UBCV Staff compared with provincial and national WFP since the gap exists for the same designated group in more than two EEOGs.
- Women
 - are not represented in 06: Supervisors: Crafts & Trades;
 - have a significant gap in representation in 08: Skilled Sales & Service Personnel, 09: Skilled Crafts & Trades, and 14: Other Manual Workers compared with provincial and national WFP.
- Indigenous Peoples
 - are not represented in 01: Senior Managers, 12: Semi-Skilled Manual Workers, and 14: Other Manual Workers;
 - have a significant gap in the representation at the level of:
 - 02: Middle & Other Managers, 04: Semi-Professionals & Technicians, 05: Supervisors, 07: Administration & Senior Clerical Personnel, 08: Skilled Sales & Service Personnel, 10: Clerical Personnel, and 13: Other Sales & Service compared with provincial and national WFP; and

-
- *09: Skilled Crafts & Trades* and *11: Intermediate Sales & Service* compared with provincial WFP.
 - Racialized People
 - are represented in alignment or exceeding the provincial and national WFP comparators. The existing gaps compared with the provincial WFP in *01: Senior Managers*, *08: Skilled Sales & Service Personnel*, and *14: Other Manual Workers* are not significant.
 - People with Disabilities
 - Have a significant gap in representation at the level of:
 - *05: Supervisors*, *08: Skilled Sales & Service Personnel*, *11: Intermediate Sales & Service*, and *13: Other Sales & Service* compared with provincial and national WFP; and
 - *06: Supervisors: Crafts & Trades*, *10: Clerical Personnel*, and *14: Other Manual Workers* compared with provincial WFP.

Table 21. UBCV - Staff- Representation of Women compared with EEOG provincial and national workforce population.

Representation of Women in UBCV Staff EEOGs							
	UBC	Provincial			National		
EEOG	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	48.6%	38.9%	4	125.2%	38.1%	4	127.7%
02: Middle & Other Managers	49.8%	38.9%	104	128.3%	38.1%	111	130.9%
03: Professionals	64.5%	53.8%	409	119.9%	55%	363	117.3%
04: Semi-Professionals & Technicians	59.9%	51%	181	117.4%	53.5%	130	111.9%
05: Supervisors	64.4%	56%	22	115%	55.5%	24	116.1%
06: Supervisors: Crafts & Trades	0%	9.9%			10.8%		
07: Administration & Senior Clerical Personnel	76.8%	82%	-90	93.6%	82.4%	-96	93.2%
08: Skilled Sales & Service Personnel	38.9%	49%	-16	79.3%	49.7%	-17	78.2%
09: Skilled Crafts & Trades	2.6%	3.9%	-3	65.1%	4%	-3	63.9%
10: Clerical Personnel	68.7%	73%	-22	94%	68.7%	0	99.9%
11: Intermediate Sales & Service	59.1%	68.7%	-37	86%	68.4%	-36	86.3%
12: Semi-Skilled Manual Workers	25%	15.7%	3	158.9%	17.1%	2	146.5%
13: Other Sales & Service	48.2%	58.5%	-53	82.3%	56.3%	-42	85.5%
14: Other Manual Workers	5.1%	24.1%	-11	21.1%	22.1%	-10	23%

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Table 22. UBCV - Staff- Representation of Indigenous Peoples compared with EEOG provincial and national workforce population.

Representation of Indigenous Peoples in UBCV Staff EEOGs							
	UBC	Provincial			National		
EEOG	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	0%	3.3%			2.7%		
02: Middle & Other Managers	1.1%	3.3%	-21	32.1%	2.7%	-16	38.9%
03: Professionals	2.6%	2.8%	-5	95%	2.4%	10	110.9%
04: Semi-Professionals & Technicians	2%	5%	-62	40%	4.2%	-44	48.3%
05: Supervisors	1.9%	4.8%	-8	38.7%	3.9%	-5	48.4%
06: Supervisors: Crafts & Trades	8.5%	5.1%	2	167.5%	4.3%	2	196.3%
07: Administration & Senior Clerical Personnel	1.5%	4.2%	-47	34.7%	3.5%	-34	42%
08: Skilled Sales & Service Personnel	1.9%	5.2%	-5	36.5%	3.7%	-3	51.2%
09: Skilled Crafts & Trades	4.1%	6.4%	-4	64%	5.2%	-2	78.2%
10: Clerical Personnel	1.2%	5.2%	-20	23.2%	4.2%	-15	28.8%
11: Intermediate Sales & Service	3.9%	5.3%	-5	74%	4.5%	-2	88.1%
12: Semi-Skilled Manual Workers	0%	6.9%			4.8%		
13: Other Sales & Service	2.7%	7.9%	-27	34.4%	5.8%	-16	46.6%
14: Other Manual Workers	0%	10.3%			6.8%		

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Table 23. UBCV - Staff- Representation of Racialized People compared with EEOG provincial and national workforce population.

Representation of Racialized People in UBCV Staff EEOGs							
EEOG	UBC	Provincial			National		
	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	24.3%	26.1%	-1	93%	16.9%	3	143.8%
02: Middle & Other Managers	38.3%	26.1%	115	146.5%	16.9%	202	226.5%
03: Professionals	43%	29.4%	520	146.4%	23.2%	755	185.3%
04: Semi-Professionals & Technicians	43.5%	25.3%	373	172.2%	19.1%	500	228.2%
05: Supervisors	52.4%	34.1%	49	153.7%	24%	76	218.2%
06: Supervisors: Crafts & Trades	23.4%	15.9%	4	146.9%	11.1%	6	210.5%
07: Administration & Senior Clerical Personnel	46.2%	24.7%	367	187.2%	16.4%	509	282.2%
08: Skilled Sales & Service Personnel	32.5%	38.9%	-10	83.4%	27.7%	8	117.4%
09: Skilled Crafts & Trades	32.1%	17.1%	29	187.6%	12%	40	268.3%
10: Clerical Personnel	49.4%	29.6%	99	166.9%	21.9%	137	225.1%
11: Intermediate Sales & Service	51.4%	34.2%	66	150.5%	25.4%	99	202.5%
12: Semi-Skilled Manual Workers	42.9%	30.6%	3	140.1%	22.4%	6	191.5%
13: Other Sales & Service	49.1%	36.7%	64	133.8%	26.5%	117	185.1%
14: Other Manual Workers	25.4%	28.8%	-2	88.2%	21%	3	121.2%

*Note: In a single EEOG: Green depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

Table 24. UBCV - Staff- Representation of People with Disabilities compared with EEOG provincial and national workforce population.

Representation of People with Disabilities in UBCV Staff EEOGs							
	UBC	Provincial			National		
EEOG	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	2.7%	6.7%	-1	40.3%	5%	-1	54.1%
02: Middle & Other Managers	8.8%	6.7%	20	131.1%	5%	36	175.7%
03: Professionals	10.4%	10%	16	104.3%	8.9%	58	117.2%
04: Semi-Professionals & Technicians	9.3%	9.6%	-5	97.3%	7.6%	36	123%
05: Supervisors	9.4%	42%	-87	22.3%	27.5%	-48	34%
06: Supervisors: Crafts & Trades	8.5%	14.3%	-3	59.5%	10.1%	-1	84.3%
07: Administration & Senior Clerical Personnel	10.7%	12.4%	-29	86.5%	10%	12	107.3%
08: Skilled Sales & Service Personnel	5.1%	9.1%	-6	56%	8%	-5	63.7%
09: Skilled Crafts & Trades	7.7%	9.2%	-3	83.2%	7.8%	0	98.1%
10: Clerical Personnel	8.6%	13%	-22	66.4%	9.3%	-3	92.8%
11: Intermediate Sales & Service	7.9%	10.5%	-10	75%	10.8%	-11	72.9%
12: Semi-Skilled Manual Workers	7.1%	11.9%	-1	60%	10.3%	-1	69.3%
13: Other Sales & Service	7%	14.2%	-37	49%	10.7%	-19	65.1%
14: Other Manual Workers	5.1%	11 %	-3	46.2%	6.8%	-1	74.8%

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Observing the representation of designated groups across staff status (full-time/part-time, ongoing/contract) and bargaining units compared with all UBCV staff (Table 25, Table 26, Table 27) shows:

- Generally, there is greater compositional diversity observed among Junior Professional, Academic Support, and Other Staff, regardless of their status, when compared with Senior or Mid-Level professionals.
- Junior Professional, Academic Support, Other Staff, and members of Management & Professional and CUPE 2950 bargaining units reflect the diversity of UBC Staff overall.
- CUPE 2278 Non-Credit Instructors and CUPE 116 Aquatic Centre are the bargaining units with lower representation of designated groups among their members.

Table 25. UBCV - Staff - Representation of designated groups, breakdown by rank and part-time/full-time status compared with all UBCV staff, 2023.

Status	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCV - Staff	61.2%	2.2%	43.7%	9.6%	1.3%	1.3%	10.4%
Senior Professional or Leader							
Full-time	47.6%	1.7%	35.4%	9.1%	sup.	sup.	6.1%
Part-time	66.7%	0%	0%	0%	0%	0%	sup.
Mid-Level Professional							
Full-time	57.9%	2.1%	42.1%	9.2%	0.7%	0.9%	8.2%
Part-time	79.6%	sup.	35.5%	7.2%	sup.	0%	7.9%
Junior Professional							
Full-time	69.5%	2.5%	46.7%	11.5%	1.7%	1.3%	13%
Part-time	77.1%	2.2%	30.7%	12.6%	2.6%	2.2%	10.8%
Staff – Academic Support							
Full-time	60.9%	1.2%	48.7%	9%	1.6%	1.2%	12.9%
Part-time	68.8%	3.4%	45.3%	11.9%	3.1%	3.1%	16.8%
Other Staff							
Full-time	57%	2.2%	46.3%	8.7%	1.2%	1.6%	9.1%
Part-time	63.3%	2.7%	34.9%	8.9%	1.6%	1.6%	12.5%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCV - Staff) is less than 80%.

Table 26. UBCV - Staff - Representation of designated groups, breakdown by rank and contract status compared with all UBCV staff, 2023.

Contract Status	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCV - Staff	61.2%	2.2%	43.7%	9.6%	1.3%	1.3%	10.4%
Senior Professional or Leader							
Ongoing	48%	1.7%	35.1%	9.2%	sup.	sup	6.4%
Term	48.1%	sup.	30.8%	sup.	0%	0%	sup.
Mid-level Professional							
Ongoing	57.4%	2.1%	42.3%	10.1%	1%	1%	8.8%
Term	65.6%	2%	39.8%	5.8%	0%	sup.	6.2%
Junior Professional							
Ongoing	69.6%	2.2%	45.5%	11.6%	1.4%	1%	12.1%
Term	71.1%	3%	45.2%	11.7%	2.3%	1.9%	13.9%
Staff – Academic Support							
Ongoing	45.4%	sup.	41.7%	11.8%	sup.	1.7%	9.8%
Term	68%	1.9%	49.9%	9%	2.2%	1.6%	15%
Other Staff							
Ongoing	57%	2.4%	45.7%	9.7%	0.9%	1.5%	8.6%
Term	60.5%	2%	41.3%	6%	2.3%	1.9%	12.4%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCV - Staff) is less than 80%.

Table 27. UBCV - Staff - Representation of designated groups, breakdown by bargaining unit compared with all UBCV staff, 2023.

Bargaining Unit	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCV - Staff	61.2%	2.2%	43.7%	9.6%	1.3%	1.3%	10.4%
Management & Professionals (AAPS)	62.7%	2.2%	42.4%	10.2%	1.2%	1%	10.1%
IUOE 115	sup.	sup.	43.4%	sup.	sup.	sup.	sup.
CUPE 2950	75.4%	1.3%	47.8%	10.5%	1.7%	1.6%	11.7%
CUPE 2278 Non-Credit Instructors	65.4%	0%	sup.	sup.	0%	0%	sup.
CUPE 116 Aquatic Centre	53.8%	sup.	sup.	0%	0%	0%	sup.
CUPE 116	42.1%	2.7%	43.7%	8.2%	0.9%	1.8%	8.7%
BCGEU Vancouver Childcare	95.9%	sup.	36.8%	7.6%	0%	sup.	6.4%
BCGEU Okanagan Staff	sup.	0%	sup.	sup.	sup.	0%	sup.

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCV - Staff) is less than 80%.

When considering staff turnover, the response rate was 73%, and the representation of Women were highest in all subcategories (Table 28).

Table 28. UBCV - Staff - Representation of designated groups in turnover, 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
Voluntary Separations	65%	2.6%	45%	7.8%	1.9%	1.8%	13.7%
Retirements	60%	sup.	34.8%	8%	sup.	sup.	sup.
Involuntary Separations	60%	2%	45.2%	6.2%	1.5%	2%	12.3%

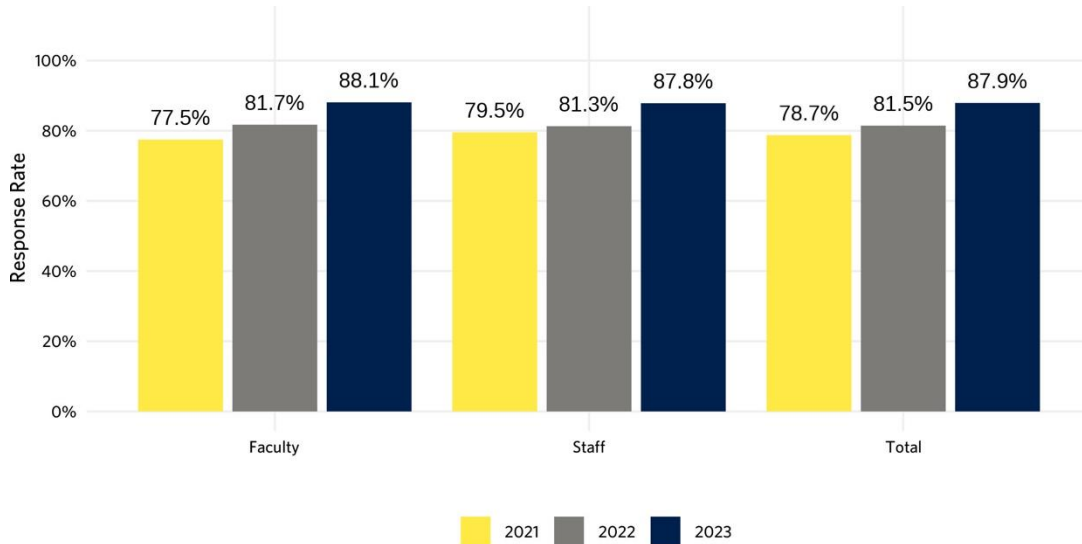
University of British Columbia
Okanagan
Demographic Diversity
2023

University of British Columbia Okanagan

Response Rate and Representation of Designated Groups

UBC has 706 faculty members and 1,366 staff members at its Okanagan campus. With the increasing participation in the Employment Equity Survey by faculty and staff over the past three years, the response rate at UBCO reached its highest level (87.9%) (Figure 14).

Figure 14. UBCO - Response rate to the Employment Equity Survey, 2021-2023.



The current demographic composition of UBC Okanagan, its comparison with the regional, provincial, and national workforce population, and the trend over the past three years (Table 29, Table 30, Table 31) show:

- Women have an increasingly greater representation which exceeds the regional, provincial, and national WFP.
- The representation of Indigenous Peoples has remained relatively the same in the past three years and in alignment with the regional and provincial WFP and higher than national WFP.
- The representation of Racialized People is higher than the regional WFP, lower than the provincial WFP, and in alignment with national WFP.
- The representation of People with Disabilities has been consistently higher than the provincial and national WFP. Regional data is not available.
- A slight but steady increase is observed in the representation of People with Trans Experience, and 2SLGBQIA+.
- Representation of Non-binary People, although with some variations, has been level in the same range over the past three years.

Table 29. UBCO - Representation of designated groups compared with the regional workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	57.3%	5.4%	17.5%	12.4%	0.8%	1 %	9 %
2022	57.6%	4.9%	20.3%	12.5%	1.1%	1.2%	9.8%
2023	59%	5.1%	22%	12.2%	0.9%	1.2%	10%
Regional WFP	48.8%	5.5%	8.1%	n.a.	n.a.	n.a.	n.a.

Table 30. UBCO - Representation of designated groups compared with the provincial workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	57.3%	5.4%	17.5%	12.4%	0.8%	1 %	9 %
2022	57.6%	4.9%	20.3%	12.5%	1.1%	1.2%	9.8%
2023	59%	5.1%	22%	12.2%	0.9%	1.2%	10%
Prov. WFP	48.4%	5.2%	29.2%	11%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (Prov. WFP) is less than 80%.

Table 31. UBCO - Representation of designated groups compared with the national workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	57.3%	5.4%	17.5%	12.4%	0.8%	1 %	9 %
2022	57.6%	4.9%	20.3%	12.5%	1.1%	1.2%	9.8%
2023	59%	5.1%	22%	12.2%	0.9%	1.2%	10%
National WFP	48.2%	4%	22.3%	9.1%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (National WFP) is less than 80%.

Additional insight to the UBC Okanagan demographic composition with respect to gender identity, racialization, and disability is provided by disaggregation of response categories and reported in Figure 15, Figure 16, Figure 17. It is worth noting that the per cent representation in these figures does not add to 100%, since the survey respondents have the option to select “prefer not to answer” in response to the corresponding questions.

Figure 15. UBCO - Representation of gender identity, 2023.

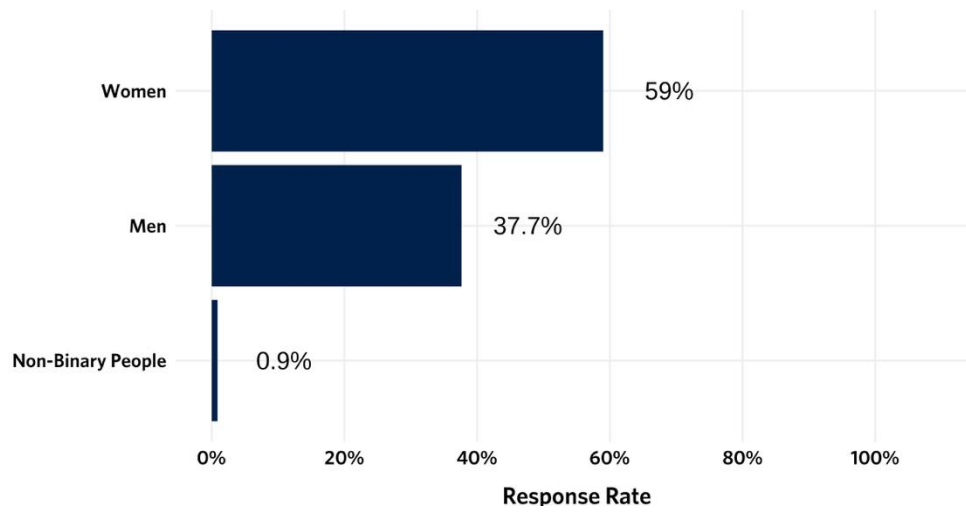


Figure 16. UBCO - Representation of Ethno-racial Categories corresponding to Canadian Census “visible minority” Categories, 2023.

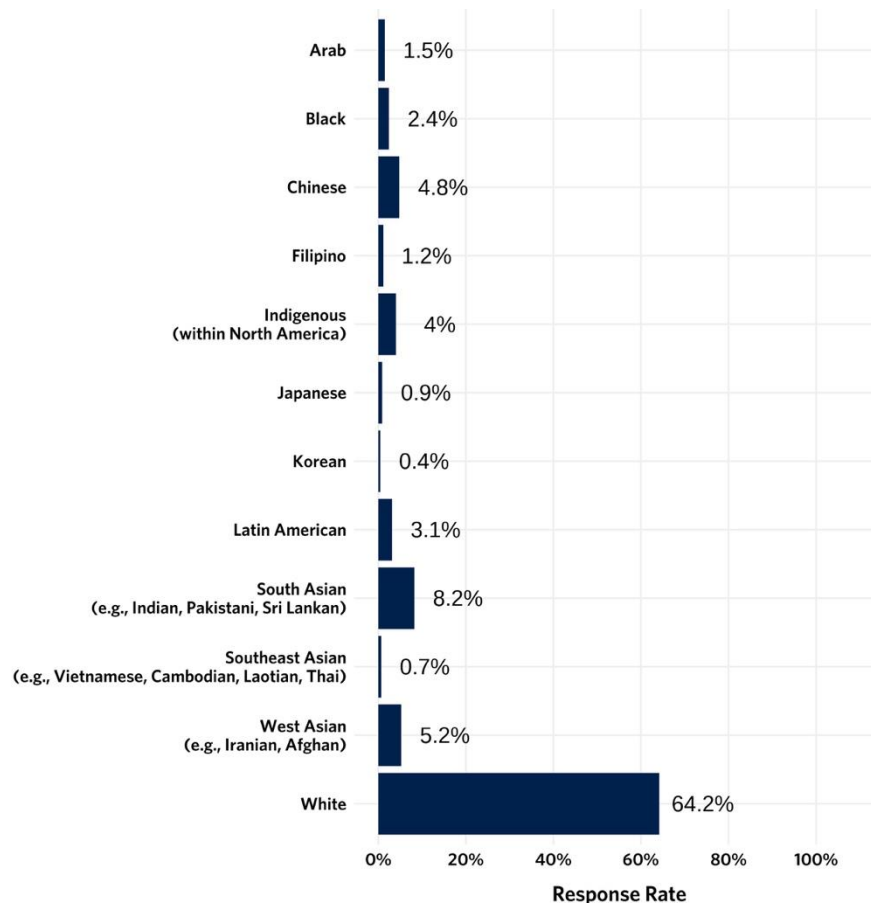
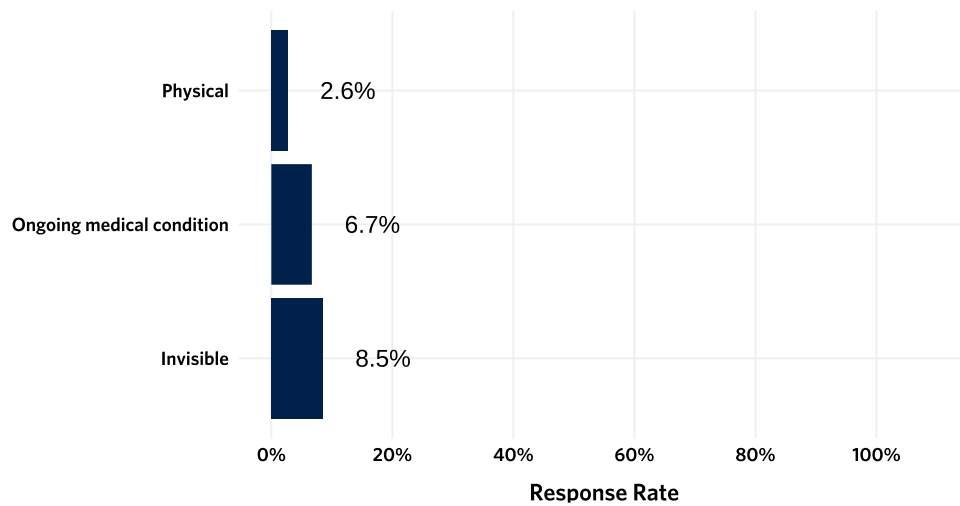


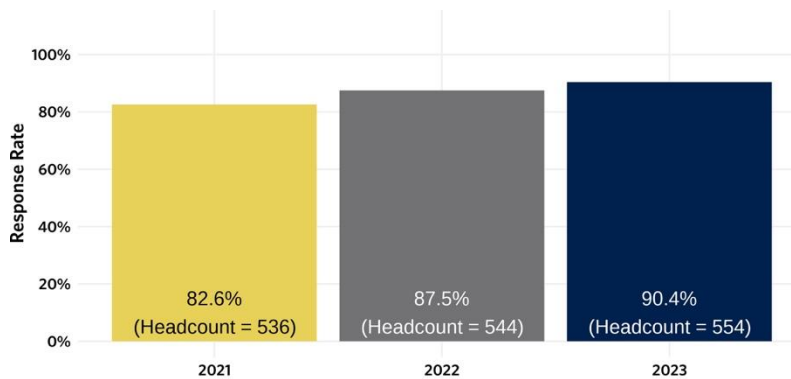
Figure 17. UBCO - Representation of Types of Disabilities, 2023.



Faculty (Bargaining Unit)

Participation of faculty who belong to a Bargaining Unit in the Employment Equity Survey has been growing over the past three years and surpassed a 90% response rate during 2023 (Figure 18).

Figure 18. UBCO - Faculty (Bargaining Unit) - Response rate to the Employment Equity Survey, 2021 - 2023.



The current and historical demographic composition of Faculty (Bargaining Unit) (Table 32) show:

- There is a slight but steady increase in the representation of Racialized People and 2SLGBQIA+.
- Although with some variance, the representation of Women, Indigenous Peoples, People with Disabilities, Non-binary People, and People with Trans Experience has been relatively steady over the past three years.

Table 32. UBCO - Faculty (Bargaining Unit) - Representation of designated groups, 2021 - 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	44.9%	4.1%	24.2%	12.6%	1.1%	0.7%	9.9%
2022	46.4%	5.3%	25.4%	11.6%	1.7%	1.1%	10.7%
2023	46.1%	4.6%	26.5%	13.8%	1.4%	1%	11.2%

The representation of designated groups among the University professors and lecturers subgroup is in alignment or higher than the regional, provincial and national WFP at the EEOG²² (Table 33) and NOC²³ (Table 34) level. The existing gaps in some cases in not significant when accounting for attainment rate above 80%.

Table 33. UBCO - Faculty (Bargaining Unit) - University professors and lecturers - Representation of designated groups compared with EEOG provincial and national workforce population, 2023.

EEOG 03: Professionals							
	UBC	Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	46%	53.8%	-38	86%	55%	-44	84%
Indigenous	4.5%	2.8%	9	169%	2.4%	10	183%
Racialized	26.8%	29.4%	-13	91%	23.2%	18	116%
Disabled	13.7%	10%	18	137%	9%	23	152%
Non-binary	1.2%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	1%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	10.8%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single EEOG: Green depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

²² EEOG 03: Professionals

²³ NOC 2011 – 4011 – University professors and lecturers

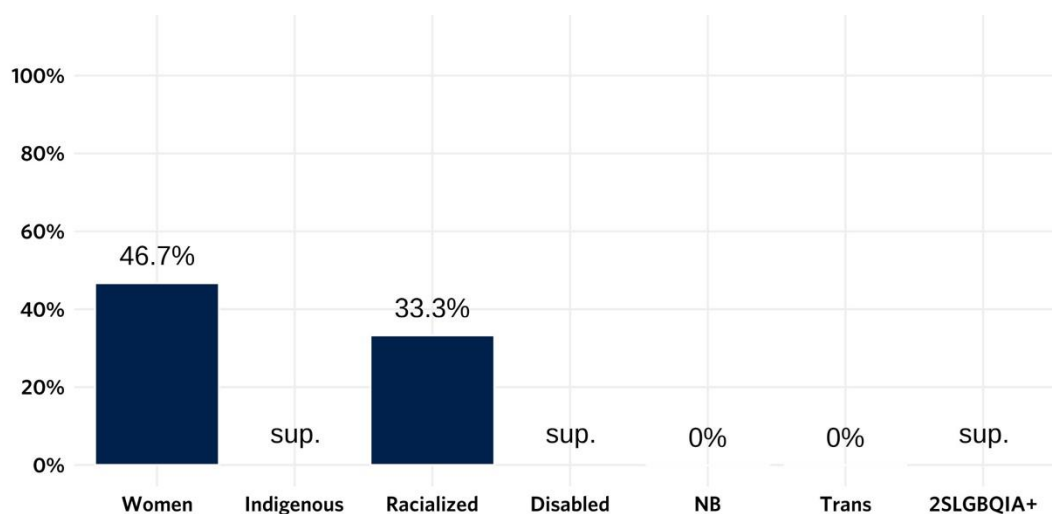
Table 34. UBCO - Faculty (Bargaining Unit) - University professors and lecturers - Representation of designated groups compared with NOC regional, provincial, and national workforce population, 2023.

NOC 2011 – 4011 – University professors and lecturers										
	UBC	Kelowna			Provincial			National		
Designated Group	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR	Rep.	Gap #	AR
Women	46%	40.6%	26	113%	46.6%	-3	99%	44%	10	105%
Indigenous	4.5%	n.a.	n.a.	n.a.	1.9%	13	244%	1.4%	15	314%
Racialized	26.8%	25%	9	107%	20.2%	32	132%	21.1%	28	127%
Disabled	13.7%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Non-binary	1.2%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Trans	1%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
2SLGBQIA+	10.8%	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

*Note: In a single NOC: Green depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR).

Among the newly hired faculty who belong to a Bargaining Unit, 88% submitted their responses to the survey. In 2023, the proportion of Women and Racialized New Hires was higher than the UBC workforce (Figure 19).

Figure 19. UBCO - Faculty (Bargaining Unit) - Representation of designated groups among new hires, 2023.



Representation of designated groups across different titles and ranks of faculty who belong to a Bargaining Unit compared with the representation in UBCO Faculty (Bargaining Unit) shows (Table 35):

- Women have strong representation across all ranks and titles.
- 2SLGBQIA+ People are not represented in two of the Educational Leadership ranks.
- Indigenous Peoples are not represented at the rank of Professor of Teaching and Associate professor of Teaching.
- Racialized People have strongest representation at the rank of Assistant Professor of Teaching, Assistant Professor, and Lecturers and Sessional Lecturers.
- People with Disabilities are mostly represented in Professorial Ranks and Lecturers and Sessional Lecturers.
- Designated groups, with the exception of Women, have lower representation among Educational Leadership than their corresponding representation in UBCO faculty who belong to a Bargaining Unit.

Table 35. UBCO - Faculty (Bargaining Unit) - Representation of designated groups in titles and ranks compared with Faculty (Bargaining Unit), 2023.

Title/Rank	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCO - Faculty (BU)	46.1%	4.6%	26.5%	13.8%	1.4%	1%	11.2%
Tenure Stream – Educational Leadership							
Professor of Teaching	sup.	0%	sup.	sup.	0%	0%	0%
Associate Professor of Teaching	65.6%	0%	21.9%	sup.	0%	sup.	12.5%
Assistant Professor of Teaching	60%	sup.	45%	sup.	0%	0%	0%
Tenure Stream – Professorial Ranks							
Full Professor	37.2%	sup.	15.4%	9%	0%	0%	7.7%
Associate Professor	36.7%	4.2%	18.3%	18.3%	0%	0%	8.3%
Assistant Professor	47.9%	7.4%	39.4%	11.7%	sup.	sup.	17%
Term, Part-time, and Other Faculty							
Other Faculty	50%	sup.	sup.	sup.	sup.	0%	sup.
Lecturers and Sessional Lecturers	52.2%	3.6%	29.7%	15.2%	1.4%	sup.	11.2%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCO – Faculty (BU)) is less than 80%.

The majority of faculty who belong to a Bargaining Unit and left UBC in 2023 participated in the survey (95%). The representation of designated groups among the exiting faculty was less than 5 individuals in each category (Table 36).

Table 36. UBCO - Faculty (Bargaining Unit) - Representation of designated groups in turnover, 2023.

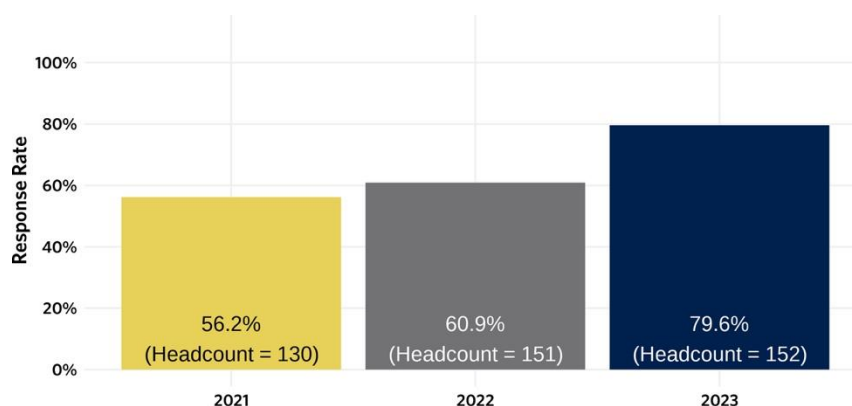
Year	Women	NB	Trans	2SLGBQIA+	Indigenous	Racialized	Disabled
Voluntary Separations	sup.	sup.	sup.	sup.	sup.	sup.	sup.
Retirements	sup.	sup.	sup.	sup.	sup.	sup.	sup.
Involuntary Separations	sup.	sup.	sup.	sup.	sup.	sup.	sup.

Faculty (Non-Bargaining Unit)

Faculty who do not belong to a Bargaining Unit at UBCO are: Adjunct Faculty, Research Associates, Postdoctoral Fellows, and Senior Academic Administrators (Associate Deans and above).

An increasing number of faculty who do not belong to a Bargaining Unit submitted their responses over the past three years, bringing the cumulative response rate to 79.6% in 2023 (Figure 20).

Figure 20. UBCO - Faculty (Non-Bargaining Unit) - Response rate to the Employment Equity Survey, 2012 - 2023.



Demographic composition of faculty who do not belong to a Bargaining Unit (Table 37) shows:

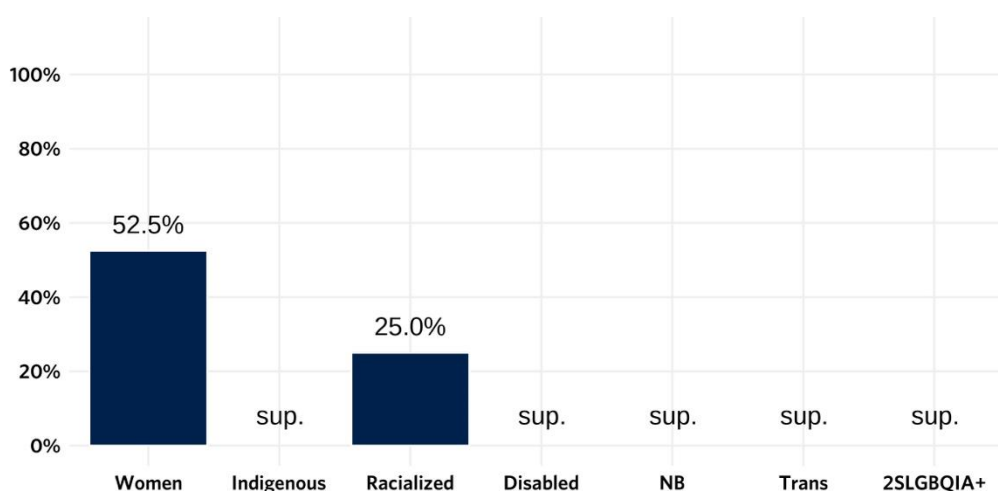
- The representation of Women, People with Trans Experience, and 2SLGBQIA+ People has been variable over the past three years.
- People with Disabilities have a lower representation compared with 2021.
- The representation of Racialized People has an increasing trend.

Table 37. UBCO - Faculty (Non-Bargaining Unit) - Representation of designated groups, 2021 - 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	39.7%	sup.	20.5%	12.3%	0%	sup.	6.8%
2022	31.5%	sup.	21.7%	13%	0%	0%	sup.
2023	41.3%	sup.	24.8%	5%	sup.	sup.	5.8%

Of the employees that joined the Faculty (Non-Bargaining Unit) in 2023, 93% participated in the Employment Equity Survey. In 2023, the proportion of new hires that were Women and Racialized People was higher than representation of Women and Racialized people in the UBC workforce (Figure 21).

Figure 21. UBCO - Faculty (Non-Bargaining Unit) - Representation of designated groups among new hires, 2023.



Representation of designated groups across different titles compared with the representation in UBCO faculty who do not belong to a Bargaining Unit (Table 38) shows:

- Non-binary People, People with Trans Experience, and 2SLGBQIA+ People are not represented among Adjunct Faculty.
- The representation of Women at the level of titles is in alignment with that of Faculty (Non-Bargaining Unit) overall.
- Women and Racialized People are the only two designated groups represented in Research Associates.
- The representation of designated groups in Research Associates indicates lower diversity than UBCO-Faculty (Non-Bargaining Unit) overall.

Table 38. UBCO – Faculty (Non-Bargaining Unit) - Representation of designated groups in titles compared with Faculty (Non-Bargaining Unit), 2023.

Title	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCO - Faculty (NBU)	41.3%	sup.	24.8%	5%	sup.	sup.	5.8%
Adjunct Faculty	66.7%	sup.	sup.	sup.	0%	0%	0%
Research Associates	75%	0%	sup.	0%	0%	0%	0%
Postdoctoral Fellows	33.8%	sup.	31.3%	sup.	sup.	sup.	6.3%
Others	45.5%	sup.	sup.	sup.	0%	0%	sup.

*Note: Postdoctoral fellows include postdoctoral research and teaching fellows.

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCO – Faculty (NBU)) is less than 80%.

Faculty (Non-Bargaining Unit) who left UBC in 2023 had a response rate of 60% with higher representation of Women and Racialized People (Table 39).

Table 39. UBCO - Faculty (Non-Bargaining Unit) - Representation of designated groups in turnover, 2023.

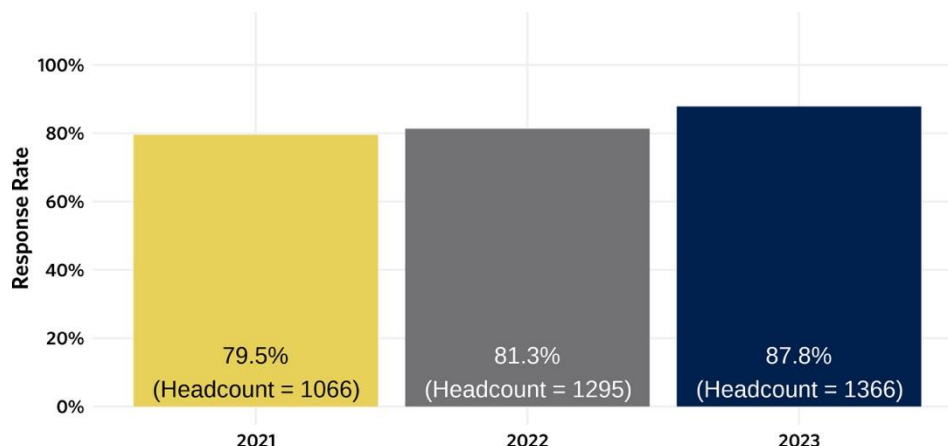
Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
Voluntary Separations	sup.	sup.	sup.	sup.	sup.	sup.	sup.
Involuntary Separations	37%	sup.	26.3%	sup.	sup.	sup.	sup.

*Note: No retirements reported in 2023.

Staff

The increasing trend of participation in the Employment Equity Survey is also observed in staff with a response rate of 87.8% as of 2023 (Figure 22).

Figure 22. UBCO - Staff - Response rate to the Employment Equity Survey, 2021 - 2023.



Demographic composition of UBCO staff over the past three years and comparison of current status to regional, provincial, and national WFP (Table 40, Table 41, Table 42) shows:

- Representation of Women is increasing and higher than the regional, provincial, and national WFP.
- Although Racialized People have increasing representation exceeding the regional WFP, their representation is still lower than the provincial and national WFP.
- The representation of Non-binary People, People with Trans Experience, and 2SLGBQIA+ People varies slightly within the same range over the past three years.
- Representation of Indigenous People has slight variations but stays in alignment or higher than the regional, provincial, and national WFP.
- Representation of People with Disabilities is level and higher than the regional, provincial, and national WFP.

Table 40. UBCO – Staff - Representation of designated groups compared with the regional workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	65.2%	6.3%	13.8%	12.3%	0.7%	1.2%	8.7%
2022	64.9%	5%	17.9%	12.8%	0.9%	1.4%	10.1%
2023	66.2%	5.5%	19.8%	12.3%	0.7%	1.3%	9.9%
Regional WFP	48.8%	5.5%	8.1%	n.a.	n.a.	n.a.	n.a.

Table 41. UBCO - Staff - Representation of designated groups compared with the provincial workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	65.2%	6.3%	13.8%	12.3%	0.7%	1.2%	8.7%
2022	64.9%	5%	17.9%	12.8%	0.9%	1.4%	10.1%
2023	66.2%	5.5%	19.8%	12.3%	0.7%	1.3%	9.9%
Prov. WFP	48.4%	5.2%	29.2%	11%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (Prov. WFP) is less than 80%.

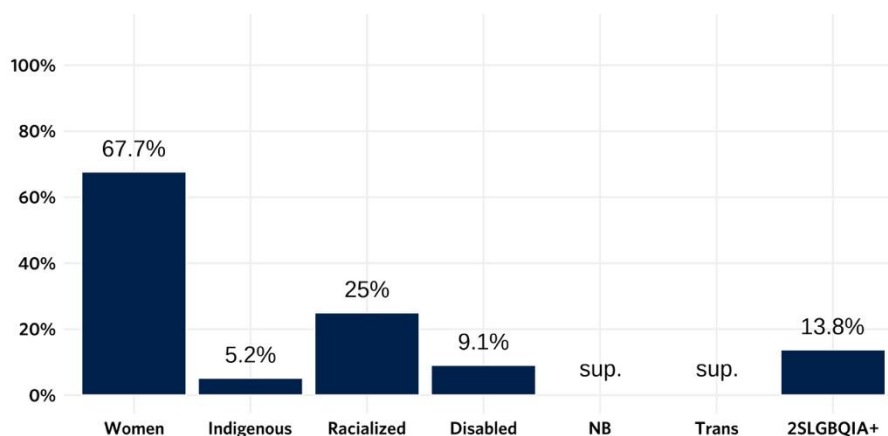
Table 42. UBCO - Staff - Representation of designated groups compared with the national workforce population, 2021-2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
2021	65.2%	6.3%	13.8%	12.3%	0.7%	1.2%	8.7%
2022	64.9%	5%	17.9%	12.8%	0.9%	1.4%	10.1%
2023	66.2%	5.5%	19.8%	12.3%	0.7%	1.3%	9.9%
National WFP	48.2%	4%	22.3%	9.1%	n.a.	n.a.	n.a.

*Note: Orange shows the ratio between the representation in UBC and the comparator (National WFP) is less than 80%.

A diverse group of people, from all designated groups, joined UBCO staff in 2023, 90% of which submitted their responses to the Employment Equity Survey. The proportion of new hires that self-identified in Women, Racialized People, and 2SLGBQIA+ was higher than their corresponding representation in the UBCO staff workforce (Figure 23).

Figure 23. UBCO - Staff - Representation of designated groups among new hires, 2023.



The current representation of designated groups in staff compared with the regional, provincial, and national workforce data in the corresponding EEOG is summarized in

Table 43 -Table 46. It is observed that:

- There is a significant gap in the representation of all designated groups in UBCO Staff compared with provincial and national WFP since the gap exists in more than 2 EEOGs for all designated groups.
- At the level of *05: Supervisors* and *06: Supervisors: Crafts & Trades*, there is a significant gap in representation as designated groups are not represented in these EEOGs.
- Women
 - are not represented in *05: Supervisors*, *06: Supervisors: Crafts & Trades*, *09: Skilled Crafts & Trades*, and *14: Other Manual Workers*;
 - have a significant gap in the representation in *10: Clerical Personnel* compared with provincial and national WFP.
- Indigenous Peoples
 - are not represented in *05: Supervisors*, *06: Supervisors: Crafts & Trades*, *08: Skilled Sales & Service Personnel*, *09: Skilled Crafts & Trades*, *11: Intermediate Sales & Service*, and *14: Other Manual Workers*;
 - have a significant gap in representation at the level of:
 - *10: Clerical Personnel* compared with provincial and national WFP;
 - *13: Other Sales & Service* compared with provincial WFP.
- Racialized People
 - are not represented in *05: Supervisors*, *06: Supervisors: Crafts & Trades*, *08: Skilled Sales & Service Personnel*, and *11: Intermediate Sales & Service*;
 - have a significant gap in representation at the level of:
 - *02: Middle & Other Managers* and *03: Professionals* compared with provincial and national WFP;
 - *04: Semi-Professionals & Technicians*, *07: Administration & Senior Clerical Personnel*, and *13: Other Sales & Service* compared with provincial WFP.
- People with Disabilities
 - are not represented in *05: Supervisors*, *06: Supervisors: Crafts & Trades*, *08: Skilled Sales & Service Personnel*, *09: Skilled Crafts & Trades*, and *11: Intermediate Sales & Service*;
 - have a significant gap in representation in *10: Clerical Personnel* compared with provincial and national WFP.

Table 43. UBCO - Staff- Representation of Women compared with EEOG provincial and national workforce population.

Representation of Women in UBCO Staff EEOGs							
EEOG	UBC	Provincial			National		
	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	37.5%	38.9%	0	96.5%	38.1%	0	98.5%
02: Middle & Other Managers	56.8%	38.9%	16	146.2%	38.1%	16	149.2%
03: Professionals	68.8%	53.8%	57	127.8%	55%	52	125%
04: Semi-Professionals & Technicians	74.1%	51%	68	145.2%	53.5%	60	138.4%
05: Supervisors	0%	56%			55.5%		
06: Supervisors: Crafts & Trades	0%	9.9%			10.8%		
07: Administration & Senior Clerical Personnel	84.9%	82%	4	103.5%	82.4%	4	103.1%
08: Skilled Sales & Service Personnel	66.7%	49%	1	136%	49.7%	1	134.1%
09: Skilled Crafts & Trades	0%	3.9%			4%		
10: Clerical Personnel	50.4%	73%	-29	69%	68.7%	-23	73.3%
11: Intermediate Sales & Service	100%	68.7%	0	145.7%	68.4%	0	146.2%
12: Semi-Skilled Manual Workers	n.a.	15.7%	n.a.	n.a.	17.1%	n.a.	n.a.
13: Other Sales & Service	56.6%	58.5%	-2	96.7%	56.3%	0	100.5%
14: Other Manual Workers	0%	24.1%			22.1%		

*Note: EEOG12: Semi-Skilled Manual Workers is not applicable to UBCO.

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Table 44. UBCO - Staff- Representation of Indigenous Peoples compared with EEOG provincial and national workforce population.

Representation of Indigenous Peoples in UBCO Staff EEOGs							
	UBC	Provincial			National		
EEOG	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	sup.	3.3%	sup.	sup.	2.7%	sup.	sup.
02: Middle & Other Managers	sup.	3.3%	sup.	sup.	2.7%	sup.	sup.
03: Professionals	7.7%	2.8%	19	278.1%	2.4%	20	324.5%
04: Semi-Professionals & Technicians	4.4%	5%	-2	88.4%	4.2%	1	106.9%
05: Supervisors	0%	4.8%			3.9%		
06: Supervisors: Crafts & Trades	0%	5.1%			4.3%		
07: Administration & Senior Clerical Personnel	7.5%	4.2%	5	178.2%	3.5%	6	216.1%
08: Skilled Sales & Service Personnel	0%	5.2%			3.7%		
09: Skilled Crafts & Trades	0%	6.4%			5.2%		
10: Clerical Personnel	sup.	5.2%	sup.	sup.	4.2%	sup.	sup.
11: Intermediate Sales & Service	0%	5.3%			4.5%		
12: Semi-Skilled Manual Workers	n.a.	6.9%	n.a.	n.a.	4.8%	n.a.	n.a.
13: Other Sales & Service	5.4%	7.9%	-3	68.8%	5.8%	0	93.4%
14: Other Manual Workers	0%	10.3%			6.8%		

*Note: EEOG12: Semi-Skilled Manual Workers is not applicable to UBCO.

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Table 45. UBCO - Staff- Representation of Racialized People compared with EEOG provincial and national workforce population.

Representation of Racialized People in UBCO Staff EEOGs							
EEOG	UBC	Provincial			National		
	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	12.5%	26.1%	-1	47.8%	16.9%	0	73.9%
02: Middle & Other Managers	11.4%	26.1%	-13	43.5%	16.9%	-5	67.2%
03: Professionals	15.3%	29.4%	-53	52.2%	23.2%	-30	66.1%
04: Semi-Professionals & Technicians	19.5%	25.3%	-17	76.9%	19.1%	1	101.9%
05: Supervisors	0%	34.1%			24%		
06: Supervisors: Crafts & Trades	0%	15.9%			11.1%		
07: Administration & Senior Clerical Personnel	13.7%	24.7%	-16	55.5%	16.4%	-4	83.7%
08: Skilled Sales & Service Personnel	0%	38.9%			27.7%		
09: Skilled Crafts & Trades	7.1%	17.1%	-1	41.7%	12%	-1	59.6%
10: Clerical Personnel	42.5%	29.6%	16	143.7%	21.9%	26	193.7%
11: Intermediate Sales & Service	0%	34.2%			25.4%		
12: Semi-Skilled Manual Workers	n.a.	30.6%	n.a.	n.a.	22.4%	n.a.	n.a.
13: Other Sales & Service	27.1%	36.7%	-12	73.9%	26.5%	1	102.2%
14: Other Manual Workers	12.5%	28.8%	-1	43.4%	21%	-1	59.6%

*Note: EEOG12: Semi-Skilled Manual Workers is not applicable to UBCO.

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Table 46. UBCO - Staff- Representation of People with Disabilities compared with EEOG provincial and national workforce population.

Representation of People with Disabilities in UBCO Staff EEOGs							
	UBC	Provincial			National		
EEOG	Rep.	Rep.	Gap #	AR	Rep.	Gap #	AR
01: Senior Managers	12.5%	6.7%	0	186.6%	5%	1	250%
02: Middle & Other Managers	11.4%	6.7%	4	169.6%	5%	6	227.3%
03: Professionals	11.9%	10%	7	119%	8.9%	11	133.8%
04: Semi-Professionals & Technicians	15.7%	9.6%	18	163.5%	7.6%	24	206.6%
05: Supervisors	0%	42%			27.5%		
06: Supervisors: Crafts & Trades	0%	14.3%			10.1%		
07: Administration & Senior Clerical Personnel	15.1%	12.4%	4	121.5%	10%	7	150.7%
08: Skilled Sales & Service Personnel	0%	9.1%			8%		
09: Skilled Crafts & Trades	0%	9.2%			7.8%		
10: Clerical Personnel	4.7%	13%	-11	36.3%	9.3%	-6	50.8%
11: Intermediate Sales & Service	0%	10.5%			10.8%		
12: Semi-Skilled Manual Workers	n.a.	11.9%	n.a.	n.a.	10.3%	n.a.	n.a.
13: Other Sales & Service	12.4%	14.2%	-2	87.3%	10.7%	2	115.9%
14: Other Manual Workers	25%	11%	1	227.3%	6.8%	1	367.6%

*Note: EEOG12: Semi-Skilled Manual Workers is not applicable to UBCO.

*Note: Missing values indicate no representation in UBC to allow a comparison.

*Note: In a single EEOG: **Green** depicts an existing gap in representation which is not significant (gap # is -3 or a higher negative value and AR>80% OR gap # is equal to -1 or -2 regardless of AR); **Yellow** shows no representation (0%) or a significant gap in representation (gap # is -3 or a higher negative value and AR<80%).

Observing the representation of designated groups across staff status (full-time/part-time, ongoing/contract) and bargaining units, compared with all UBCO staff (Table 47, Table 48, Table 49), shows:

- Representation of Women across ranks and employee status is in alignment or higher than for UBCO staff overall.
- The diversity of UBCO staff is mostly maintained at the bargaining unit level as well.

Table 47. UBCO - Staff - Representation of designated groups, breakdown by rank and part-time/full-time status compared with all UBCO staff, 2023.

Status	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCO – Staff	66.2%	5.5%	19.8%	12.3%	0.7%	1.3%	9.9%
Senior Professional or Leader							
Full-time	67.9%	0%	sup.	sup.	0%	0%	sup.
Mid-level Professional							
Full-time	59.6%	8.4%	15.3%	12.3%	sup.	0%	9.6%
Part-time	95.6%	11.1%	11.1%	sup.	0%	0%	sup.
Junior Professional							
Full-time	69.8%	6.7%	14.6%	13.8%	0%	sup.	9.7%
Part-time	85.7%	14.3%	11.9%	19.1%	0%	0%	sup.
Staff – Academic Support							
Full-time	0%	0%	0%	0%	0%	0%	0%
Part-time	sup.	0%	sup.	0%	0%	0%	sup.
Other Staff							
Full-time	69.8%	3%	20.3%	12.4%	1.4%	1.9%	9.1%
Part-time	54.3%	3.7%	33.8%	11%	sup.	2.7%	12.8%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCO – Staff) is less than 80%.

Table 48. UBCO - Staff - Representation of designated groups, breakdown by rank and contract status compared with all UBCO staff, 2023.

Contract Status	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCO - Staff	66.2%	5.5%	19.8%	12.3%	0.7%	1.3%	9.9%
Senior Professional or Leader							
Ongoing	67.9%	0%	sup.	sup.	0%	0%	sup.
Mid-level Professional							
Ongoing	62.4%	8.6%	12.9%	14%	sup.	0%	9.1%
Term	77.4%	9.68%	19.4%	sup.	0%	0%	sup.
Junior Professional							
Ongoing	73.7%	8%	10.8%	17.8%	0%	sup.	8%
Term	68%	7.2%	21.7%	7.2%	0%	0%	11.3%
Staff – Academic Support							
Term	sup.	0%	sup.	0%	0%	0%	sup.
Other Staff							
Ongoing	70.8%	3.8%	15.4%	13.8%	sup.	1.6%	8.18%
Term	55.9%	2.6%	37.4%	9.4%	sup.	3%	13.21%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCO – Staff) is less than 80%.

Table 49. UBCO - Staff - Representation of designated groups, breakdown by bargaining unit compared with all UBCO staff, 2023.

Bargaining Unit	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
UBCO - Staff	66.2%	5.5%	19.8%	12.3%	0.7%	1.3%	9.9%
Management & Professionals (AAPS)	67.7%	8%	14.5%	12.6%	sup.	sup.	8.7%
Faculty in Faculty Association	sup.	sup.	sup.	sup.	sup.	sup.	sup.
BCGEU Okanagan Staff	63.7%	3.4%	25.5%	12 %	1.2%	2.3%	10.6%

*Note: Orange shows the ratio between the representation in UBC and the comparator (UBCO – Staff) is less than 80%.

Women represented the highest in staff turnover (response rate 73%) in all subcategories (Table 50).

Table 50. UBCO - Staff - Representation of designated groups in turnover, 2023.

Year	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
Voluntary Separations	66%	sup.	20.4%	11.8%	sup.	sup.	14%
Involuntary Separations	60%	sup.	sup.	sup.	sup.	sup.	sup.
Retirements	70%	7.3%	33.6%	11.7%	sup.	sup.	16.8%

University of British Columbia
Faculties and
Administrative Portfolios
Demographic Diversity
2023

Faculties and Administrative Portfolios

This section contains a demographic snapshot for each Faculty and Administrative Portfolio. Key demographic data presented herein includes:

- Response rate
- Representation at the level of Faculty or Administrative portfolio
- Representation of gender identity
- Representation of Ethno-racial Categories (aligned with National Census Categories)
- Representation among new hires
- Representation of Types of Disabilities

More detailed reports including disaggregated employee ranks and types is available upon request from Faculties and Administrative Portfolios.

University of British Columbia
Faculties and Administrative Portfolios
Vancouver
Demographic Diversity
2023

Faculty of Applied Science

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
91.9%	50%	1.5%	38.4%	7.8%	1.7%	1%	10.6%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
96.6%	63.1%	sup.	34%	3.6%	3.6%	sup.	14.9%

Representation of Gender Identity	
Women	50%
Men	45.8%
Non-binary People	1.7%

Representation of Types of Disabilities	
Physical	1.4%
Invisible	6.3%
Ongoing Medical Condition	5%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	1.4%
Black	1.5%
Chinese	16.5%
Filipino	1.7%
Indigenous (within North America)	1%
Japanese	2 %
Korean	1.9%
Latin American	3.9%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	10.4%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.1%
West Asian (e.g., Iranian, Afghan)	7.6%
White	45.8%

Faculty of Arts

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
86.5%	56.9%	2.9%	34.3%	14.6%	2.7%	2.3%	18%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
89.3%	60%	sup.	34.7%	10%	4.7%	sup.	22.7%

Representation of Gender Identity	
Women	56.9%
Men	36.2%
Non-binary People	2.7%

Representation of Types of Disabilities	
Physical	3.4%
Invisible	10.6%
Ongoing Medical Condition	8.2%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	1.4%
Black	1.9%
Chinese	12.6%
Filipino	1.8%
Indigenous (within North America)	2%
Japanese	2.6%
Korean	2.6%
Latin American	4.4%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	6.5%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	1.6%
West Asian (e.g., Iranian, Afghan)	2.1%
White	53.7%

Faculty of Dentistry

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
41.9%	60.1%	1.6%	44%	7.6%	0%	sup.	3.8%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
62.7%	51.4%	0%	48.6%	sup.	0%	0%	0%

Representation of Gender Identity	
Women	60.1%
Men	32.6%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	3.2
Invisible	4.1
Ongoing Medical Condition	5.4

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	3.2%
Black	sup.
Chinese	17.1%
Filipino	5.1%
Indigenous (within North America)	sup.
Japanese	1.6%
Korean	sup.
Latin American	4.4%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	10.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.2%
West Asian (e.g., Iranian, Afghan)	7.3%
White	30.4%

Faculty of Education

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
86%	64.6%	4.7%	30.9%	13.2%	1.2%	0.9%	12.5%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
85.2%	76%	8%	38.7%	9.3%	0%	0%	10.7%

Representation of Gender Identity	
Women	64.6%
Men	30.7%
Non-binary People	1.2%

Representation of Types of Disabilities	
Physical	3.5%
Invisible	9.5%
Ongoing Medical Condition	9.4%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	1%
Black	1.7%
Chinese	9.9%
Filipino	0.9%
Indigenous (within North America)	4.2%
Japanese	1.7%
Korean	1.4%
Latin American	2.8%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	6.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	1.7%
West Asian (e.g., Iranian, Afghan)	2.3%
White	57.8%

Faculty of Forestry

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
92.3%	56.5%	5.1%	30.8%	11.1%	sup.	sup.	11.1%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
89.3%	80%	sup.	28%	24%	sup.	sup.	32%

Representation of Gender Identity	
Women	56.5%
Men	39.1%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	sup.
Invisible	7.1%
Ongoing Medical Condition	5.9%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	2.4%
Black	2.4%
Chinese	19.4%
Filipino	4%
Indigenous (within North America)	4.7%
Japanese	sup.
Korean	sup.
Latin American	4.3%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	3.6%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	2%
White	53.8%

Faculty of Graduate Studies and Postdoctoral Studies

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
91.7%	69.7%	sup.	31.8%	10.6%	0%	sup.	13.6%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
sup.	sup.	sup.	sup.	sup.	sup.	sup.	sup.

Representation of Gender Identity	
Women	69.7%
Men	27.3%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	sup.
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	0%
Chinese	19.7%
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	sup.
Korean	0%
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	sup.
White	54.5%

Faculty of Land and Food Systems

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
90.7%	58.7%	3.6%	32.1%	10.7%	sup.	sup.	11.7%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
87%	40%	25%	40%	0%	0%	0%	sup.

Representation of Gender Identity	
Women	58.7%
Men	38.3%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	sup.
Invisible	8.7%
Ongoing Medical Condition	6.1%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	sup.
Chinese	12.2%
Filipino	sup.
Indigenous (within North America)	3.1%
Japanese	2.6%
Korean	sup.
Latin American	9.2%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	5.6%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	2.6%
White	58.2%

Faculty of Medicine

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
80.2%	63.1%	1.6%	39.7%	8.2%	1.1%	0.9%	9.2%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
86.7%	61.6%	2.2%	41.1%	5.8%	1.6%	1.4%	9.7%

Representation of Gender Identity	
Women	63.1%
Men	31.3%
Non-binary People	1.1%

Representation of Types of Disabilities	
Physical	1.6%
Invisible	6.1%
Ongoing Medical Condition	4.6%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	2.5%
Black	2.3%
Chinese	17.5%
Filipino	2.4%
Indigenous (within North America)	1.3%
Japanese	1.5%
Korean	2.1%
Latin American	4%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	8.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.3%
West Asian (e.g., Iranian, Afghan)	4%
White	45%

Faculty of Pharmaceutical Sciences

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
93.1%	60.7%	2.5%	50.7%	11.9%	sup.	2.5%	8%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
93.8%	60%	0%	50%	sup.	0%	sup.	sup.

Representation of Gender Identity	
Women	60.7%
Men	34.8%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	3.5%
Invisible	5.5%
Ongoing Medical Condition	6.5%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	3%
Chinese	22.9%
Filipino	3%
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	14.4%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	4.5%
White	39.3%

Faculty of Science

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
92.5%	44%	0.8%	34.2%	9.4%	1.1%	0.9%	10.3%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
98.8%	42.6%	sup.	37.9%	8.3%	sup.	sup.	14.8%

Representation of Gender Identity	
Women	44%
Men	50.6%
Non-binary People	1.1%

Representation of Types of Disabilities	
Physical	1.5%
Invisible	6.6%
Ongoing Medical Condition	4.2%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0.7%
Black	1.2%
Chinese	18.9%
Filipino	2.3%
Indigenous (within North America)	0.9%
Japanese	1.5%
Korean	1.7%
Latin American	4.8%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	5.5%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	1.5%
West Asian (e.g., Iranian, Afghan)	3.6%
White	51%

Peter A. Allard School of Law

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
76.8%	57.4%	7%	38%	15.5%	sup.	sup.	12.4%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
81%	76.5%	sup.	47.1%	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	57.4%
Men	38.8%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	5.4%
Invisible	10.9%
Ongoing Medical Condition	9.3%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	sup.
Chinese	10.9%
Filipino	sup.
Indigenous (within North America)	7.8%
Japanese	sup.
Korean	0%
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	9.3%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	sup.
White	54.3%

The Sauder School of Business

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
96.1%	58.5%	2.4%	45%	7.3%	1.4%	1.4%	8.7%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
98.5%	68.7%	sup.	50.7%	sup.	0%	0%	11.9%

Representation of Gender Identity	
Women	58.5%
Men	36.7%
Non-binary People	1.4%

Representation of Types of Disabilities	
Physical	1.4%
Invisible	5%
Ongoing Medical Condition	5%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	1%
Chinese	25.6%
Filipino	1.8%
Indigenous (within North America)	2%
Japanese	2%
Korean	3.4%
Latin American	3.8%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	9.1%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.2%
West Asian (e.g., Iranian, Afghan)	2%
White	44.6%

President’s Office

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
93%	79.3%	sup.	45.3%	15.1%	0%	0%	9.4%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	77.8%	sup.	sup.	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	79.3%
Men	20.8%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	sup.
Invisible	9.4%
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	sup.
Chinese	28.3%
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	9.4%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	0%
White	45.3%

Provost and Vice-President, Academic

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
94.2%	50.7%	2.3%	44.3%	10.4%	0.8%	1.1%	10.5%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
97.3%	49.6%	3.5%	42%	9.1%	sup.	sup.	11.2%

Representation of Gender Identity	
Women	50.7%
Men	44.5%
Non-binary People	0.8%

Representation of Types of Disabilities	
Physical	2.4%
Invisible	7.5%
Ongoing Medical Condition	5.6%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0.7%
Black	2.8%
Chinese	23.3%
Filipino	3.2%
Indigenous (within North America)	2.2%
Japanese	1.4%
Korean	2.5%
Latin American	4.7%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	12.9%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.7%
West Asian (e.g., Iranian, Afghan)	2.8%
White	39.3%

Vice-President, Development and Alumni Engagement

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
95.6%	77.5%	sup.	37.3%	12.4%	0%	sup.	8.8%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	77.8%	0%	29.6%	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	77.5%
Men	19.6%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	3.3%
Invisible	9.2%
Ongoing Medical Condition	5.6%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	sup.
Chinese	18.3%
Filipino	4.9%
Indigenous (within North America)	sup.
Japanese	sup.
Korean	3.3%
Latin American	2.3%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	8.5%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.6%
West Asian (e.g., Iranian, Afghan)	sup.
White	55.6%

Vice-President, External Relations

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
94.3%	61%	sup.	32.3%	9.2%	0%	0%	11%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	53.3%	0%	40%	0%	0%	0%	sup.

Representation of Gender Identity	
Women	61%
Men	37.2%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	sup.
Invisible	9.2%
Ongoing Medical Condition	6.7%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	3.7%
Chinese	13.4%
Filipino	3.7%
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	4.9%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	6.1%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	sup.
White	60.4%

Vice-President, Finance and Operations

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
86.2%	36.8%	2.3%	45.8%	7%	0.5%	1%	4.5%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
97.8%	41.6%	0%	37.1%	6.7%	0%	sup.	6.7%

Representation of Gender Identity	
Women	36.8%
Men	56.7%
Non-binary People	0.5%

Representation of Types of Disabilities	
Physical	3.4%
Invisible	4.3%
Ongoing Medical Condition	6.2%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0.4%
Black	1.6%
Chinese	15.6%
Filipino	16.1%
Indigenous (within North America)	0.7%
Japanese	1.6%
Korean	1.5%
Latin American	3.2%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	11.7%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	3.2%
West Asian (e.g., Iranian, Afghan)	1.3%
White	35.3%

Vice-President, Health

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	92.9%	0%	57.1%	sup.	0%	0%	sup.

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
sup.	sup.	sup.	sup.	sup.	sup.	sup.	sup.

Representation of Gender Identity	
Women	92.9%
Men	sup.
Non-binary People	0%

Representation of Types of Disabilities	
Physical	0%
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	0%
Chinese	35.7%
Filipino	0%
Indigenous (within North America)	0%
Japanese	0%
Korean	sup.
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	0%
White	50%

Vice-President, Human Resources

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
97.9%	71.5%	1.8%	42%	8.9%	sup.	sup.	7.5%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	68.7%	sup.	40.4%	sup.	0%	sup.	6.1%

Representation of Gender Identity	
Women	71.5%
Men	26%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	sup.
Invisible	6%
Ongoing Medical Condition	5.7%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	6.4%
Chinese	19.9%
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	1.8%
Korean	2.1%
Latin American	5.3%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	21.4%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	2.1%
White	35.2%

Vice-President, Research and Innovation

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
96.7%	65.5%	1.5%	40%	14.5%	sup.	1.8%	10.5%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	50%	sup.	37.5%	sup.	sup.	sup.	sup.

Representation of Gender Identity	
Women	65.5%
Men	28.6%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	2.8%
Invisible	8.9%
Ongoing Medical Condition	8%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	1.8%
Chinese	27.4%
Filipino	6.8%
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	1.5%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	6.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	3.4%
West Asian (e.g., Iranian, Afghan)	1.5%
White	46.5%

Vice-President, Students

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
73.7%	58.4%	2.5%	41%	7.4%	1.2%	1.5%	10.4%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
72.5%	53.7%	1.8%	33.9%	4.4%	2.1%	1.8%	9.6%

Representation of Gender Identity	
Women	58.4%
Men	37.1%
Non-binary People	1.2%

Representation of Types of Disabilities	
Physical	2.2%
Invisible	5.4%
Ongoing Medical Condition	5.2%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	1%
Black	3.5%
Chinese	15%
Filipino	12.7%
Indigenous (within North America)	1.5%
Japanese	2.6%
Korean	2.9%
Latin American	4.7%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	12.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	3.6%
West Asian (e.g., Iranian, Afghan)	2.6%
White	31.9%

University of British Columbia
Faculties and Administrative Portfolios
Okanagan
Demographic Diversity
2023

Faculty of Arts and Social Sciences

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
88.1%	60%	9%	20%	13.5%	sup.	sup.	12.9%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
87.5%	81%	23.8%	38.1%	sup.	0%	sup.	sup.

Representation of Gender Identity	
Women	60%
Men	35.5%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	5.8
Invisible	11.0
Ongoing Medical Condition	5.8

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	sup.
Chinese	3.9%
Filipino	0%
Indigenous (within North America)	7.1%
Japanese	sup.
Korean	sup.
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	5.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	sup.
White	67.1%

Faculty of Creative and Critical Studies

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
88.2%	56.7%	sup.	22.5%	15.8%	sup.	sup.	23.3%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
88.9%	62.5%	0%	sup.	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	56.7%
Men	39.2%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	sup.
Invisible	11.7%
Ongoing Medical Condition	5%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	4.2%
Chinese	sup.
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	5%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	sup.
White	70.8%

Faculty of Education

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
87.2%	68.3%	sup.	sup.	19.5%	sup.	sup.	sup.

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	75%	sup.	0%	sup.	sup.	sup.	sup.

Representation of Gender Identity	
Women	68.3%
Men	29.3%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	sup.
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	0%
Chinese	sup.
Filipino	0%
Indigenous (within North America)	sup.
Japanese	0%
Korean	0%
Latin American	0%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	0%
White	82.9%

Faculty of Applied Sciences

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
93.8%	31.9%	sup.	33.7%	7.2%	sup.	sup.	3.6%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
97%	37.5%	0%	21.9%	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	31.9%
Men	65.1%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	sup.
Invisible	5.4%
Ongoing Medical Condition	6.6%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	6%
Black	sup.
Chinese	12.7%
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	11.4%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	15.7%
White	40.4%

Faculty of Health and Social Development

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
86.7%	77.2%	5.3%	14.8%	14.8%	sup.	sup.	6.3%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
90.6%	79.3%	0%	sup.	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	77.2%
Men	19.6%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	2.6%
Invisible	10.1%
Ongoing Medical Condition	10.1%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	sup.
Chinese	sup.
Filipino	sup.
Indigenous (within North America)	4.8%
Japanese	sup.
Korean	0%
Latin American	4.2%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	5.8%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	sup.
White	75.1%

Faculty of Management

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
85.2%	67.4%	sup.	28.3%	sup.	0%	0%	sup.

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
87.5%	71.4%	sup.	sup.	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	67.4%
Men	30.4%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	0%
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	sup.
Chinese	sup.
Filipino	0%
Indigenous (within North America)	sup.
Japanese	sup.
Korean	0%
Latin American	0%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	sup.
White	70%

Faculty of Science

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
90.3%	46.2%	sup.	26.3%	9.1%	0%	0%	7%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
89.7%	65.4%	0%	23.1%	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	46.2%
Men	50.5%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	sup.
Invisible	7%
Ongoing Medical Condition	6.5%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	2.7%
Chinese	6.5%
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	sup.
Korean	sup.
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	8.6%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	4.8%
White	61.8%

Faculty of Medicine

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
95.8%	82.6%	sup.	10.9%	10.9%	0%	0%	sup.

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	100%	0%	0%	0%	0%	0%	0%

Representation of Gender Identity	
Women	82.6%
Men	17.4%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	sup.
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	sup.
Chinese	0%
Filipino	sup.
Indigenous (within North America)	sup.
Japanese	0%
Korean	sup.
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	0%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	0%
White	84.8%

College of Graduate Studies

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	76.5%	sup.	sup.	sup.	0%	0%	sup.

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
sup.	sup.	sup.	sup.	sup.	sup.	sup.	sup.

Representation of Gender Identity	
Women	76.5%
Men	sup.
Non-binary People	0%

Representation of Types of Disabilities	
Physical	sup.
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	sup.
Chinese	0%
Filipino	0%
Indigenous (within North America)	sup.
Japanese	0%
Korean	0%
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	0%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
West Asian (e.g., Iranian, Afghan)	0%
White	88.2%

Associate Vice-President, Finance and Operations

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
75.4%	49.2%	4.5%	18.4%	11.5%	1.4%	2.2%	11.7%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
83.2%	58.6%	6.1%	27.3%	9.1%	sup.	sup.	12.1%

Representation of Gender Identity	
Women	49.2%
Men	45.8%
Non-binary People	1.4%

Representation of Types of Disabilities	
Physical	2.2%
Invisible	7.5%
Ongoing Medical Condition	5.9%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	2%
Chinese	6.1%
Filipino	3.4%
Indigenous (within North America)	3.1%
Japanese	1.4%
Korean	0%
Latin American	3.9%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	8.1%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	sup.
White	64.8%

Associate Vice-President, Students

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
93.9%	60.9%	7.7%	31.5%	12.1%	sup.	sup.	11.3%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
94.6%	48.6%	sup.	34.3%	sup.	sup.	0%	20%

Representation of Gender Identity	
Women	60.9%
Men	36.7%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	2.4%
Invisible	7.7%
Ongoing Medical Condition	6.9%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	5.6%
Chinese	2.8%
Filipino	sup.
Indigenous (within North America)	6.9%
Japanese	0%
Korean	0%
Latin American	3.6%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	18.5%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	19%
White	41.5%

Deputy Vice Chancellor and Principal

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
96.5%	85.5%	9.1%	10.9%	10.9%	0%	0%	sup.

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	83.3%	0%	sup.	0%	0%	0%	0%

Representation of Gender Identity	
Women	85.5%
Men	14.5%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	0%
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0%
Black	0%
Chinese	sup.
Filipino	0%
Indigenous (within North America)	sup.
Japanese	sup.
Korean	0%
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	0%
White	81.8%

Provost and Vice-President Academic

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
99.3%	73.3%	5.9%	20.7%	16.3%	sup.	sup.	11.9%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	85.7%	0%	sup.	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	73.3%
Men	22.2%
Non-binary People	sup.

Representation of Types of Disabilities	
Physical	4.4%
Invisible	10.4%
Ongoing Medical Condition	7.4%

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	sup.
Black	sup.
Chinese	4.4%
Filipino	0%
Indigenous (within North America)	6.7%
Japanese	sup.
Korean	sup.
Latin American	3.7%
South Asian (e.g., Indian, Pakistani, Sri Lankan)	7.4%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	sup.
West Asian (e.g., Iranian, Afghan)	sup.
White	77.8%

Vice-President, Research

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
97.9%	71.7%	sup.	13%	sup.	0%	0%	10.9%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	sup.	0%	sup.	sup.	0%	0%	sup.

Representation of Gender Identity	
Women	71.7%
Men	28.3%
Non-binary People	0%

Representation of Types of Disabilities	
Physical	0%
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0
Black	sup.
Chinese	sup.
Filipino	0
Indigenous (within North America)	sup.
Japanese	0
Korean	0
Latin American	sup.
South Asian (e.g., Indian, Pakistani, Sri Lankan)	sup.
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0
West Asian (e.g., Iranian, Afghan)	0
White	82.7

Vice-President, Development and Alumni Engagement

Response Rate	Representation of Designated Groups						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
100%	91.7%	0%	sup.	sup.	0%	0%	0%

Response Rate	Representation of Designated Groups in New Hires						
	Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
sup.	sup.	sup.	sup.	sup.	sup.	sup.	sup.

Representation of Gender Identity	
Women	91.7 %
Men	sup.
Non-binary People	0%

Representation of Types of Disabilities	
Physical	0%
Invisible	sup.
Ongoing Medical Condition	sup.

Representation of Ethno-racial Categories (aligned with National Census Categories)	
Arab	0
Black	0
Chinese	0
Filipino	sup.
Indigenous (within North America)	0
Japanese	0
Korean	0
Latin American	0
South Asian (e.g., Indian, Pakistani, Sri Lankan)	0
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0
West Asian (e.g., Iranian, Afghan)	0
White	91.7%

**Ongoing Efforts
and
Next Steps**

Ongoing Efforts and Next Steps

This report presented an overview of the current demographic composition of UBC employees based on the responses provided to the Employment Equity Survey as of Oct 31, 2023. The report provided disaggregated data for Executive and Executive Senior leadership, as well as faculty and staff by rank, bargaining unit, and Employment Equity Occupational Groups.

Efforts are underway to more consistently collect job applicant demographic data through UBC's Applicant Diversity Survey and to provide reports on this data for hiring managers at multiple points in the hiring process, such that they can better monitor the diversity of the candidate pool as the process moves forward.

Reviewing unit workforce equity gaps identified through bespoke Employment Equity Survey unit reports and monitoring the diversity of longlisted and shortlisted candidates through snapshots enabled by Applicant Diversity Surveys are two promising practices, among a suite of sixteen, recommended for more equitable hiring processes. Specific guidance on making data-driven hiring decisions will be included in the forthcoming Guide to Equitable Hiring Practices and an updated version of the Equity in Hiring Canvas module.

A more comprehensive report, forthcoming in 2025, will include an in-depth analysis of intersectional identities among faculty and staff. The 2025 report will also include a more detailed snapshot of demographic composition in Faculties and Administrative Portfolios.

UBC's Strategic Equity & Anti-racism (StEAR) Roadmap for Change identifies additional strategic actions to enhance future demographic data collection, analysis and reporting capabilities as well as experiential and climate data.

Collectively, these plans for improved quantitative and qualitative data collection, analysis and reporting will provide a more comprehensive and holistic picture of UBC's progress on its employment equity commitments and goals.

Appendix

Appendix A: Employment Equity Occupational Groups (EEOGs) at UBC

EEOGs at UBC, examples of positions in each category, and the geographic area from which UBC would normally recruit staff are listed in Table A1. Some groups do not apply to UBC Okanagan.

Table A1. Employment Equity Occupational Groups at UBC.

#	Employment Equity Occupational Group (EEOG)	Examples of UBC Positions	Area of Recruitment ²⁴
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	Professor, Associate Professor, Assistant Professor, Professor of Teaching, Associate Professor of Teaching, Assistant Professor of Teaching, Adjunct Professor, Clinical Professor, Clinical Fellow, Postdoctoral Fellow, Lecturer, Member Extra Sessional Studies, Sessionals.	National ²⁵
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

²⁴ 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.

²⁵ 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.

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

Appendix B: Data Tables

Table B1. UBC Response rate (Faculty, Staff, Total) to the Employment Equity Survey, 2021 – 2023.

Employee Type	Response Rate		
	2021	2022	2023
Faculty	67.5%	71.3%	77.1%
Staff	78.5%	82.7%	88.2%
Total	74.5%	78.6%	84.3%

Table B2. UBC Executive Senior Leadership - Response rate to the Employment Equity Survey, 2021 – 2023.

Year	2021	2022	2023
Response Rate	90.2%	98.4%	94.6%
Headcount	61	62	56

Table B3. UBC Executive group - Response rate to the Employment Equity Survey, 2021 – 2023.

Year	2021	2022	2023
Response Rate	70%	90.9%	80%
Headcount	10	11	10

Table B4. UBCV - Response rate (Faculty, Staff, Total) to the Employment Equity Survey, 2021 – 2023.

Employee Type	Response Rate		
	2021	2022	2023
Faculty	66.4%	70.2%	76%
Staff	78.4%	82.8%	88.2%
Total	74%	78.3%	83.9%

Table B5. UBCV - Representation of gender identity, 2023.

Employee Type	Response Rate
Women	56.4%
Men	38.4%
Non-Binary People	1.2%

Table B6. UBCV - Representation of ethno-racial identity corresponding to Canadian Census "visible minority" Categories, 2023.

Ethno-Racial Category	Representation (UBC)	2021 Census Vancouver	2021 Census BC	2021 Census Canada
Arab	1.4%	0.9%	0.6%	1.9%
Black	2.2%	1.6%	1.3%	4.3%
Chinese	17.5%	19.6%	11.2%	4.7%
Filipino	4.7%	5.5%	3.5%	2.6%
Indigenous (within North America)	1.6%	3.5%	5.9%	5%
Japanese	1.8%	1.2%	0.9%	0.3%
Korean	2.1%	2.4%	1.5%	0.6%
Latin American	4.2%	2%	1.3%	1.6%
South Asian (e.g., Indian, Pakistani, Sri Lanka)	9.5%	14.2%	9.6%	7.1%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	2.3%	2.2%	1.5%	1.1%
West Asian (e.g., Iranian, Afghan)	3.2%	2.5%	1.4%	1%
White	44.4%	45.5%	65.6%	73.7%

Table B7. UBCV - Representation of Types of Disabilities, 2023.

Disability Type	Response Rate
Physical	2.3%
Ongoing medical condition	5.7%
Invisible	6.8%

Table B8. UBCV - Faculty (Bargaining Unit) - Response rate to the Employment Equity Survey, 2021 - 2023.

Year	2021	2022	2023
Response Rate	84.3%	86.3%	90.6%
Headcount	3,198	3,254	3,262

Table B9. UBCV - Faculty (Bargaining Unit) - Representation of designated groups among new hires, 2023.

Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
52.3%	5.2%	43.9%	5.8%	sup.	sup.	14.8%

Table B10. UBCV - Faculty (Bargaining Unit) - Response rate to the Employment Equity Survey, 2021 - 2023.

Year	2021	2022	2023
Response Rate	47.9%	53.3%	61.7%
Headcount	3,091	3,096	3,353

Table B11. UBCV - Faculty (Non-Bargaining Unit) - Representation of designated groups among new hires, 2023.

Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
51.4%	1.7%	31.8%	5.8%	sup	sup	8.1%

Table B12. UBCV - Staff - Response rate to the Employment Equity Survey, 2021 – 2023.

Year	2021	2022	2023
Response Rate	78.4%	82.8%	88.3%
Headcount	10907	11598	12122

Table B13. UBCV - Staff - Representation of designated groups among new hires, 2023.

Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
60.7%	2.5%	40%	6.6%	2.1%	1.7%	12.5%

Table B14. UBCO - Response rate to the Employment Equity Survey, 2021-2023.

Employee Type	Response Rate		
	2021	2022	2023
Faculty	77.5%	81.7%	88.1%
Staff	79.5%	81.3%	87.8%
Total	78.7%	81.5%	87.9%

Table B15. UBCO - Representation of gender identity, 2023.

Gender Identity	Response Rate
Women	59%
Men	37.7%
Non-Binary People	0.9%

Table B16. UBCO - Representation of ethno-racial identity corresponding to Canadian Census "visible minority" Categories, 2023.

Ethno-Racial Category	Representation (UBC)	2021 Census Kelowna	2021 Census BC	2021 Census Canada
Arab	1.5%	0.3%	0.6%	1.9%
Black	2.4%	1.1%	1.3%	4.3%
Chinese	4.8%	1.5%	11.2%	4.7%
Filipino	1.2%	1.4%	3.5%	2.6%
Indigenous (within North America)	4%	0.6%	5.9%	5%
Japanese	0.9%	0.8%	0.9%	0.3%
Korean	0.4%	0.4%	1.5%	0.6%
Latin American	3.1%	0.8%	1.3%	1.6%
South Asian (e.g., Indian, Pakistani, Sri Lanka)	8.2%	3.4%	9.6%	7.1%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0.7%	0.6%	1.5%	1.1%
West Asian (e.g., Iranian, Afghan)	5.2%	0.4%	1.4%	1%
White	64.2%	88.8%	65.6%	73.7%

Table B17. UBCO - Representation of Types of Disabilities, 2023.

Gender Identity	Response Rate
Physical	2.6%
Ongoing medical condition	6.7%
Invisible	8.5%

Table B18. UBCO - Faculty (Bargaining Unit) - Response rate to the Employment Equity Survey, 2021 - 2023.

Year	2021	2022	2023
Response Rate	82.6%	87.5%	90.4%
Headcount	536	544	554

Table B19. UBCO - Faculty (Bargaining Unit) - Representation of designated groups among new hires, 2023.

Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
46.7%	sup.	33.3%	sup.	0%	0%	sup.

Table B20. UBCO - Faculty (Non-Bargaining Unit) - Response rate to the Employment Equity Survey, 2012 - 2023.

Year	2021	2022	2023
Response Rate	56.2%	60.9%	79.6%
Headcount	130	151	152

Table B21. UBCO - Faculty (Non-Bargaining Unit) - Representation of designated groups among new hires, 2023.

Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
52.5%	sup.	25%	sup.	sup.	sup.	sup.

Table B22. UBCO - Staff - Response rate to the Employment Equity Survey, 2021 - 2023.

Year	2021	2022	2023
Response Rate	79.5%	81.3%	87.8%
Headcount	1,066	1,295	1,366

Table B23. UBCO - Staff - Representation of designated groups among new hires, 2023.

Women	Indigenous	Racialized	Disabled	NB	Trans	2SLGBQIA+
67.7%	5.2%	25%	9.1%	sup.	sup.	13.8%



2023 Employment Equity Survey Report

March 27, 2023

Arig al Shaibah, AVP Equity & Inclusion



Employment Equity



The 2023 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

Employment Equity



The 2023 report provides an update on (cont'd):

- representation among senior leadership, faculty and staff titles and ranks
- workforce gap analysis
- employee hire and turnover
- Faculty and Portfolio demographic snapshots

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 2023



Campus	Employee Type	Headcount	Response Rate%
Okanagan	Faculty	706	88.1%
	Staff	1366	87.8%
	Total	2072	87.9%
Vancouver	Faculty	6615	76%
	Staff	12122	88.2%
	Total	18737	83.9%
Grand Total		20809	84.3%

SWOT



Strengths: highest cumulative response rate

Weaknesses: persistent underrepresentation

Opportunities: shifting 'everyday' practices

Threats: leveraging data-informed decisions

Ongoing Efforts & Next Steps



- Enhanced data collection and analysis:
 - More detailed snapshots
 - Disaggregated and intersectional
 - Equitable and inclusive hiring supports