



SUBJECT	Human Rights Annual Report 2023-2024
SUBMITTED TO	Executive Committee
MEETING DATE	September 12, 2024
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Gage Averill, Provost and Vice-President Academic, UBC Vancouver
SUPPORTED BY	Rehan Sadiq, Provost and Vice-President Academic, UBC Okanagan Arig al Shaibah, Associate Vice-President Equity & Inclusion Office Arun Mohan, Director, Human Rights, Equity & Inclusion Office

PRIOR SUBMISSIONS

The subject matter of this submission is considered on an annual basis by the Board of Governors. It was most recently considered by the People, Community & International Committee on [September 13, 2023](#) as the Human Rights Interim Report.

Past reports can be found on the EIO website at: <https://equity.ubc.ca/resources/policies-reports/>.

EXECUTIVE SUMMARY

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

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

There was some turnover among the Team during this reporting period. January 2024 saw the arrival of the first continuing Human Rights Advisor to the UBC Okanagan (UBCO) campus, as the first iteration of the role was a term position. The recruitment of an Okanagan-based advisor was recommended in the 2019 EIO Review and in our 2022–2023 Interim Human Rights annual report. While the Okanagan campus was supported with advisors based out of the Vancouver campus since the departure of the last UBCO advisor, the arrival of the new advisor allowed for dedicated capacity to focus on providing an Okanagan-based resource for community members. February 2024 saw the departure of the second Human Rights Advisor to move from the UBC-Vancouver (UBCV) campus EIO to the Investigations Office (IO) to take up a position of Investigator. The EIO continues to explore and implement opportunities to enhance the recruitment and retention of talented advisors. Currently, the Human Rights team has a staff complement of 5.0 FTE: 1 Director, 1 UBCO, 3 UBCV (the EIO is in the process of filling the vacancy left by the February 2024 departure).

This report has shifted its reporting period, now from July 1, 2023 to June 30, 2024, rather than the May 1, 2023 to April 30, 2024 timeline. This was done in order to align with the reporting period used by the IO. According to section 1.3 of the Discrimination Policy, both the EIO and IO must provide data on:

- Formal complaints of discrimination received by the IO;
- Formal complaints of discrimination investigated by the IO; and
- Formal complaints of discrimination referred to an alternative dispute resolution process.

In order to ensure that there is consistency between our units, it was decided that the EIO's reporting period should align with the IO's, which means that starting in the coming year, the reporting period will be July 1, 2024 to June 30, 2025. Please note that the EIO had this reporting period in the past, including in the years 2015–2016 to 2020–2021.

During the current reporting period, there has been an increase in the number of consultations per protected characteristic: from 396 for the period of May 1, 2022 to April 30, 2023, to 536 for the period of July 1, 2023 to June 30, 2024. There has also been an increase in the number of unique cases: from 296 for May 1, 2022 to April 30, 2023, to 384 for July 1, 2023 to June 30, 2024. The increased level of advising is viewed in the monthly averages:

- The monthly average of the number of consultations per protected characteristic increased from 33 to about 45; and
- The monthly average of the number of consultations by unique case increased from about 25 to 32.

The Human Rights Team's informal resolution processes include a range of activities, such as: giving individuals opportunities to share their matter in a non-judgmental and trauma-informed environment; providing referrals to UBC partners; providing referrals to resources outside UBC; consent-based alternative resolutions processes (ARP), such as mediation, shuttle diplomacy, restorative practice, and facilitated conversation; and advising on the process for filing complaints and Senate appeals. While there are still on-going matters, there were a range of resolutions during the reporting period:

- Information sharing with individuals: 131 cases
- Referrals to UBC partners: 54 cases
- Resolutions: 108 cases
- Formal processes: 20 cases
- Active: 30 cases
- No further contact with advisors: 41 cases

In accordance with the EIO's reporting requirements under section 1.3 of the Discrimination Policy, the IO dealt with the following discrimination matters from July 1, 2023 to June 30, 2024:

- Formal complaints of discrimination received by the IO: 22 complaints;
- Complaints that did not meet the jurisdictional requirements of the Discrimination Policy, and were unable to be investigated: 8 complaints;
- Formal complaints of discrimination investigated by the IO: 13 complaints;
- Complaints resolved through external legal process: 1 complaint; and
- Formal complaints of discrimination referred to ARP by and at the IO: 0 complaints.

While drawing conclusions from year-over-year human rights statistics must be done cautiously, as there are many contributing factors influencing reporting of discrimination allegations, the following observations over the past years are worth noting:

- We are seeing ever increasing numbers of consults associated with disability;
- There has been an increase in the number of matters related to religion, with intersections to race, colour, ancestry, and place of origin;
- Over the past three reporting cycles, we have seen a decrease in the consultations related to Indigenous Identity from about 40 in 2021–2022 to 29 in 2022–2023 and 14 in 2023–2024; and
- Advisors are generally supporting individuals with intersections between protected characteristics, rather than a single protected characteristic per consult.

APPENDICES

1. Human Rights Annual Report, July 1, 2023–June 30, 2024
2. Human Rights Consultations, July 1, 2023–June 30, 2024
3. Charts, July 1, 2023–June 30, 2024

1. Annual Report, Human Rights, July 1, 2023 – June 30, 2024

Reporting period: July 1, 2023 to June 30, 2024
Reporting unit: UBC Equity & Inclusion Office
<p>Introduction</p> <p>The Human Rights Team works collaboratively to uphold and promote the human rights of all UBC community members, as well as non-members who come for assistance. The team responds to every person and group that comes to the Equity & Inclusion Office (EIO) with a discrimination-related concern or inquiry, including those raised by UBC students, staff, and faculty on all UBC campuses, as well as from UBC alumni and members of the public.</p> <p>Pursuant to UBC’s Discrimination Policy, SC7, the Human Rights Team works to informally resolve concerns through alternative resolution processes (ARP), wherever possible, and to assist individuals who choose to pursue formal investigations processes, as requested.</p> <p>There was some turnover amongst the Team during this reporting period. January 2024 saw the arrival of the first continuing Human Rights Advisor to the UBC Okanagan campus (UBCO) – the first iteration of the role was a term position. The recruitment of an Okanagan-based Advisor was recommended in the 2019 EIO Review and in our 2022 - 2023 interim Human Rights Annual Report. While the Okanagan campus was supported with Advisors based out of the Vancouver campus since the departure of the last UBCO Advisor, the arrival of the new Advisor allowed for dedicated capacity to focus on providing an Okanagan-based resource for community members. February 2024 saw the departure of the second Human Rights Advisor to move from the UBC Vancouver (UBCV) campus EIO to the Investigations Office (IO) to take up a position as Investigator. The EIO continues to explore and implement opportunities to enhance the recruitment and retention of talented Advisors. Currently, the Human Rights team has a staff complement of 5.0 FTE – 1 Director, 1 UBCO, 3 UBCV (the EIO is in the process of filling the vacancy left with the February departure).</p> <p>This report has shifted its reporting period, from July 1, 2023 to June 30, 2024, rather than the May 1, 2023 to April 30, 2024 timeline. This was done in order to align with the reporting period used by the IO. According to section 1.3 of the Discrimination Policy, the IO and the EIO have to provide data on:</p> <ul style="list-style-type: none">• Formal complaints of Discrimination received by the IO;• Formal complaints of Discrimination investigated by the IO; and,• Formal complaints of Discrimination referred to an alternative dispute resolution process. <p>In order to ensure that there is consistency between our units, it was decided that the EIO’s reporting period should align with the IO’s, which means that starting in the coming year, the reporting period will be July 1, 2024 to June 30, 2025. Please note that the EIO had this reporting period in the past, including in the years 2015 – 2016 to 2020 – 2021.</p>

For comparative purposes to contextualize human rights consultation and case statistics, below is a table detailing Vancouver and Okanagan campus population statistics and indicating UBCO population as a per cent of UBCV population.

	Students	Faculty	Staff	Total
Vancouver	60,683	6,633	12,122	79,438
Okanagan	11,913 (19.6%)	707 (10.7%)	1,366 (11.3%)	13,986(17.6%)

Definitions

Below are definitions of terms used in this report:

Consultation: any faculty, staff, or student inquiring about possible experience/allegation of discrimination, whether they are the person directly affected or not. Consultations are counted by protected grounds raised and by individuals consulted.

Case: unique consultation by individual or group of faculty, staff, or students seeking advising services about a single experience/allegation.

Formal Complaint: an allegation of discrimination that proceeds to the Investigations Office for formal assessment to determine if an investigation is warranted under the Discrimination Policy and the Investigations Policy.

Informal Resolution: case of an allegation of discrimination where all parties voluntarily request and/or agree to resolve through alternative resolution processes (ARP), which uses mutually-agreed, and consent-based non-adversarial approaches (e.g., mediation, shuttle diplomacy, restorative practice, etc.) to achieve mutually-agreed resolution goals.

Proactive Activities

The Human Rights Team works collaboratively with relevant UBC offices and partners to support and build capacity among UBC leaders and people managers as well as UBC community members to foster human rights-respecting policies, practices, interactions and environments. Over the 12 month reporting period, this included over 27 information sharing and educational engagements, including 16 at UBCV and 11 at UBCO.

Some examples of the proactive community capacity-building work on the Vancouver campus completed by Human Rights Advisors (HRA) during the reporting period include:

2023

- EIO/HRA booth at Imagine Day event (September 5)
- EIO/HRA booth at Welcome Back Staff BBQ (September 13)
- Academic Leadership Development Program (ALDP) Treasure Hunt: Finding the Right Resource session (September 19)
- EIO/HRA booth at UBC Security Week event (September 20)
- Co-hosted BC Post-secondary Institution Network Post-Plan Sharing Session)(September 22)
- Presentation to Accessibility Panel, ASC Conference (Govt of BC), Vancouver Community College (October 18)
- EIO/HRA Booth at Thrive by Fire event (November 2)
- Human Rights Advising keynote, Faculty of Education’s Teacher Education Office Faculty Advisor PD event (November 15)

- EIO's EDI Action Network workshop event (December 4)
- Co-hosted BC Postsecondary Institution Network ABCA: Now What? workshop (December 6)
- EIO/HRA booth at UBC's Postdoctoral Fellows' Student Association event (December 14)

2024

- Human Rights Advising keynote, Faculty of Education's Faculty Advisor PD event (February 1)
- Hosted the EIO Accessible Documents workshop (February 26)
- EIO/Human Rights Advising keynote, Rick Hansen Foundation's Youth Led Council workshop (March 23)
- Hosted BC Postsecondary Institution Network workshop #3 (Feedback Sharing Session) (May 10)
- Spoke on Accessibility Panel, Disability Resource Network Conference, Vancouver Community College (May 21)

For 2024, the proactive work completed on the Okanagan campus includes:

- Spoke at UBCO AVPS leadership meeting in regards to Human Rights Advising (March 5)
- March 27, 2024: Spoke at UBCO Deans' Council Re: Human Rights Advising (March 27)
- 2024: HRA co-hosted a series of workshops jointly with SVPRO and Human Resources at UBCO, for Engineering graduate students. The HRA portion focused on equity, discrimination, and Human Rights Advising (April 12, 19, 26, and May 1)
- Spoke at UBCO Counselling team meeting Re: Human Rights Advising (April 12)
- EIO/HRA hosted UBCO EIO Open House Event, in collaboration with other case-working units (April 18)
- Spoke at incoming SUO Executive Training Session Re: Human Rights Advising, and co-hosted an equity workshop with UBCO EIO (May 3)
- Spoke at the UBCO Student Experience Office's "Student Connect Transition Mentor Training" Re: EIO and Human Rights Advising (May 7)
- UBCO EIO/HRA booth and march at Kelowna Pride (in collaboration with other units via UBCO Pride Committee) (June 8)
- EIO/HRA hosting UBCO Conflict Community of Practice meetings (getting together with other case workers on UBCO campus to improve knowledge and support collaborative relationships between units dealing with conflicts) (June 9 – Monthly) HRA participation on the UBCO Black Student Space Committee to support planning and policy regarding the space and its usage, with the goal of launching the space this fall. (June 24 – Ongoing)

Consultation statistics

During the current reporting period, there has been an increase in the number of consultations per protected characteristic: from 396 for the period of May 1, 2022 to April 30, 2023, to 536 for the period of July 1, 2023 to June 30, 2024. There has also been an increase in the number of unique cases: from 296 for May 1, 2022 to April 30, 2023, to 384 for July 1, 2023 to June 30, 2024. The increased level of advising is viewed in the monthly averages:

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Trends

While drawing conclusions from year-over-year human rights statistics must be done cautiously, as there are many contributing factors influencing reporting of discrimination allegations, the following observations over the past years are worth noting:

- We are seeing ever increasing numbers of consults associated with disability.
- There has been an increase in the number of matters related to religion, with intersections to race, colour, ancestry and place of origin.

- Over the past three reporting cycles, we have seen a decrease in the consultations related to Indigenous Identity – from about 40 in 2021 – 2022, to 29 in 2022 – 2023, and 14 in 2023 – 2024.
- Advisors are generally supporting individuals with intersections between protected characteristics, rather than a single protected characteristic per consult.

The current reporting period saw immense increases in consultations regarding religion, and race, colour, ancestry, place of origin – with a jump from 16 and 91 consultations from May 1, 2022 to April 30, 2023, respectively; to 77 and 186 consultations on these protected characteristics, respectively, from July 1, 2023 to June 30, 2024.

Possible explanations include:

- The addition of an advisor on the Okanagan campus allowed for more members of that campus to report matters.
- The addition of the Okanagan-based advisor provided more capacity to the Vancouver-based advisors to support additional parties.
- Increased education and information-sharing helped individuals better understand their rights and responsibilities, which led to increased utilization of our services.
- Individuals who have experienced or witnessed the impact of the escalation of the longstanding Israel/Palestine conflict seeking out advising or consultation.

Israel/Palestine Conflict

Coinciding with the escalation of the Israel/Palestine Conflict, we had five unit consults related to religion, and 15 unit consults related to race, colour, ancestry, and place of origin.

During the reporting period, there were 58 matters that directly related to the Conflict, as described in the chart below:

Type of matter	Parties ¹	No. of consultations
Antisemitism	15 Individuals 2 group	18
Anti-Israel	2 Individuals 1 Group	7
Antisemitism/Anti-Israel/	18 Individuals 4 Organizations	20
Anti-Zionism	2 Organizations 1 Individual	2
Anti-Palestinian/Anti-Arab/Islamophobia	9 Individuals 5 Clubs	12

¹ Please note that the number of parties is greater than the number of matters because a matter may have involved more than one party

	1 Class	
	1 Unit	
Islamophobia	5 Individuals	4
Anti-Palestinian	6 Individuals	5

Looking ahead

In order to ensure that the Human Rights Team maintains the capacity to be both responsive and proactive, the EIO is initiating a search to fill the vacancy left by a recently departed Advisor among the UBC Vancouver team.

The Human Rights Team will participate in additional professional development on various modalities of alternative resolution processes (ARP), such as on mediation and restorative justice practices, as well as on how to adapt ARPs to be culturally relevant across diverse and intersectional social identities.

2024/2025 is an SC7 policy review year, where not only will the policy and associated procedures be reviewed for possible improvements but also where the community reporting protocols, formal and informal resolution principles, partnering office communications and consultation, as well as capacities of decision-making committees and bodies will be examined across the complaint ecosystem.

2. Human Rights Consultations, July 1, 2023 – June 30, 2024

Protected characteristic (PC)	Numbers of consultations per PC	Relevant status of the impacted person(s)	Campus (Vancouver/ Okanagan)
Indigenous identity	14	6: Undergraduate 4: Graduate Students 0: Postdoc 1: Faculty 1: Staff 0: Public 0: Alumni 2: Group 0: Unit Consults 0: Unknown	12: Vancouver 2: Okanagan
Race, colour, ancestry, place of origin ²	186	64: Undergraduate 31: Graduate Students 3: Postdoc 32: Faculty 22: Staff 5: Public 3: Alumni 9: Group 15: Unit Consults 2: Unknown	177: Vancouver 9: Okanagan
Political belief (in employment and employment advertisements)	7	3: Undergraduate 1: Graduate Students 0: Postdoc 1: Faculty 1: Staff 0: Public 0: Alumni 0: Group 0: Unit Consults 1: Unknown	6: Vancouver 1: Okanagan
Religion	77	23: Undergraduate 10: Graduate Students 0: Postdoc 13: Faculty 11: Staff 3: Public 1: Alumni 10: Groups	73: Vancouver 4: Okanagan

² The consultations either involve one or all of the characteristics. In most instances, these characteristics intersect, and it is difficult to disentangle the characteristics.

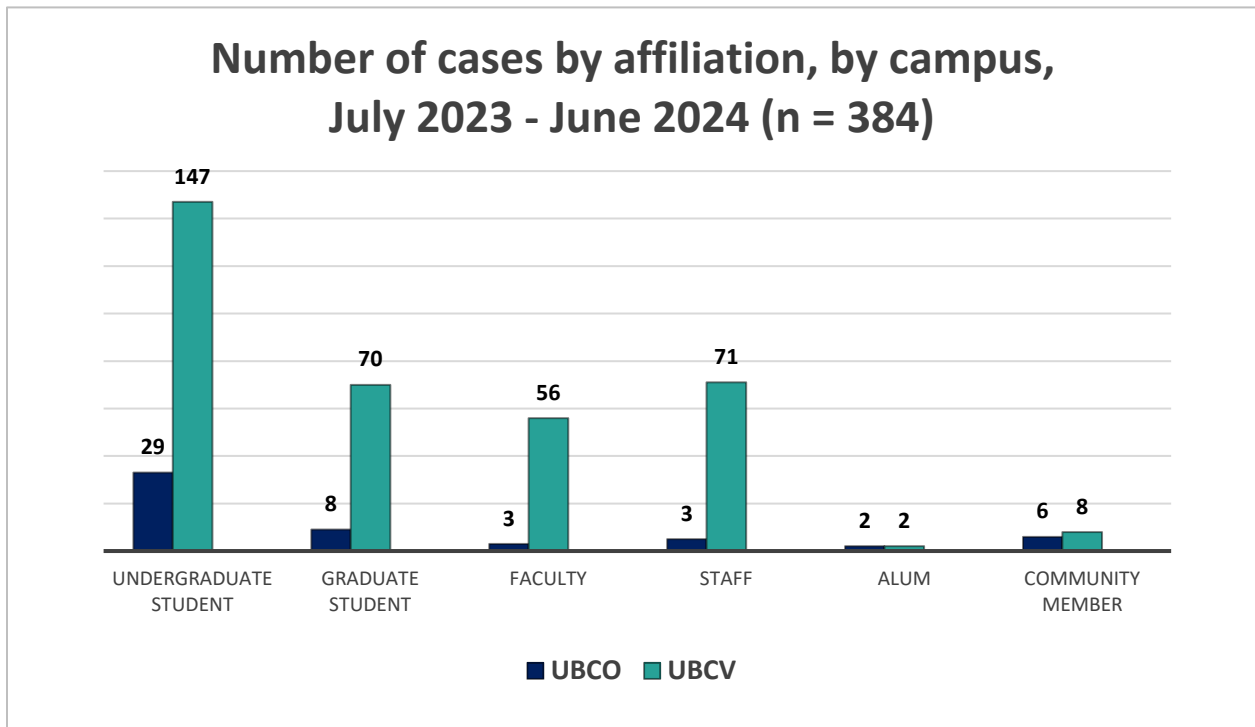
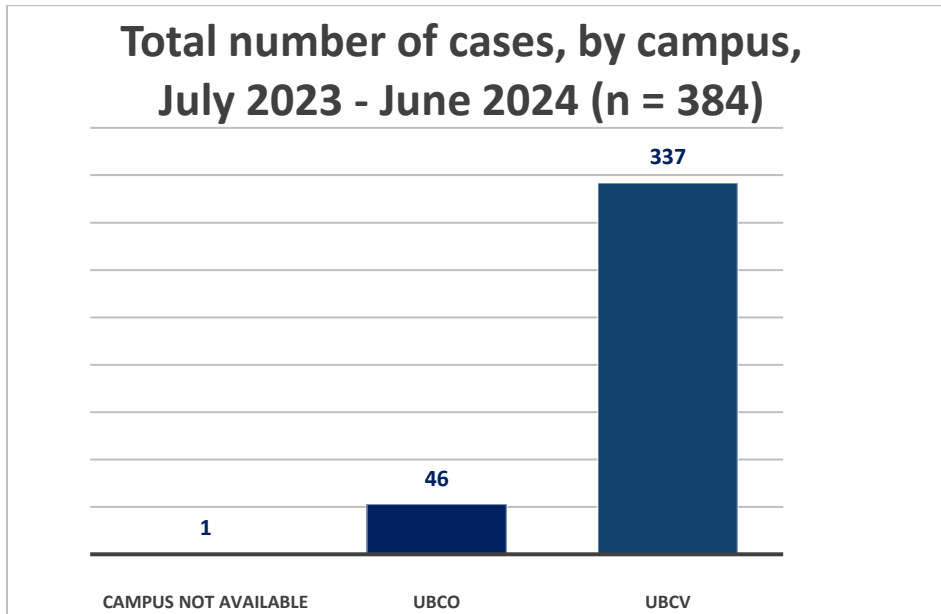
		5: Unit Consults 1: Unknown	
Marital status	1	1: Undergraduate 0: Graduate Students 0: Postdoc 0: Faculty 0: Staff 0: Public 0: Alumni 0: Group 0: Unit Consults 0: Unknown	1: Vancouver 0: Okanagan
Family status	11	4: Undergraduate 4: Graduate Students 0: Postdoc 0: Faculty 3: Staff 0: Public 0: Alumni 0: Group 0: Unit Consults 0: Unknown	11: Vancouver 0: Okanagan
Physical or mental disability	90	44: Undergraduate 16: Graduate Students 1: Postdoc 14: Faculty 13: Staff 1: Public 0: Alumni 0: Group 0: Unit Consults 1: Unknown	76: Vancouver 14: Okanagan
Sex	57	15: Undergraduate 13: Graduate Students 1: Postdoc 12: Faculty 13: Staff 1: Public 0: Alumni 0: Group 2: Unit Consults 0: Unknown	53: Vancouver 4: Okanagan

Sexual orientation	14	6: Undergraduate 3: Graduate Students 0: Postdoc 2: Faculty 3: Staff 0: Public 0: Alumni 0: Group 0: Unit Consults 0: Unknown	10: Vancouver 4: Okanagan
Gender identity or expression	37	21: Undergraduate 5: Graduate Students 0: Postdoc 3: Faculty 5: Staff 0: Public 0: Alumni 0: Group 2: Unit Consults 1: Unknown	35: Vancouver 2: Okanagan
Age	2	1: Undergraduate 0: Graduate Students 0: Postdoc 1: Faculty 0: Staff 0: Public 0: Alumni 0: Group 0: Unit Consults 0: Unknown	2: Vancouver 0: Okanagan
Criminal or summary conviction offense that is unrelated to the employment or intended employment	1	0: Undergraduate 1: Graduate Students 0: Postdoc 0: Faculty 0: Staff 0: Public 0: Alumni 0: Group 0: Unit Consults 0: Unknown	1: Vancouver 0: Okanagan

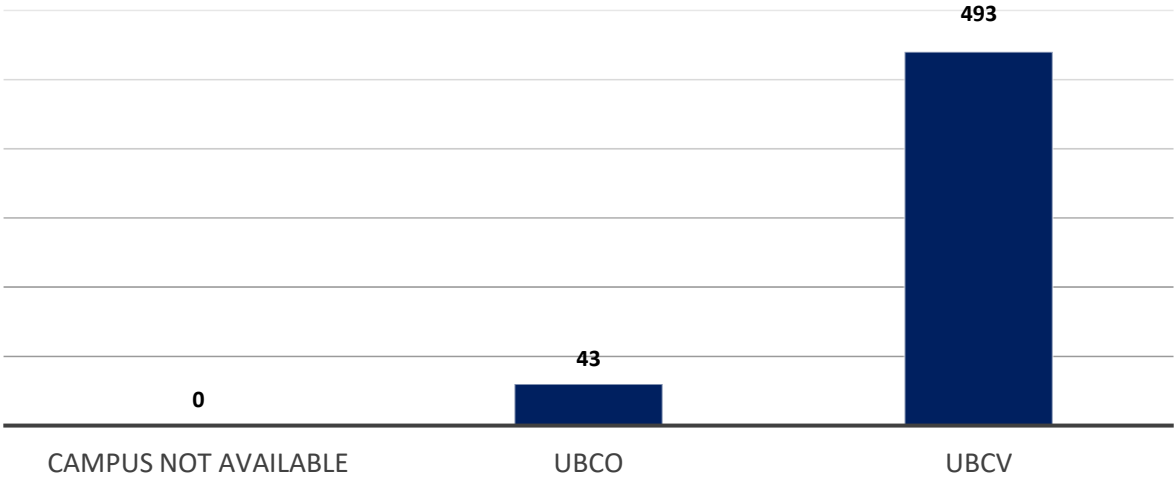
Unknown ³	39	9: Undergraduate 4: Graduate Students 0: Postdoc 5: Faculty 7: Staff 4: Public 0: Alumni 0: Group 10: Unit Consults 0: Unknown	36: Vancouver 3: Okanagan
TOTAL	536 PCs raised in consultations with the Human Rights advising team	197: Undergraduate 92: Graduate Students 5: Postdoc 84: Faculty 79: Staff 14: Public 4: Alumni 21: Group 34: Unit Consults 6: Unknown	493: Vancouver 43: Okanagan

³ “Unknown” includes situations where: advising requests were made that did not include protected characteristics; the individual did not make further contact; the individual did not attend the initial meeting; or they advised that their matter had been resolved.

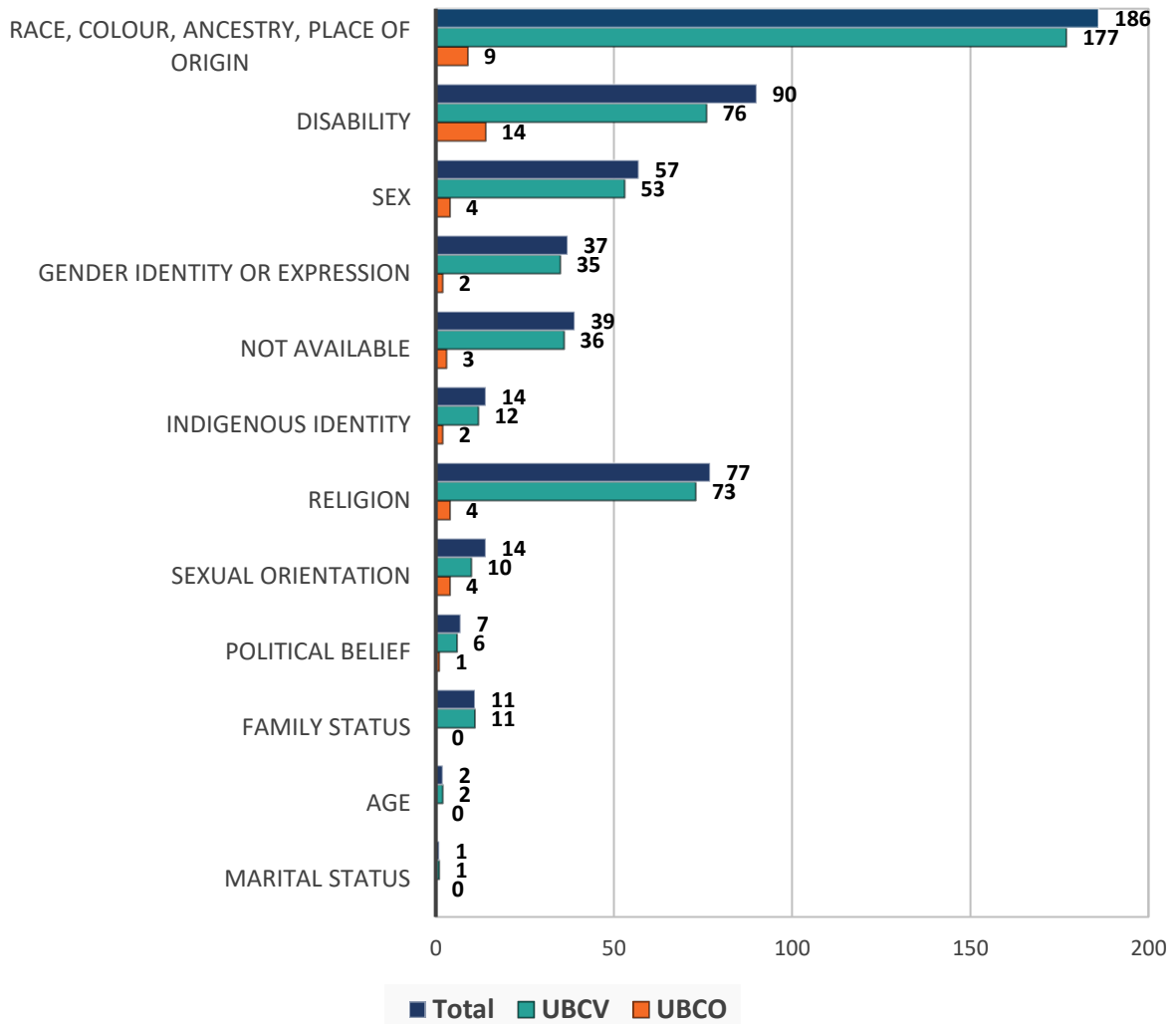
3. Charts, July 1, 2023 – June 30, 2024



**Total number of protected characteristics raised,
by campus, July 2023 - June 2024
(n = 536)**

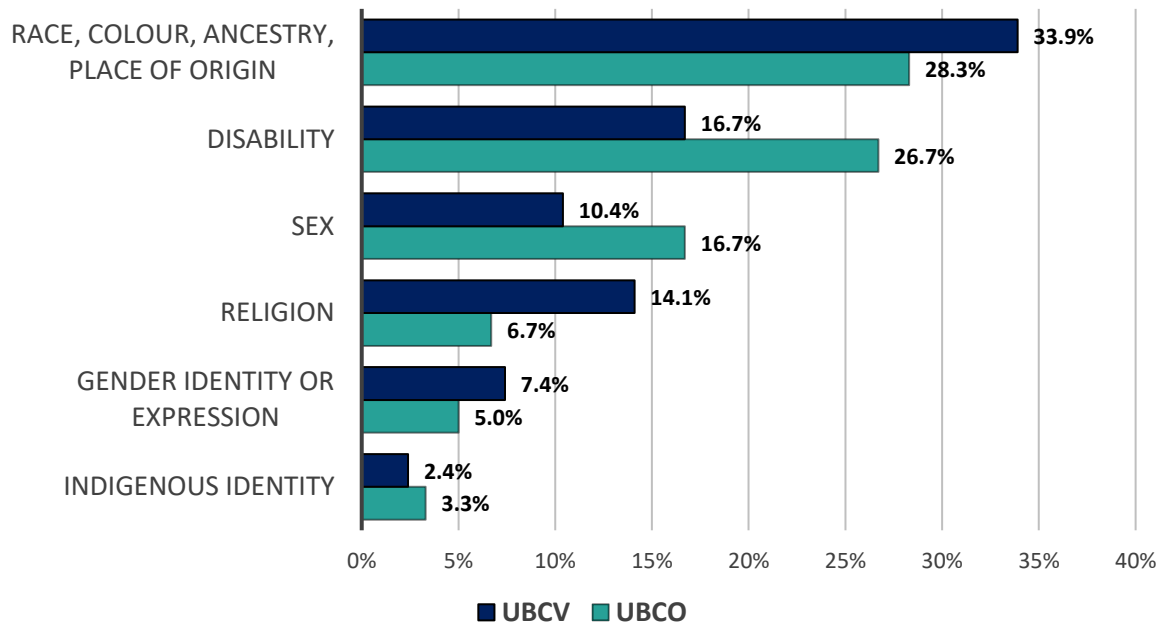


Number of protected characteristics raised by campus, by type, July 2023 to June 2024



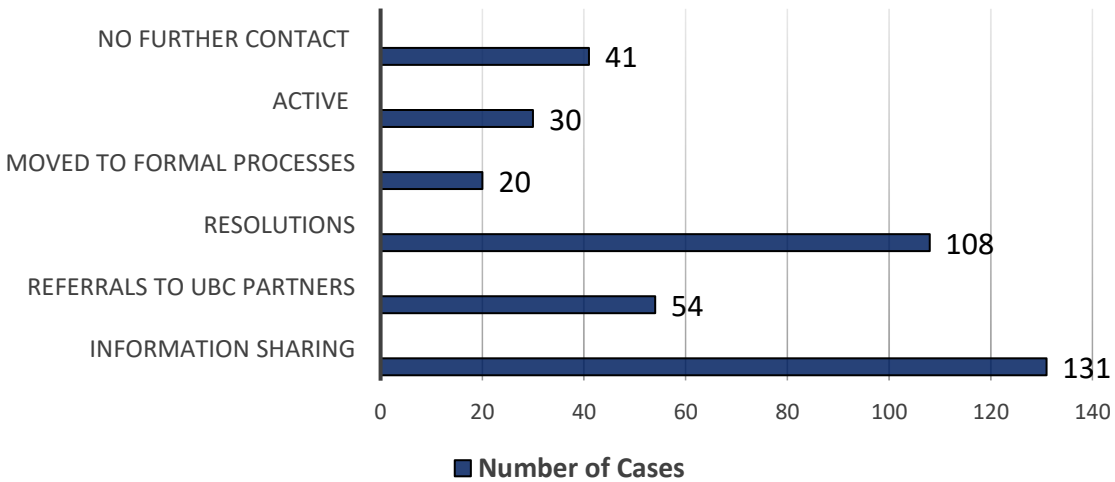
PCs with less than 5 per cent each included: Criminal Conviction, Marital Status, Age, Family Status, Political Belief, Sexual Orientation.

Per cent of protected characteristics raised at UBC, by campus, July 2023 - June 2024



PCs with less than 5 per cent each included: Criminal Conviction, Marital Status, Age, Family Status, Political Belief, Sexual Orientation.

Number of resolutions by type, July 2023 - June 2024 (n = 384)



Per cent of resolutions by type, July 2023 - June 2024

