



SUBJECT	2021 Employment Equity Report
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PRIOR SUBMISSIONS

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

EXECUTIVE SUMMARY

The purpose of the Employment Equity Report is two-fold: 1) to provide an overview and update on the progress and implementation of the 2019 Employment Equity Plan (EEP) and 2) to facilitate UBC's continued reporting of Employment Equity Survey results to better understand where disparities in proportional representation may exist at UBC. The EEP identifies several objectives designed to address hiring and promotion and eliminate disparities across designated groups. This report provides an annual update on EEP implementation activities and employment equity data for UBC Vancouver and UBC Okanagan campuses.

Employment Equity Plan implementation update

- **Data collection:** Launched a revised Employment Equity Survey via Workday to better reflect promising practices in demographic data collection and improve engagement.
- **Special recruitment programs:** Continued support for the BC Office of the Human Rights Commissioner (BCOHRC) Special Program for restricted hiring in the Canada Research Chair (CRC) program at UBC and in departments seeking to recruit among under-represented groups for new faculty members.
- **Anti-racism efforts:** Progressed a number of strategic and multi-level initiatives aiming to advance equity, diversity, inclusion and anti-racism commitments at UBC including the initiation of recommendations from the ARIE Task Force.
- **IAP implementation:** Established Action Planning Teams (APTs) focused on developing workplans to realize prioritized actions from the Inclusion Action Plan (IAP) at the institutional level.
- **Education and training:** Launched a JEDII Summer STEM Series to support equitable processes in recruitment and inclusion of historically, persistently or systemically marginalized groups at UBC; continued to see employee completions of the Hiring Equity course and launched the Positive Space: Foundations course for students, faculty and staff designed to support 2SLGBTQIA+ inclusion.

- **Community building and engagement:** Supported the formation of the 2SLGBTQIA+ faculty and staff affinity group and continued to support the Disability Affinity Group, Asian Canadian Community Engagement (ACCE) Initiative, and IBPOC Connections. The groups aspire to improve representation, recognition, community and relationship-building across the university.

Employment Equity Survey results

The 2021 Employment Equity Survey saw an overall response rate of 75 per cent across the institution. The survey campaign yielded the highest response rates observed at both UBC Vancouver (74.2 per cent) and UBC Okanagan (79.4 per cent) campuses since 2016. In 2016, the response rates were 67.9 per cent and 77.8 per cent, respectively. Opportunity exists to enhance UBC employees' engagement with the survey, for example, through targeted follow ups to leadership, faculty and staff in low-response units and sustained communications highlighting the equity imperative and benefits to self-identification.

While survey results indicate that the university continues to achieve strong representation among women in its workforce at both campuses, representation consistently remains below regional or national workforce comparator cohorts for nearly all other designated groups. This is particularly true with respect to people with disabilities who continue to be underrepresented across all occupational groups at UBC's Vancouver campus. In contrast, the proportional representation of persons with disabilities at UBC's Okanagan campus exceeds both regional and national workforce comparator groups. Furthermore, data demonstrate a consistent discrepancy with respect to proportional representation of designated groups at senior levels.

Numerous initiatives planned and under way signal the growing need and call for implementation of targeted programming that will effectively address barriers to making UBC a more inclusive and welcoming work place for historically, persistently or systemically marginalized groups. Ample opportunity exists to improve understanding of the utility and application of employment equity data to inform workforce planning as well as build knowledge and skills that support more equitable and inclusive practice throughout the recruitment process to onboarding and career progression of UBC employees.

2021 marked the first time these data were centrally collected via Workday, its implementation a component of UBC's Institutional Renewal Program. Based on 19,347 as the total number of faculty and staff at UBC, the survey had a 66 per cent faculty response rate and 79 per cent staff response rate at UBC Vancouver, and 77 per cent faculty response rate and 81 per cent staff response rate at UBC Okanagan.

APPENDICES

1. UBC 2021 Employment Equity Report

PRESENTATIONS

1. 2021 Employment Equity Report



2021 Employment Equity Report

Prepared by the UBC Equity & Inclusion Office

About UBC

The University of British Columbia (UBC) is a globally renowned university. UBC contributes world-leading research, provides distinctive excellence in education, attracts outstanding people domestically and internationally, and collaborates with pre-eminent universities and organizations around the world. The founders of UBC understood the university's potential as a place of engagement; a place where relevant, innovative and impactful research would be conducted; a place where pressing societal issues would be examined, deliberated and resolved; and a place where critical thinking would always be welcomed and informed citizens shaped.

UBC has 6,624 faculty members and 10,949 staff members at its Vancouver campus, and 700 faculty members and 1,074 staff members at its Okanagan campus¹.

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

About employment equity at UBC

UBC is committed to equity in employment. The fundamental principle for recruitment and retention of faculty and staff at UBC is individual achievement and merit. Consistent with this principle, the university will: advance the interests of women, Indigenous peoples, racialized people, people with disabilities, and people with minoritized gender identities and sexual orientations; ensure that fair and equitable opportunity is afforded to all who seek employment at the university; and treat equitably all faculty and staff.

About this report

The purpose of the Employment Equity Report (EER) is to: 1) facilitate UBC's continued reporting of Employment Equity Survey results to better understand where disparities in proportional representation may exist, and 2) to provide an overview and update on 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 snapshot of Employment Equity Survey data.

¹ UBC has many affiliated faculty and staff, this number reflects those faculty and staff considered eligible for employment equity surveying. Examples of those not considered would be visiting faculty.

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Executive summary

Progress on the Employment Equity Plan implementation

UBC is committed to improving employment equity and protecting the human rights of students, faculty, and staff across its campuses and work sites. These areas of focus are integrated into the university's broader commitment to excellence and mutual respect. Equity and human rights are foundational to UBC's academic pursuits, our working lives, and our involvement in the larger campus community.

UBC's 2019 Employment Equity Plan (EEP) is based on the 2018 Employment Systems Review (ESR), and builds on the efforts of previous employment equity plans at UBC. The EEP is intended to be implemented in conjunction with *Shaping UBC's Next Century: Strategic Plan 2018-2028* and the theme of inclusion, and works to support the university's Inclusion Action Plan (IAP) and Indigenous Strategic Plan (ISP).

The following are summary highlights of UBC's efforts across the plan's objectives.

- **Data collection:** Launched a revised Employment Equity Survey via Workday to better reflect promising practices in demographic data collection and improve engagement.
- **Special recruitment programs:** Continued support for the BC Office of the Human Rights Commissioner (BCOHRC) Special Program for restricted hiring in the Canada Research Chair (CRC) program at UBC and in departments seeking to recruit among under-represented groups for new faculty members.
- **Anti-racism efforts:** Progressed a number of strategic and multi-level initiatives aiming to advance equity, diversity, inclusion and anti-racism commitments at UBC including the initiation of recommendations from the ARIE Task Force.
- **IAP implementation:** Established Action Planning Teams (APTs) focused on developing workplans to realize prioritized actions from the Inclusion Action Plan (IAP) at the institutional level.
- **Education and training:** Launched a JEDII Summer STEM Series to support equitable processes in recruitment and inclusion of historically, persistently or systemically marginalized groups at UBC; continued to see employee completions of the Hiring Equity course and launched the Positive Space: Foundations course for students, faculty and staff designed to support 2SLGBTQIA+ inclusion.
- **Community building and engagement:** Supported the formation of the 2SLGBTQIA+ faculty and staff affinity group and continued to support the Disability Affinity Group, Asian Canadian Community Engagement (ACCE) Initiative, and IBPOC Connections. The groups aspire to improve representation, recognition, community and relationship-building across the university.

Results of the 2021 Employment Equity Survey

The institution now has the highest proportion of equity data from faculty and staff with 74.2 percent of the Vancouver campus and 79.5 percent of the Okanagan campus providing a response at some point in their time at UBC (75 per cent across UBC). Further opportunities exist to enhance UBC employees' engagement with the survey, for example, through targeted follow ups to leadership, faculty and staff in low-response units and sustained communications highlighting the benefits from self-identification.

Survey results indicate that the women continue to be strongly represented across both campuses' workforces, however, representation of nearly all other designated groups consistently remains below regional or national workforce comparator cohorts. This is particularly true with respect to people with disabilities who continue to be underrepresented across all occupational groups at UBC's Vancouver campus. In contrast, the proportional representation of persons with disabilities at UBC's Okanagan campus exceeds both regional and national workforce comparator groups. Furthermore, data demonstrate a consistent discrepancy with respect to proportional representation of designated groups at senior levels.

The following sections present a summary overview of the Employment Equity Survey results from UBC Vancouver and UBC Okanagan campuses.

Designated Group	% Representation	Vancouver workforce ²	National workforce ³
Women	53.6%	48.5%	48.2%
Non-Binary People	0.7%	n.a.	n.a.
People with Trans Experience	1.0%	n.a.	n.a.
2SLGBQIA+ People	8.7%	n.a.	n.a.
Indigenous Peoples	2.2%	2.3%	4.0%
Racialized People	37.3%	45.9%	21.3%
Persons with Disabilities	8.2%	11.0%	9.1%

Table 1: Representation of Designated Groups at UBC Vancouver, 2021

Designated Group	% Representation	Kelowna workforce ⁴	National workforce ⁵
Women	56.5%	48.8%	48.2%
Non-Binary People	0.8%	n.a.	n.a.
People with Trans Experience	1.1%	n.a.	n.a.
2SLGBQIA+	8.8%	n.a.	n.a.
Indigenous Peoples	5.3%	5.5%	4.0%
Racialized People	17.4%	8.1%	21.3%
Persons with Disabilities	12.2%	11.0%	9.1%

Table 2: Representation of Designated Groups at UBC Okanagan, 2021

² Relative to the latest available Canada Census data (2016). "n.a." means data not applicable or not available.

³ Same as above.

^{4,5} Relative to the latest available Canada Census data (2016).

Introduction to the report

UBC is committed to building a community where equity is embedded across all aspects of university life, including employment equity and protecting human rights.

Employment Equity Survey results provide the headcount and percentage of employees (faculty and staff) in each Occupational Group and Designated Group. “Occupational Group” refers to Employment Equity Occupational Group (EEOG), a grouping of faculty and staff into 15 categories based on National Occupational Codes (NOC), which combine jobs that are similar in skill level or type of work.

Federal employment equity legislation has designated four groups as “Designated Groups”: Women, Indigenous Peoples, Persons with Disabilities, and Racialized People. In addition, UBC recognizes people with minoritized gender identities and sexual orientations as designated groups.

The purpose of the Employment Equity Report (EER) is to: 1) facilitate UBC’s continued reporting of Employment Equity Survey results to better understand where disparities in proportional representation may exist, and 2) to provide an overview and update on 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 snapshot of Employment Equity Survey data. The order of designated groups presented throughout the report reflects solely the order of questions in the Employment Equity Survey.

The survey data reported here reflects a more fulsome capture of UBC’s job classifications than have previously been reported. Data now includes responses from post-doctoral fellows, Clinical Fellows and is solely from self-identification on the Employment Equity Survey. While trend data is presented from previous years, comparisons to previous years are methodologically difficult because of changes to the population reflected in employment equity data (i.e. the addition of previously excluded employee groups) and changes to questions asking about gender identity and sexual orientation. Further details are available in Appendix A: Methodology. UBC’s internal data is compared to the year prior as well as to the Statistics Canada Census of Population (from here on referred to as the Canadian Census) labour force data.

Response rates represent the percentage of eligible employees at UBC who have completed the Employment Equity Survey in any year of their employment. Employees are able to update their data at any time by resubmitting the Employment Equity Survey on Workday using the available live link.

Campus	Employee type	Headcount	Per cent respondents
Okanagan	Faculty ⁶	700	77%
	Staff	1,074	81%
	Total	1,774	79%
Vancouver	Faculty ⁷	6,624	66%
	Staff	10,949	79%
	Total	17,573	74%
Grand Total		19,347	75%

Table 3: Response rate to the Employment Equity Survey, 2021

⁶ Faculty includes Long Term Faculty, Short Term Faculty and Related Academic Staff.

⁷ Faculty includes Long Term Faculty, Short Term Faculty and Related Academic Staff.

Campus	Year	Response rate
Vancouver	2017	66.5%
	2018	64.0%
	2019	63.4%
	2020	60.7%
	2021	74.2%
Okanagan	2017	74.3%
	2018	72.3%
	2019	62.5%
	2020	64.8%
	2021	79.4%

Table 4: Historical return rate of the Employment Equity Survey, by UBC campus, 2017–2021

Employment Equity Plan implementation update

UBC's 2019 Employment Equity Plan (EEP) is based on the findings of the 2018 Employment Systems Review (ESR), and builds on previous employment equity plans at UBC (1991, 1997, 2010). It includes actions and responsibilities based on three objectives:

- a) ensure policies and practices support employment opportunities for, and representation of, designated group members at UBC;
- b) foster and establish a respectful work environment at UBC that supports the successful integration and engagement of equity group members; and,
- c) ensure that learning and progress evaluations are incorporated into UBC's Employment Equity Program through robust monitoring and accountability mechanisms.

The EEP is intended to be implemented in conjunction with *Shaping UBC's Next Century: Strategic Plan 2018-2028* and its theme of inclusion, and works to support the institution's Inclusion Action Plan and Indigenous Strategic Plan.

Progress on the 2019 EEP is already well underway. Under the guidance of the Associate Vice-President, Equity and Inclusion, and in consultation with university partners, the Equity & Inclusion Office leads the development, implementation and reporting on the EEP for UBC Vancouver and UBC Okanagan.

The following sections provide an update on the progress of implementation across each of the plan's three objectives.

A) Support employment opportunities for and representation of designated equity group members

Actions	Status	Progress update
Develop and implement an institutional policy / guideline for accommodations to effectively include people with disabilities in the workplace.	Initiated	<ul style="list-style-type: none"> Initiated the development of a proposed policy to create a welcoming and inclusive workplace which supports the full participation and engagement of all UBC employees; UBC community members can comment on the proposed "Workplace Accommodation Policy" (the "Proposed Policy") until October 2022. https://universitycounsel.ubc.ca/files/2022/06/Proposed-Workplace-Accommodation-Policy-HR13-2022-06_BoG_v.pdf
Update recruitment and selection guidelines to be intentional and inclusive of Indigenous peoples, persons with disabilities, racialized people/members of visible minority groups, 2SLGBTQIA+, and women: including revising job templates to include more accessible and inclusive language and links to how designated equity groups are supported at UBC; revising selection committee processes and training.	Ongoing	<ul style="list-style-type: none"> Action Planning Teams (APTs) are currently developing work plans to realize prioritized IAP actions at the institutional level. Work plans will be submitted to senior leadership in fall 2022 for approval, coordination of resourcing and implementation, and ongoing monitoring and reporting, as relevant to their respective portfolios. In 2021, 423 UBC employees completed a Hiring Equity course. Approximately one fifth of learners were hiring managers or chairs of hiring committees, one third were UBC faculty members, and one half had never been trained in equitable hiring practices at UBC. Over half of post-course survey respondents reported that their personal thinking and practice would drastically or considerably change in an upcoming hiring process as a result of completing the course. In 2022, launch of the JEDII Summer STEM Series brought together faculty and staff across the university in a series of participatory workshops to build their understanding of fair and equitable processes that support the intentional recruitment and inclusion of historically, persistently or systemically marginalized groups at UBC.

<p>Expand efforts by Human Resources and the Equity & Inclusion Office to support UBC-wide understanding of BCHRT's special program approval⁸ to support the hiring of diverse candidates.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Continued to leverage BC Office of the Human Rights Commissioner special program approval in recruitment for UBC's Canada Research Chair program. The program helps ensure that under-represented groups are more equitably nominated for CRC awards. Continued to communicate and share information to support the special program at UBC, and conducted separate applicant pool data collection and arm's length reporting to selection committees. Continued to operate special programs in four departments across UBC to create more rigorous support for selection committees to recruit among under-represented groups for new faculty members. Observed increased interest in the BCOHRC special programs mechanism at UBC for faculty and staff recruitment, creating opportunities for re-examining entrenched processes and re-training selection committees in planning and processes that stress equitable hiring throughout the search.
<p>Proactively build institutional relationships among communities and organizations affiliated with designated group members.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Continued to support faculty and staff affinity and resource groups focused on representation, recognition, and community and relationship-building across the university, including: Disability Affinity Group; 2SLGBTQIA+ group, Asian Canadian Community Engagement (ACCE) Initiative, and IBPOC Connections. Under the leadership of executive co-leads and advisors, continued to support the operationalization of the Anti-racism and Inclusive Excellence Task Force (ARIE). Advanced the implementation of an initial set of ARIE Task Force recommendations in 2021-2022; continued efforts towards the resourcing and implementation of the overall ARIE Task Force recommendations provided in the ARIE Task Force report. Recommendations have relevance across multiple designated groups. Trans, Two-Spirit, and Gender Diversity Task Force completed a draft of the task force recommendations report; the task force is now assessing next steps with respect to presentation and implementation of the recommendations.

⁸ As of April 2020, the mandate to approve special programs moved from the BC Human Rights Tribunal to BC's Office of the Human Rights Commissioner.

B) Foster and establish a respectful work environment

Actions	Status	Progress update
Develop a framework of foundational strengths and skills for engaging constructively with diversity across differences: clear definitions of necessary skills and strengths, criteria for evaluation, links to the UBC strategic plan and Indigenous strategic plan, and support for units increasing inclusion at all levels.	Initiated	<ul style="list-style-type: none"> IAP Action Planning Teams (APTs) continued to develop work plans to implement prioritized IAP actions at the institutional level. Work plans will be submitted to senior leadership for approval, coordination of resourcing and implementation, and ongoing monitoring and reporting, as relevant to their respective portfolios.
Develop and support a process with the First Nations House of Learning, the Senior Advisor to the President on Indigenous Issues, and the Centre for Teaching and Learning Technology to prepare an inclusive environment for an Indigenous person in the work unit in advance of hiring.	Not started	<ul style="list-style-type: none"> No update available
Develop a modular training program to address different aspects of creating an inclusive workplace, including different learning methodologies for different topics: understanding diversity & inclusion; conflict engagement; supports across UBC; recruitment & selection; training & development; performance evaluations, including workload discussions; promotions & tenure; recognition, awards, & retention; retirement.	Initiated	<ul style="list-style-type: none"> IAP Action Planning Teams (APTs) continued to develop work plans to implement prioritized IAP actions at the institutional level. Work plans will be submitted to senior leadership for approval, coordination of resourcing and implementation, and ongoing monitoring and reporting, as relevant to their respective portfolios. Launched Positive Space: Foundations course on the Workplace Learning Ecosystem. This self-guided course provides a low-barrier way for UBC community members to learn about sex, sexuality and gender diversity, and ways to learn about and demonstrate allyship for building a more inclusive UBC.
Continue to support pilot projects to increase retention for designated groups	Ongoing	<ul style="list-style-type: none"> The Centralized Accommodations Fund pilot for CRCs will continue through March 2024; consultations to explore a process and structure for the long-term sustainability of the fund are ongoing. UBC's CRC Program developed and continued piloting a number of mentoring structures with an aim to assess

which are most suitable to support CRCs at different stages of their careers and with different needs to succeed. At UBC, CRCs are currently being awarded exclusively to four federally designated groups who are under-represented across Canada until UBC achieves equitable representation across these groups. This pilot is intentionally considering diversity in its structures and processes. Additional ideas and pilots continue to be explored with the CRC Working Group.

- Building on the identified needs from the 2020/21 cohort, UBC launched the second cohort of *Maximizing Impact – a mentoring program for Early Career Researchers* starting in fall 2021. This program is open to all non-tenured faculty members. At least 50 per cent of the 30 spots will be reserved for women and gender-diverse faculty at the Assistant Professor level.

C) Incorporate learning and progress evaluations into UBC's employment equity program

Actions	Status	Progress update
Update UBC's employment equity survey: revising language, format, and accessibility based on consultations, while retaining ability to compare past data and report on trends.	Ongoing	<ul style="list-style-type: none"> Launched the revised Employment Equity Survey through Workday. This new data collection approach aims to increase overall participation in the Employment Equity Survey and streamline data collection. Responses to the 2021 survey are united, where methodologically possible, with historical data stored on the University Data Platform (UDAP) for a more robust response rate and capture of UBC's faculty and staff.
Develop and implement processes for routinely collecting applicant pool data for all recruitment at UBC, including applicants shortlisted; offers of employment made; offers accepted.	Ongoing	<ul style="list-style-type: none"> Collected and made available (as of December 2019) applicant pool data, with comparison to new hires, for CRC searches. The Employment Equity Survey integration with Workday bolstered UBC's capability to provide demographic data on applicant pools to hiring managers and committees, intended to better supporting equitable and inclusive search processes. A collaborative effort between the EIO, Planning & Institutional Research (PAIR) and Operational Excellence (OpEx) teams, is currently developing a pilot project plan to establish and test applicant equity survey reporting requirements in Workday.
Develop and provide data on promotions, salaries and retention for staff and faculty regularly to unit/department heads.	Ongoing	<ul style="list-style-type: none"> PAIR and EIO teams continued efforts to better facilitate access to aggregated and anonymized data for each faculty. Currently, AVP Equity & Inclusion has access to data which records and tracks time-to-tenure, promotions and salaries for tenure-stream and research-stream faculty. Identified the need to further understand Workday data collection, analysis and reporting capabilities and any potential for development of a comparable dataset for staff.
Ensure that measures for reaching equity targets are set and communicated for each VP portfolio and faculty to ensure that selection and hiring committees are aware of under-representation in	Ongoing	<ul style="list-style-type: none"> Continued to publish employment equity data online, including an annual report on headcount and percentages, and gaps and trends for employees in each Occupational Group and Designated Group, including a comparison to the most recent Survey estimates for available comparable workforce population. To better inform senior leadership decision-making with respect to employment equity initiatives in their own contexts, the EIO is

current staff/faculty complements.		working on revised snapshots using data collected through the updated 2021 employment equity survey.
Establish transparent and consistent processes for conducting exit/transfer interviews to increase understanding of specific equity issues with unit/department heads or supervisors.	Ongoing	<ul style="list-style-type: none"> Continued to provide a voluntary exit survey to all employees at UBC. While employee data is maintained separately, the proportion of those self-identifying as belonging to a designated group is available for those who have also participated in the Employment Equity Survey. Currently the exit survey response rate is about 30 per cent. CRCs are invited to confidentially discuss any equity issues with the AVP, Equity and Inclusion at the end of their term. Human rights and discrimination complaints are referred to the Director, Human Rights at the EIO. Under the purview of the Senior Advisor to the Provost on Racialized Faculty, continued the development of an exit survey that will be made specifically available to racialized faculty is currently under development.
Establish and implement corrective measures to address systemic inequities as they become evident.	Ongoing	<ul style="list-style-type: none"> Supported the release and launch of the ARIE Task Force report and initiated efforts to develop implementation structures and processes. UBC's CRC EDI Action Plan is entering its third year of implementation, with a Special Program in place restricting nominations for CRCs. Based on priorities arising from annual progress evaluations, this is the second year that stipend funding is being used to support projects to advance the CRC EDI Action Plan. UBC will complete its participation in the federal Dimensions pilot program with submission of the Dimensions application and action plan this September. The Self-Assessment Team, coordinated by the Dimensions project team, will continue efforts to align a Dimensions implementation approach to other strategic initiatives currently planned or underway at UBC.

Employment equity survey results

The following section provides an overview of the representation of designated groups in the workforces at the UBC Vancouver and UBC Okanagan campuses, both generally and within each Employment Equity Occupation Group (EEOG). The representation of each designated group is compared to the relevant workforce population or external labour pool, using data from the 2016 Canadian Census and UBC's Employment Equity Data Report.

UBC Vancouver

Gender Identity

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 has introduced a two-step approach to self-identification with respect to gender identity in order to extend gender categories beyond the binary (man/woman) and include an option to identify whether an individual's gender identity does not align with their sex assigned at birth (Trans Experience).

Category	% Representation ⁹	Vancouver workforce	National workforce
Men	37.6%	n.a. ¹⁰	n.a.
Non-Binary People	0.7%	n.a.	n.a.
Women	53.6%	48.5%	48.2%
People with Trans Experience ¹¹	1.0%	n.a.	n.a.

Table 5: Representation of Gender Identity at UBC Vancouver, 2021

Women

EEOG	Total Responses from EEOG	% Representation
Senior Managers	51	49%
Middle & Other Managers	884	48%
University Teachers	3810	41%
Professionals	3578	59%
Semi-Professionals & Technicians	1495	57%
Supervisors	256	67%
Supervisors: Crafts & Trades	41	0%
Administrative & Senior Clerical	1415	77%
Skilled Sales & Service	87	40%
Skilled Crafts & Trades	168	3%
Clerical Personnel	435	75%
Intermediate Sales & Service	306	59%
Semi-Skilled Manual Workers	26	12%
Other Sales & Service	424	43%
Other Manual Workers	58	5%

Table 6: Representation of Women at UBC Vancouver, 2021

⁹ The per cent representation does not add to 100% because not all respondents completed the gender identity question.

¹⁰ "n.a." means data not applicable or not available.

¹¹ People with Trans Experience may identify with any of the three above gender identity categories and is an independent count from them.

Non-Binary People

EEOG	Total Responses from EEOG	% Representation
Senior Managers	51	0%
Middle & Other Managers	884	0%
University Teachers	3810	1%
Professionals	3578	1%
Semi-Professionals & Technicians	1495	1%
Supervisors	256	0%
Supervisors: Crafts & Trades	41	0%
Administrative & Senior Clerical	1415	1%
Skilled Sales & Service	87	0%
Skilled Crafts & Trades	168	1%
Clerical Personnel	435	0%
Intermediate Sales & Service	306	1%
Semi-Skilled Manual Workers	26	0%
Other Sales & Service	424	0%
Other Manual Workers	58	0%

Table 6: Representation of Non-Binary People in Occupational Groups at UBC Vancouver, 2021

People with Trans Experience

EEOG	Total Responses from EEOG	% Representation
Senior Managers	51	0%
Middle & Other Managers	884	x ¹²
University Teachers	3810	1%
Professionals	3578	1%
Semi-Professionals & Technicians	1495	1%
Supervisors	256	x
Supervisors: Crafts & Trades	41	x
Administrative & Senior Clerical	1415	1%
Skilled Sales & Service	87	x
Skilled Crafts & Trades	168	x
Clerical Personnel	435	1%
Intermediate Sales & Service	306	x
Semi-Skilled Manual Workers	26	0%
Other Sales & Service	424	3%
Other Manual Workers	58	0%

Table 7: Representation of People with Trans Experience in Occupational Groups at UBC Vancouver, 2021

¹² "x" means data suppressed due to insufficient data to report.

2SLGBQIA+ People

Sexual Orientation refers to attraction to others. 2SLGBQIA+ People¹³ include individuals who self-identify as lesbian, gay, bisexual, queer, Two-spirit¹⁴, or an analogous term. 8.7 per cent of UBC Vancouver employees self-identify as 2SLGBQIA+.

EEOG	Total Responses from EEOG	% Representation ¹⁵
Senior Managers	51	x
Middle & Other Managers	884	6%
University Teachers	3810	9%
Professionals	3578	8%
Semi-Professionals & Technicians	1495	11%
Supervisors	256	7%
Supervisors: Crafts & Trades	41	0%
Administrative & Senior Clerical	1415	11%
Skilled Sales & Service	87	13%
Skilled Crafts & Trades	168	x
Clerical Personnel	435	8%
Intermediate Sales & Service	306	8%
Semi-Skilled Manual Workers	26	x
Other Sales & Service	424	4%
Other Manual Workers	58	x

Table 8: Representation of 2SLGBQIA+ People in Occupational Groups at UBC Vancouver, 2021

¹³ Please note modified use of the 2SLGBTQIA+ acronym. The 2SLGBQIA+ acronym used here intentionally removes the “T” for “Trans” as employees who identify with trans experience are represented in the Gender Identity section.

¹⁴ We recognize Two-Spirit is a complex identity of the indigenous peoples that may bridge Sexual Orientation and Gender Identity. UBC continues to engage with Indigenous partners on how best to represent these people.

¹⁵ “x” means data suppressed due to insufficient data to report.

Indigenous Peoples

Indigenous people are those who self-identify as treaty, status/non-status, and/or registered/non-registered members of First Nations, Métis or Inuit.

Year	% Representation	Vancouver Workforce	National Workforce
2017	2.2%	2.3%	4.0%
2018	2.4%		
2019	2.5%		
2020	2.6%		
2021	2.2%		

Table 9: Representation of Indigenous People at UBC Vancouver, 2017 - 2021

EEOG	Total Responses from EEOG	% Representation
Senior Managers	51	4%
Middle & Other Managers	884	1%
University Teachers	3810	2%
Professionals	3578	3%
Semi-Professionals & Technicians	1495	2%
Supervisors	256	2%
Supervisors: Crafts & Trades	41	7%
Administrative & Senior Clerical	1415	2%
Skilled Sales & Service	87	1%
Skilled Crafts & Trades	168	4%
Clerical Personnel	435	1%
Intermediate Sales & Service	306	4%
Semi-Skilled Manual Workers	26	0%
Other Sales & Service	424	4%
Other Manual Workers	58	0%

Table 10: Representation of Indigenous People in Occupational Groups at UBC Vancouver, 2021

Racialized People

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.

Year	% Representation	Vancouver Workforce	National Workforce
2017	34.9%	45.9%	21.3%
2018	35.7%		
2019	36.1%		
2020	36.8%		
2021	37.3%		

Table 11: Representation of Racialized People at UBC Vancouver, 2017 – 2021

EEOG	Total Responses from EEOG	% Representation
Senior Managers	51	18%
Middle & Other Managers	884	35%
University Teachers	3810	26%
Professionals	3578	39%
Semi-Professionals & Technicians	1495	42%
Supervisors	256	55%
Supervisors: Crafts & Trades	41	27%
Administrative & Senior Clerical	1415	43%
Skilled Sales & Service	87	45%
Skilled Crafts & Trades	168	32%
Clerical Personnel	435	53%
Intermediate Sales & Service	306	50%
Semi-Skilled Manual Workers	26	50%
Other Sales & Service	424	60%
Other Manual Workers	58	31%

Table 12: Representation of Racialized People in Occupational Groups at UBC Vancouver, 2021

Canadian Census category	% Representation
Indigenous	2%
Arab	1%
Black	2%
Chinese	18%
Filipino	5%
Japanese	2%
Korean	2%
Latin American	4%
South Asian	8%
Southeast Asian	1%
West Asian	3%
White	52%

Table 13: Representation by Canadian Census Race/Ethnicity category at UBC Vancouver, 2021

Persons with Disabilities

Persons with disabilities are those who self-identify as someone who:

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

Year	% Representation	Provincial Workforce	National Workforce
2017	3.7%	11.0%	9.1%
2018	3.8%		
2019	3.7%		
2020	3.8%		
2021	8.2%		

Table 14: Representation of Persons with Disabilities at UBC Vancouver, 2017 - 2021

EEOG	Total Responses from EEOG	% Representation
Senior Managers	51	4%
Middle & Other Managers	884	7%
University Teachers	3810	8%
Professionals	3578	8%
Semi-Professionals & Technicians	1495	8%
Supervisors	256	5%
Supervisors: Crafts & Trades	41	7%
Administrative & Senior Clerical	1415	11%
Skilled Sales & Service	87	5%
Skilled Crafts & Trades	168	6%
Clerical Personnel	435	8%
Intermediate Sales & Service	306	7%
Semi-Skilled Manual Workers	26	0%
Other Sales & Service	424	5%
Other Manual Workers	58	7%

Table 15: Representation of People with Disabilities in Occupational Groups at UBC Vancouver, 2021

Impairment Impact	% Representation
Significant and persistent/recurring impairment	5.2%
Functional Restrictions	4.5%
Environmental Barriers	2.0%

Table 16: Representation of people who experience an impairment, functional restriction, limitation and/or barrier in UBC Vancouver, 2021

Type of Impairment	% Representation
Physical Impairment	2.5%
Invisible Impairment	6.6%
Ongoing Medical Condition	6.5%
Requires Workplace Accommodation ¹⁶	35%

Table 17: Representation of the type of impairment, functional restriction, limitation and/or barrier in UBC Vancouver, 2021

New Hires

New Hires¹⁷ includes individuals who joined the UBC workforce between November 1, 2020 and November 1, 2021.

Year	Women	Non-Binary People	People with Trans Experience	2SLGBQIA+ People	Indigenous People	Racialized People	Person with Disabilities
2017					3%	32%	3%
2018					4%	34%	3%
2019					5%	33%	3%
2020					7%	41%	6%
2021	61.2%	0.9%	1.1%	10.9%	3.3%	38.7%	4.7%

Table 18: Representation of Designated Groups amongst New Hires at UBC Vancouver, 2017 - 2021

¹⁶ The proportion of individuals who indicate their disability requires a workplace accommodation out of a total of 1399 individuals at the Vancouver campus self-identifying as having a Physical Disability or Impairment, Invisible Disability or Impairment, and/or Ongoing Medical Condition.

¹⁷ The percentages reported in the New Hires table 19 differ slightly from what is reported in corresponding Tables in Appendix B as these figures include cases that are otherwise suppressed from the Tables to protect respondents' privacy when the data is disaggregated to the EEOG level.

Turnover

Turnover at UBC is broken down by voluntary separations¹⁸, retirement, and involuntary separations¹⁹. In effort to adopt a more inclusive and accurate capture of gender identity among its workforce, UBC's approach to collecting and reporting data on "Women" has changed. For this reason, an accurate portrayal of turnover rates for self-identified "Women" misaligns with available data which is currently depicted by a binary male / female variable. Moving forward UBC will include turnover data on all Designated Groups. This data shows the proportional representation of designated groups within the turnover population who responded to the employment equity survey prior to voluntary separation, involuntary separation, or retirement (e.g. X% of total separated employees are from a designated group). Involuntary separation data includes term employees.

Designated Group	Year	% Representation
Indigenous Peoples	2017	1.9%
	2018	3.5%
	2019	2.8%
	2020	4.6%
	2021	3.2%
Persons with Disabilities	2017	3.8%
	2018	3.8%
	2019	3.7%
	2020	3.9%
	2021	4.3%
Racialized People	2017	33.0%
	2018	34.4%
	2019	34.2%
	2020	35.2%
	2021	31.1%

Table 19: Representation of Designated Groups in involuntary separations at UBC Vancouver, 2017 - 2021

¹⁸ Reasons include health reasons, job abandonment, resignation, return to school, taking another job, caring for a dependent, and following a spouse.

¹⁹ Reasons include end of job, lack of funding, termination in lieu of notice, unit closure, death, discharge, elimination of position, technical errors

Designated Group	Year	% Representation ²⁰
Indigenous Peoples	2017	n.a.
	2018	n.a.
	2019	n.a.
	2020	n.a.
	2021	n.a.
Persons with Disabilities	2017	9.6%
	2018	6.1%
	2019	7.2%
	2020	8.3%
	2021	3.7%
Racialized People	2017	21.7%
	2018	16.7%
	2019	26.4%
	2020	18.3%
	2021	32.1%

Table 20: Representation of Designated Groups in retirements at UBC Vancouver, 2017 - 2021

Designated Group	Year	% Representation
Indigenous Peoples	2017	2.3%
	2018	3.2%
	2019	4.9%
	2020	5.6%
	2021	3.3%
Persons with Disabilities	2017	2.7%
	2018	2.3%
	2019	5.3%
	2020	3.2%
	2021	4.3%
Racialized People	2017	32.6%
	2018	35.2%
	2019	37.4%
	2020	37.2%
	2021	36.1%

Table 21: Representation of Designated Groups in voluntary separations at UBC Vancouver, 2017 - 2021

²⁰ "n.a." means data not applicable or not available.

UBC Okanagan

Gender Identity

Gender Identity refers to how one sees one's self along a continuum of gender possibilities, independent of attraction. UBC's Employment Equity Survey has introduced a two-step approach to gender identity related questions in the Employment Equity Census to extend gender categories beyond the binary and include an option to identify whether an individual's gender identity differs from their sex assigned at birth (Trans Experience).

Category	% Representation ²¹	Kelowna Workforce ²²	National Workforce
Men	39.1%	n.a.	n.a.
Non-Binary People	0.8%	n.a.	n.a.
Women	56.5%	48.8%	48.2%
People with Trans Experience ²³	1.1%	n.a.	n.a.

Table 22: Representation of Gender Identity at UBC Okanagan, 2021

Women

EEOG	Total Responses from EEOG	% Representation ²⁴
Senior Managers	13	31%
Middle and Other Managers	90	53%
University Teachers	506	43%
Professionals	313	65%
Semi-Professionals	219	69%
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Admin and Senior Clerical	115	82%
Skilled Sales and Services	2	n.a.
Skilled Crafts and Trades	12	0%
Clerical personnel	54	61%
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales and Services	72	56%
Other Manual Workers	8	0%

Table 23: Representation of Women in Occupational Groups at UBC Okanagan, 2021

²¹ The percent representation does not add to 100% because not all respondents completed the gender identity question.

^{22,23} "n.a." means data not applicable or not available.

²³ People with Trans Experience may identify with any of the three above gender identity categories and is an independent count from them.

Non-Binary People

EEOG	Total Responses from EEOG ²⁵	% Representation ²⁶
Senior Managers	13	0%
Middle and Other Managers	90	0%
University Teachers	506	x
Professionals	313	x
Semi-Professionals	219	x
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Admin and Senior Clerical	115	0%
Skilled Sales and Services	2	n.a.
Skilled Crafts and Trades	12	0%
Clerical personnel	54	0%
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales and Services	72	x
Other Manual Workers	8	0%

Table 24: Representation of Non-Binary People in Occupational Groups at UBC Okanagan, 2021

People with Trans Experience

EEOG	Total Responses from EEOG	% Representation
Senior Managers	13	0%
Middle and Other Managers	90	x
University Teachers	506	x
Professionals	313	x
Semi-Professionals	219	3%
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Admin and Senior Clerical	115	0%
Skilled Sales and Services	2	n.a.
Skilled Crafts and Trades	12	0%
Clerical personnel	54	0%
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales and Services	72	x
Other Manual Workers	8	0%

Table 25: Representation of People with Trans Experience in Occupational Groups at UBC Okanagan, 2021

^{25,26} “x” means data suppressed due to insufficient data to report. “n.a.” means data not applicable or not available.

2SLGBQIA+ People

Sexual Orientation deals with attraction to others. 2SLGBQIA+ people²⁷ include individuals who self-identify as lesbian, gay, bisexual, queer, Two-spirit, or an analogous term. 8.8 per cent of UBC Vancouver employees self-identify as 2SLGBQIA+.

EEOG	Total Responses from EEOG ²⁸	% Representation ²⁹
Senior Managers	13	x
Middle & Other Managers	90	6%
University Teachers	506	9%
Professionals	313	7%
Semi-Professionals & Technicians	219	11%
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Administrative & Senior Clerical	115	11%
Skilled Sales & Service	2	n.a.
Skilled Crafts & Trades	12	0%
Clerical Personnel	54	x
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales & Service	72	17%
Other Manual Workers	8	0%

Table 26: Representation of 2SLGBQIA+ people in Occupational Groups at UBC Okanagan, 2021

²⁷ This acronym intentionally removes the “T” for those with trans experience. People with Trans Experience are captured in the Gender Identity section.

^{28, 29} “x” = data suppressed due to insufficient data to report. “n.a.” = not applicable or not available.

Indigenous People

Indigenous people are those who self-identify as treaty, status/non-status, and/or registered/non-registered members of First Nations, Métis or Inuit.

Year	% Representation	Kelowna Workforce	National Workforce
2017	3.0%	5.5%	4.0%
2018	3.8%		
2019	4.8%		
2020	5.2%		
2021	5.3%		

Table 27: Representation of Indigenous People over time at UBC Okanagan, 2017 – 2021

EEOG	Total Responses from EEOG ³⁰	% Representation ³¹
Senior Managers	13	8%
Middle & Other Managers	90	4%
University Teachers	506	4%
Professionals	313	8%
Semi-Professionals & Technicians	219	5%
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Administrative & Senior Clerical	115	6%
Skilled Sales & Service	2	n.a.
Skilled Crafts & Trades	12	0%
Clerical Personnel	54	2%
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales & Service	72	6%
Other Manual Workers	8	0%

Table 28: Representation of Indigenous People in Occupational Groups at UBC Okanagan, 2021

^{30, 29} "n.a." means data not applicable or not available.

Racialized People

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

Year	% Representation	Kelowna workforce	National workforce
2017	12.0%	8.1%	21.3%
2018	12.6%		
2019	13.5%		
2020	13.5%		
2021	17.4%		

Table 29: Representation of Racialized People over time at UBC Okanagan, 2017 – 2021

EEOG	Total Responses from EEOG ³²	% Representation ³³
Senior Managers	13	0%
Middle & Other Managers	90	8%
University Teachers	506	24%
Professionals	313	12%
Semi-Professionals & Technicians	219	16%
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Administrative & Senior Clerical	115	11%
Skilled Sales & Service	2	n.a.
Skilled Crafts & Trades	12	0%
Clerical Personnel	54	26%
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales & Service	72	22%
Other Manual Workers	8	13%

Table 30: Representation of Racialized People in Occupational Groups at UBC Okanagan, 2021

^{32, 30} "n.a." means data not applicable or not available.

Canadian Census Category	% Representation
Indigenous	5%
Arab	1%
Black	2%
Chinese	3%
Filipino	1%
Japanese	1%
Korean	1%
Latin American	2%
South Asian	5%
Southeast Asian	0%
West Asian	4%
White	69%

Table 31: Representation of Racialized People by Canadian Census Race/Ethnicity Category at UBC Okanagan, 2021

Persons with Disabilities

Persons with disabilities are those who self-identify as someone who:

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

Year	% Representation	Provincial Workforce	National Workforce
2017	4.7%	11.0%	9.1%
2018	4.3%		
2019	4.2%		
2020	4.6%		
2021	12.2%		

Table 32: Representation of Persons with Disabilities at UBC Okanagan, 2017 – 2021

EEOG	Total Responses from EEOG ³⁴	% Representation ³⁵
Senior Managers	13	23.1%
Middle & Other Managers	90	13.3%
University Teachers	506	11.3%
Professionals	313	12.1%
Semi-Professionals & Technicians	219	16.4%
Supervisors	1	n.a.
Supervisors: Crafts & Trades	4	n.a.
Administrative & Senior Clerical	115	13.0%
Skilled Sales & Service	2	n.a.
Skilled Crafts & Trades	12	8.3%
Clerical Personnel	54	1.9%
Intermediate Sales & Service	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.
Other Sales & Service	72	8.3%
Other Manual Workers	8	12.5%

Table 33: Representation of Persons with Disabilities in Occupational Groups at UBC Okanagan, 2021

^{30, 35} "n.a." means data not applicable or not available.

Type of Disability	% Representation
Physical Disability or Impairment	3.4%
Invisible Disability or Impairment	8.3%
Ongoing Medical Condition	7.7%
Requires Workplace Accommodation	39%

Table 34: Representation of people who experience an impairment, functional restriction, limitation and/or barrier in UBC Okanagan, 2021

Impairment Impact	% Representation
Experience Significant and persistent/recurring impairment	7.3%
Experience Functional Restrictions	6.7%
Experience Environmental Barriers ³⁶	3.5%

Table 35: Representation of the type of impairment, functional restriction, limitation and/or barrier in UBC Okanagan, 2021

New Hires

New Hires³⁷ includes individuals who joined the UBC workforce between November 2020 and November 2021.

Year	Women	Non-Binary People	People with Trans Experience	2SLGBQIA+ People	Indigenous People	Racialized People	Person with Disabilities
2017					5%	12%	5%
2018					6%	20%	8%
2019					8%	12%	2%
2020					9%	21%	3%
2021	54.4%	2.1%	2.1%	13.2%	8.2%	23.8%	11.4%

Table 36: Representation of designated groups amongst New Hires at UBC Okanagan, 2017 - 2021

³⁶ The proportion of individuals who indicate their disability requires a workplace accommodation out of a total of 209 individuals at the Okanagan campus self-identifying as having a Physical Disability or Impairment, Invisible Disability or Impairment, and / or Ongoing Medical Condition

³⁷ The percentages reported in the New Hires table 37 differ slightly from what is reported in corresponding Tables in Appendix A because these figures include cases that are otherwise suppressed from the Tables to protect respondents' privacy when the data is disaggregated to the EEOG level.

Turnover

Turnover at UBC is broken down by voluntary separations³⁸, retirement, and involuntary separations³⁹. In effort to adopt a more inclusive and accurate capture of gender identity among its workforce, UBC's approach to collecting and reporting data on "Women" has changed. For this reason, an accurate portrayal of turnover rates for self-identified "Women" misaligns with available data which is currently depicted by a binary male / female variable. Moving forward UBC will include turnover data on all Designated Groups. This data shows the proportional representation of designated groups within the turnover population who responded to the employment equity survey prior to voluntary separation, involuntary separation, or retirement (e.g. X% of total separated employees are from a designated group). Involuntary separation data includes term employees.

Designated Group	Year	% Representation ⁴⁰
Indigenous Peoples	2017	n.a.
	2018	6.4%
	2019	7.2%
	2020	n.a.
	2021	n.a.
Racialized People	2017	15.8%
	2018	10.3%
	2019	8.7%
	2020	n.a.
	2021	22.9%
People with Disabilities	2017	n.a.
	2018	12.8%
	2019	n.a.
	2020	n.a.
	2021	n.a.

Table 37: Representation of Designated Groups in involuntary separations at UBC Okanagan, 2017 – 2021

³⁸ Reasons include health reasons, job abandonment, resignation, return to school, taking another job, caring for a dependent, and following a spouse.

³⁹ Reasons include end of job, lack of funding, termination in lieu of notice, unit closure, death, discharge, elimination of position, technical errors

⁴⁰ "n.a." means data not applicable or not available.

Designated Group	Year	% Representation ⁴¹
Indigenous Peoples	2017	n.a.
	2018	n.a.
	2019	n.a.
	2020	n.a.
	2021	n.a.
Racialized People	2017	n.a.
	2018	n.a.
	2019	n.a.
	2020	n.a.
	2021	n.a.
People with Disabilities	2017	n.a.
	2018	n.a.
	2019	n.a.
	2020	n.a.
	2021	n.a.

Table 38: Representation of Designated Groups in retirements at UBC Okanagan, 2017 – 2021

Designated Group	Year	% Representation
Indigenous Peoples	2017	n.a.
	2018	n.a.
	2019	n.a.
	2020	n.a.
	2021	n.a.
Racialized People	2017	n.a.
	2018	n.a.
	2019	17.9%
	2020	n.a.
	2021	17.1%
People with Disabilities	2017	n.a.
	2018	n.a.
	2019	n.a.
	2020	n.a.
	2021	n.a.

Table 39: Representation of Designated Groups in voluntary separations at UBC Okanagan, 2017 - 2021

⁴¹ “n.a.” means data not applicable or not available.

Conclusion

This year's report provides an update on activities supporting the advancement of employment equity at UBC and an overview of 2021 employment equity data.

Supported equity data informed decision-making

A number of institutional activities that aim to provide targeted programming to enhance employment equity have informed by specific employment equity data gathered through the Employment Equity Survey. Collection and analysis of employment equity data has been instrumental in supporting enhanced decision-making at the institutional, Faculty, and unit/departmental levels and initiating improved practices in equitable hiring and recruitment. Stakeholders across the University demonstrate interest and commitment to building capacity with these data to inform strategic planning and decision making with respect to growing and maintaining a more inclusive and equitable workforce at UBC.

Enhanced data collection process, survey methodology

2021 marked the first time these data were centrally collected via Workday, its implementation as a component of UBC's Institutional Renewal Program. This approach sought to update and align data collection with Workday and streamline how faculty and staff engage with the Employment Equity Survey. A university-wide campaign was launched to raise awareness of the survey and communicate changes to the data collection process. The 2021 survey marks the official transition to the revised questionnaire marking a shift towards more inclusive language and identity categories.

Improved employee engagement with survey

The institution now has the highest proportion of equity data from faculty and staff with 74.2 percent of the Vancouver campus and 79.5 percent of the Okanagan campus providing a response at some point in their time at UBC (75 per cent across UBC). Further opportunities exist to enhance UBC employees' engagement with the survey, for example, through targeted follow ups to leadership, faculty and staff in low-response units and sustained communications highlighting the benefits from self-identification.

Identified opportunities to improve representation

Survey results indicate that challenges remain with respect to fulfillment of UBC's employment equity commitments. While the university continues to achieve strong representation among women in its workforce at both campuses, representation consistently remains below regional and national workforce comparator cohorts for nearly all other designated groups. This is particularly true with respect to people with disabilities who continue to be underrepresented across all occupational groups at UBC's Vancouver campus. In contrast, the proportional representation of persons with disabilities at UBC's Okanagan campus exceeds both regional and national workforce comparator groups. Furthermore, data demonstrate a consistent discrepancy with respect to proportional representation of designated groups at senior levels.

Next steps

Numerous initiatives planned and under way signal the growing need and call for implementation of targeted programming that will effectively address barriers to making UBC a more inclusive and welcoming work place for historically, persistently or systemically marginalized groups. Ample opportunity exists to improve understanding of the utility and application of employment equity data to inform workforce planning as well as build knowledge and skills that support more equitable and inclusive practice throughout the recruitment process to onboarding and career progression of UBC employees.

Appendix

Appendix A: Methodology

This report was written in July 2022 and reflects a combined effort involving staff in the Integrated Renewal Program and University Data Platform teams, Workforce Strategy and Engagement team of UBC Human Resources, Planning and Institutional Research (PAIR), the Equity & Inclusion Office, and with some use of the pre-existing wording of the authors of prior years' reports.

Employee groups

The workforce analysis compares UBC's internal workforce of designated group members (i.e. women, racialized people, Indigenous people, and persons with disabilities) with each group's representation in the relevant external labour pool. This is done to determine the proportional representation in each Employment Equity Occupational Group (EEOG) or "Occupational Group". Determining representation and concentration of designated group members at UBC makes it possible to develop realistic goals, focus efforts, and identify timelines to achieve greater equity.

When reporting on the proportional representation, UBC reports the percentage of all people identifying as a member of the designated group and the proportion within a particular Occupational Group (EEOG) (i.e., the number of people self-identifying in the designated group, divided by the number of survey respondents for that particular Occupational Group). For the overall data, the whole data sample is the denominator, whereas for each Occupational Group, the number of survey respondents within that Occupational Group is the denominator.

For most Occupational Groups, UBC uses market data based on municipality, as described in Table 1 of this report, with the exception of people with disabilities, for whom only provincial data is available. By contrast, UBC uses external labour market data at the national level for Senior Managers and University Teachers. While some Senior Managers and University Teachers are recruited internationally, and it may be relevant to consider international labour market data for comparison purposes, international labour market data is beyond the scope of this report.

Breakdowns by bargaining unit are based on union code records. Bargaining unit and union codes are designated by the terms of union certifications, as assessed by UBC Human Resources, in compliance with provincial legislation and the related mechanisms for feedback from the employee groups themselves.

For the purposes of this report, data is suppressed for any category where the total number of respondents is five or less. This is done for two reasons. First, reporting responses when there are only a few people in an occupational category may inadvertently result in disclosure of personally identifiable information. Second, data from such a small sample may be misleading or lead to inaccurate conclusions.

Data collection

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

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

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

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

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

There are limitations in measuring and categorizing people by equity categories, in part because the surveys rely on self-identification, and individuals may have different ways of describing themselves. Language itself evolves over time. By contrast, the mechanism for measuring, reporting, and subsequently representing various campus groups relies on fixed categories in survey research. While there are opportunities to update the survey categories occasionally, comparisons over time can be disrupted by frequent changes of measurement.

Data comparison

Data for UBC’s internal workforce comes from confidential Employment Equity Survey data which is administered via Workday and is effective October 31 of each year. The Survey has a response rate of 74 per cent for the Vancouver Campus and 79 per cent for the Okanagan Campus, as described in Appendix B. As such, this report is interpreting a sample of the population of employees.

The terms “comparison to Census” and “external labour market” are in most cases used to refer to data from the 2016 Canadian Census. Canadian labour force data is drawn from the 2016 Canadian Census Employment Equity Data Report. The underlying data within the Canadian Census describes equity representation amongst people 15 years of age or older who worked in Canada in 2015 or 2016, except for people with disabilities, for whom the data refers to people aged 15 to 64 years and who worked in 2016 or 2017. In prior years’ reports this external comparison data was described as “availability data” to reflect labour market availability.

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

Appendix B: Glossary

Designated groups

Minoritized gender identities and sexual orientations: collectively refers to individuals who identify as non-binary, having trans experience, or as 2SLGBQIA+⁴².

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

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

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

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

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

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

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

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

⁴² Historically, the Employment Equity Survey previously included questions on "Sexual Minorities" and "Gender Identity" and annual reporting combined two sets of response categories into a single "Sexual/Gender Diverse" group including: individuals who self-identify as "lesbian, gay, bisexual, two-spirited, or an analogous term" and individuals who "consider yourself trans, transgender, gender-fluid, or an analogous term". The Employment Equity Survey Questionnaire was revised in 2020 and the updated questions deployed via Workday in 2021. Aligning with the revised questions, this report reflects, separately, self-identification for individuals who identify as (1) a man, woman, or non-binary person; (2) as having trans experience and (3) as lesbian, gay, bisexual, queer, Two Spirit or an analogous term (i.e. 2SLGBQIA+).

Employment Equity Occupational Groups

Most positions at UBC are classified using the fifteen Employment Equity Occupational Groups (EEOGs) established by the Federal Government. Below table lists EEOGs, including examples of UBC positions in each category, and the geographic area from which UBC would normally recruit staff. Some of the groups do not apply to the UBC Okanagan campus.

#	EEOG	Examples of UBC Positions	Recruitment area ⁴³
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 Teachers	Adjunct Professors, Assistant Professor, Associate Professor, Clinical Professor or Instructor, Clinical Fellow, Postdoctoral Fellow, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessionals.	National ⁴⁴
4	Professionals (excluding University Teachers)	Accountant, Coordinator Student Services, Counselor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.	Municipal
5	Semi-Professionals & Technicians	Biosafety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.	Municipal
6	Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.	Municipal
7	Supervisors: Crafts & Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.	Municipal
8	Administration & Senior Clerical Personnel	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1- 5, Senior Admissions Officer, Executive Assistant.	Municipal
9	Skilled Sales & Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook.	Municipal
10	Skilled Crafts & Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.	Municipal
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

Table 40: Employment Equity Occupational Groups at UBC

⁴³ 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.

⁴⁴ 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 Teachers, however that comparison is outside of the scope of this report.

Bargaining units

Most employees have a bargaining unit or non-unionized employee group that advocate for their behalf at UBC. The acronyms for each bargaining unit are as follows:

AAPS: Association of Administrative and Professional Staff, representing managers and professionals that are excluded from other bargaining units.

BCGEU: British Columbia Government Employees' Union (including Vancouver local of childcare employees and a support-staff local on the Okanagan Campus).

CUPE: Canadian Union of Public Employees, including local 116 representing trades, research technicians, and other support staff; local 2950 representing library support, administrative support, and other support staff, and local 2278 representing English Language Instructors who are also referred to as Non-Credit Instructors. CUPE 2278 members who are student employees delivering teaching assistance are outside the scope of this Report.

IUOE: International Union of Operating Engineers, a union representing operating engineers.

Appendix C: Representation of Designated Groups

UBC Vancouver campus

Tables below provide information on the representation of Designated Groups amongst faculty and staff at the UBC Vancouver campus. The data is presented for each Designated Group in a separate table, and includes both 2020 and 2021 data.

Hiring trend data is provided with additional analysis of the dynamic between UBC's hiring and pre-existing representation of Designated Groups. These tables are created as described in Appendix A: Methodology.

Response rate

Occupational Group	Response Rate (Completed Questionnaires Only)				
(EEOG)	2017	2018	2019	2020	2021
Senior Managers	79.1%	79.1%	76.5%	75.9%	92.7%
Middle & Other Managers	84.2%	83.4%	83.1%	81.9%	94.6%
University Teachers	61.5%	54.6%	55.2%	53.3%	67.7%
Professionals	71.4%	71.4%	71.0%	66.8%	80.0%
Semi-Professionals & Technicians	58.3%	58.2%	56.3%	49.9%	66.2%
Supervisors	79.9%	80.0%	81.3%	79.2%	93.4%
Supervisor-Crafts & Trades	73.3%	72.2%	72.2%	71.4%	83.7%
Administrative & Senior Clerical	77.8%	75.6%	73.8%	72.1%	88.7%
Skilled Sales & Service	32.6%	29.3%	30.4%	31.8%	39.4%
Skilled Crafts & Trades	70.7%	72.8%	71.0%	68.4%	75.3%
Clerical Personnel	71.1%	67.4%	65.6%	61.8%	81.6%
Intermediate Sales & Service	56.5%	53.8%	51.4%	53.3%	62.3%
Semi-Skilled Manual Workers	64.1%	64.3%	55.8%	60.5%	56.5%
Other Sales & Service	56.4%	52.9%	49.8%	47.9%	58.9%
Other Manual Workers	68.0%	64.6%	70.7%	70.6%	77.3%
Grand Total	66.5%	64.0%	63.4%	60.7%	74.2%

Table 41: Response rate of Employment Equity Survey at UBC Vancouver, 2017-2021

Summary by bargaining unit⁴⁵

Bargaining Unit	Gender							2SLGBQIA+	
	Women	Non-Binary Person	Total	People with Trans Experience	% Women	% Non-Binary Person	% People with Trans Experience	Number	Percent
Agassiz Farm Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
BCGEU UBC-Okanagan	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
BCGEU UBC - Vancouver ⁴⁶	96	0	102	2	94.1%	0.0%	2.0%	6	6%
CUPE116 ⁴⁷	637	6	1,600	26	39.8%	0.4%	1.6%	120	8%
CUPE2278 (Non-CR Instructors)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CUPE2950 ⁴⁸	22	0	34	0	64.7%	0.0%	0.0%	x	x
Excluded Management & Professional	1,018	10	1,319	10	77.2%	0.8%	0.8%	121	9%
Executive Admin (non-union clerical)	20	0	22	0	90.9%	0.0%	0.0%	x	x
Faculty (Faculty Association)	1,117	23	2,784	27	40.1%	0.8%	1.0%	257	9%
Faculty (Non-Faculty Association)	705	10	1,616	12	43.6%	0.6%	0.7%	129	8%
International Union of Operation Engineers 882	2	0	47	0	4.3%	0.0%	0.0%	0	0%
Management & Professional (AAPS)	2,734	30	4,497	42	60.8%	0.7%	0.9%	391	9%
Non Union Childcare Workers	90	1	120	0	75.0%	0.8%	0.0%	11	9%
Other Staff	19	0	29	0	65.5%	0.0%	0.0%	x	x
Service Unit Directors	45	0	88	0	51.1%	0.0%	0.0%	7	8%
Technicians & Research Assistants	461	13	739	11	62.4%	1.8%	1.5%	86	12%
Sr. Executives ⁴⁹	16	0	29	0	55.2%	0.0%	0.0%	x	x
Grand Total	6,985	93	13,035	130	53.6%	0.7%	1.0%	1,136	9%

Table 42: Representation of designated groups by bargaining unit at UBC Vancouver, 2021

⁴⁵ "n.a." means data not applicable or not available. "x" means data suppressed due to insufficient data to report.

⁴⁶ BCGEU UBC-Vancouver includes BCGEU UBC-Vancouver, BCGEU UBC-Vancouver Kids Club and BCGEU UBC-Vancouver (Auxiliary).

⁴⁷ CUPE116 includes CUPE116 (Aquatic Centre), CUPE116 (Clerk, Secretary, Bookstore), CUPE116 (Service, Techns, Trades), CUPE116 (Auxil/Cler/Sec/Bkstr), and CUPE116 (Auxil.Serv/Trades).

⁴⁸ CUPE2950 includes CUPE2950 (Chan Centre) and CUPE2950 (Clerk, Secretary, Library).

⁴⁹ Sr. Executives include Sr. Executives - Academic and Sr. Executives- Administrative.

Bargaining Unit	Indigenous Persons		Racialized People		Persons with Disabilities	
	Number	Percent	Number	Percent	Number	Percent
Agassiz Farm Workers	x	x	x	x	x	x
BCGEU UBC-Okanagan	x	x	x	x	x	x
BCGEU UBC - Vancouver ⁵⁰	5	4.9%	47	46.1%	4	3.9%
CUPE116 ⁵¹	49	3.1%	758	47.3%	115	7.2%
CUPE2278 (Non-CR Instructors)	0	0.0%	6	17.6%	4	11.8%
CUPE2950 ⁵²	25	1.9%	646	49.0%	129	9.8%
Excluded Management & Professional	4	3.3%	38	31.7%	9	7.5%
Executive Admin (non-union clerical)	0	0.0%	11	50.0%	2	9.1%
Faculty (Faculty Association)	58	2.1%	698	25.1%	262	9.4%
Faculty (Non-Faculty Association)	28	1.7%	466	28.8%	87	5.4%
International Union of Operation Engineers 882	2	4.3%	18	38.3%	2	4.3%
Management & Professional (AAPS)	102	2.3%	1,770	39.4%	383	8.5%
Non-Union Childcare Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Other Staff	3	3.4%	31	35.2%	9	10.2%
Service Unit Directors	0	0.0%	4	13.8%	2	6.9%
Sr. Executives ⁵³	1	3.4%	7	24.1%	0	0.0%
Technicians & Research Assistants	11	1.5%	355	48.0%	58	7.8%
Grand Total	288	2.2%	4,855	37.3%	1066	8.2%

Table 43: Representation of designated groups by bargaining unit at UBC Vancouver, 2021 (continued)

⁵⁰ BCGEU UBC-Vancouver includes BCGEU UBC-Vancouver, BCGEU UBC-Vancouver Kids Club and BCGEU UBC-Vancouver (Auxiliary).

⁵¹ CUPE116 includes CUPE116 (Aquatic Centre), CUPE116 (Clerk, Secretary, Bookstore), CUPE116 (Service, Techns, Trades), CUPE116 (Auxil/Cler/Sec/Bkstr), and CUPE116 (Auxil.Serv/Trades).

⁵² CUPE2950 includes CUPE2950 (Chan Centre) and CUPE2950 (Clerk, Secretary, Library).

⁵³ Sr. Executives include Sr. Executives - Academic and Sr. Executives- Administrative.

Summary by EEOG⁵⁴

EEOG	Total Responses from EEOG	Women	Non-Binary Person	People with Trans Experience	2SLGBQIA+ People	Indigenous Peoples	Racialized People	People with Disabilities
Senior Managers	51	49%	0%	0%	x	4%	18%	4%
Middle & Other Managers	884	48%	0%	x	6%	1%	35%	7%
University Teachers	3810	41%	1%	1%	9%	2%	26%	8%
Professionals	3578	59%	1%	1%	8%	3%	39%	8%
Semi-Professionals & Technicians	1495	57%	1%	1%	11%	2%	42%	8%
Supervisors	256	67%	0%	x	7%	2%	55%	5%
Supervisors: Crafts & Trades	41	0%	0%	x	0%	7%	27%	7%
Administrative & Senior Clerical	1415	77%	1%	1%	11%	2%	43%	11%
Skilled Sales & Service	87	40%	0%	x	13%	1%	45%	5%
Skilled Crafts & Trades	168	3%	1%	x	x	4%	32%	6%
Clerical Personnel	435	75%	0%	1%	8%	1%	53%	8%
Intermediate Sales & Service	306	59%	1%	x	8%	4%	50%	7%
Semi-Skilled Manual Workers	26	12%	0%	0%	x	0%	50%	0%
Other Sales & Service	424	43%	0%	3%	4%	4%	60%	5%
Other Manual Workers	58	5%	0%	0%	X	0%	31%	7%

Table 44: Representation of designated groups by EEOG at UBC Vancouver, 2021

⁵⁴ “x” means data suppressed due to insufficient data to report.

Gender Identity⁵⁵

EEOG	Women	Non-Binary Persons	People with Trans Experience
Senior Managers	49%	0%	0%
Middle & Other Managers	48%	0%	x
University Teachers	41%	1%	1%
Professionals	59%	1%	1%
Semi-Professionals & Technicians	57%	1%	1%
Supervisors	67%	0%	x
Supervisors: Crafts & Trades	0%	0%	x
Administrative & Senior Clerical	77%	1%	1%
Skilled Sales & Service	40%	0%	x
Skilled Crafts & Trades	3%	1%	x
Clerical Personnel	75%	0%	1%
Intermediate Sales & Service	59%	1%	x
Semi-Skilled Manual Workers	12%	0%	0%
Other Sales & Service	43%	0%	3%
Other Manual Workers	5%	0%	0%

Table 45: Representation of Women and Minoritized Gender Identities at UBC Vancouver, 2021

⁵⁵ “x” = data suppressed due to insufficient data to report.

2SLGBQIA+ People⁵⁶

EEOG	Percentage
Senior Managers	x
Middle & Other Managers	6%
University Teachers	9%
Professionals	8%
Semi-Professionals & Technicians	11%
Supervisors	7%
Supervisors: Crafts & Trades	0%
Administrative & Senior Clerical	11%
Skilled Sales & Service	13%
Skilled Crafts & Trades	x
Clerical Personnel	8%
Intermediate Sales & Service	8%
Semi-Skilled Manual Workers	x
Other Sales & Service	4%
Other Manual Workers	x

Table 46: Representation of 2SLGBQIA+ People at UBC Vancouver, 2021

⁵⁶ “x” = data suppressed due to insufficient data to report.

Indigenous Peoples

Occupational Group (EEOG)	Indigenous Persons, Respondents to UBC Employment Equity Census Questionnaire				Comparison to Census 2016
	# 2020	# 2021	% 2020	% 2021	
Senior Managers	2	2	4.5%	3.9%	3.2% ⁵⁷
Middle & Other Managers	14	9	1.8%	1.0%	1.7%
University Teachers	35	75	1.7%	2.0%	1.4% ⁵⁸
Professionals	84	91	3.0%	2.5%	1.5%
Semi-Professionals & Technicians	24	33	2.6%	2.2%	2.5%
Supervisors	5	4	3.0%	1.6%	2.7%
Supervisors: Crafts & Trades	2	3	8.0%	7.3%	3.0%
Administrative & Senior Clerical	25	30	2.4%	2.1%	2.1%
Skilled Sales & Service	2	1	2.7%	1.1%	2.0%
Skilled Crafts & Trades	8	7	4.7%	4.2%	3.5%
Clerical Personnel	7	6	1.9%	1.4%	2.7%
Intermediate Sales & Service	9	11	3.5%	3.6%	2.5%
Semi-Skilled Manual Workers	0	0	0.0%	0.0%	2.7%
Other Sales & Service	19	16	4.6%	3.8%	2.9%
Other Manual Workers	0	0	0.0%	0.0%	4.3%
Total	236	288	2.6%	2.2%	n.a. ⁵⁹
National Workforce Population (All Occupational Groups)					4.0%
Vancouver Workforce Population (All Occupational Groups)					2.3%

Table 47: Representation of Indigenous Persons at UBC Vancouver, 2020-2021

⁵⁷ Compared to the national labour market.

⁵⁸ Same as above reference.

⁵⁹ "n.a." means data not applicable or not available.

Racialized People

Occupational Group (EEOG)	Racialized People, Respondents to the UBC Employment Equity Census Questionnaire				Comparison to Census 2016
	# 2020	# 2021	% 2020	% 2021	
Senior Managers	3	9	6.8%	17.6%	11.5% ⁶⁰
Middle & Other Managers	249	311	32.0%	35.2%	41.2%
University Teachers	453	1002	22.2%	26.3%	21.1% ⁶¹
Professionals	1040	1382	36.9%	38.6%	41.2%
Semi-Professionals & Technicians	404	635	44.0%	42.5%	40.0%
Supervisors	94	140	57.3%	54.7%	49.6%
Supervisors: Crafts & Trades	7	11	28.0%	26.8%	30.4%
Administrative & Senior Clerical	404	606	39.3%	42.8%	39.9%
Skilled Sales & Service	40	39	53.3%	44.8%	57.2%
Skilled Crafts & Trades	50	53	29.6%	31.5%	35.1%
Clerical Personnel	205	229	54.2%	52.6%	46.7%
Intermediate Sales & Service	136	153	53.3%	50.0%	52.6%
Semi-Skilled Manual Workers	11	13	42.3%	50.0%	53.4%
Other Sales & Service	263	255	63.2%	60.1%	59.5%
Other Manual Workers	16	18	33.3%	31.0%	50.9%
Total	3,375	4,856	36.8%	37.3%	
National Workforce Population (All Occupational Groups)					21.3%
Vancouver Workforce Population (All Occupational Groups)					45.9%

Table 48: Representation of Racialized People at UBC Vancouver, 2020-2021

⁶⁰ Compared to the national labour market.

⁶¹ Same as above reference.

Race/Ethnicity	Faculty and Staff, Number of Survey Respondents					Faculty and Staff, Percent of Survey Respondents				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Indigenous	118	128	136	131	213	1.4%	1.5%	1.5%	1.5%	2.0%
Arab	53	56	62	64	131	0.6%	0.7%	0.7%	0.7%	1.2%
Black	79	81	100	107	206	0.9%	0.9%	1.1%	1.2%	1.9%
Chinese	1,459	1,526	1,619	1,616	1,947	17.5%	17.8%	18.2%	18.5%	17.8%
Filipino	477	483	478	475	585	5.7%	5.6%	5.4%	5.4%	5.4%
Japanese	151	160	164	163	195	1.8%	1.9%	1.8%	1.9%	1.8%
Korean	129	136	152	150	197	1.5%	1.6%	1.7%	1.7%	1.8%
Latin American	225	249	277	273	457	2.7%	2.9%	3.1%	3.1%	4.2%
South Asian	389	409	446	448	901	4.7%	4.8%	5.0%	5.1%	8.3%
Southeast Asian	258	272	303	293	150	3.1%	3.2%	3.4%	3.4%	1.4%
West Asian	98	103	104	111	293	1.2%	1.2%	1.2%	1.3%	2.7%
White	4,921	4,959	5,062	4,879	5,671	59.0%	57.8%	56.7%	56.0%	52.0%
Total Respondents ⁶²	8,334	8,573	8,920	8,718	10,916	100%	100%	100%	100%	100%

Table 49: Representation by Canada Census Race/Ethnicity category at UBC Vancouver, 2017-2021

⁶² Total Respondents is the total number of faculty and staff completing the supplemental questionnaire.

Persons with Disabilities

Occupational Group ⁶³	Persons with Disabilities, Respondents to the UBC Employment Equity Census Questionnaire				Comparison to Census 2016
	# 2020	# 2021	% 2020	% 2021	
(EEOG)					
Senior Managers	0	2	0.0%	3.9%	5% ⁶⁴
Middle & Other Managers	15	61	1.9%	6.9%	5% ⁶⁵
University Teachers	77	317	3.8%	8.3%	8.9% ⁶⁶
Professionals	89	289	3.2%	8.1%	10.0%
Semi-Professionals & Technicians	38	126	4.1%	8.4%	9.6%
Supervisors	2	14	1.2%	5.5%	11% ⁶⁷
Supervisors: Crafts & Trades	1	3	4.0%	7.3%	14.3%
Administrative & Senior Clerical	52	158	5.1%	11.2%	12.4%
Skilled Sales & Service	3	4	4.0%	4.6%	9.1%
Skilled Crafts & Trades	7	10	4.1%	6.0%	9.2%
Clerical Personnel	23	36	6.1%	8.3%	13.0%
Intermediate Sales & Service	13	20	5.1%	6.5%	10.5%
Semi-Skilled Manual Workers	2		7.7%	0.0%	11.9%
Other Sales & Service	21	23	5.0%	5.4%	14.2%
Other Manual Workers	2	4	4.2%	6.9%	11.0%
Total	345	1067	3.8%	8.2%	n.a. ⁶⁸
National Workforce Population (All Occupational Groups)					9.1%
Provincial Workforce Population (All Occupational Groups)⁶⁹					11.0%

Table 50: Representation of Persons with Disabilities at UBC Vancouver, 2020-2021

⁶³ Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to the provincial labour market, due to the absence of city-specific data for this data source.

⁶⁴ For Comparison to Census data, combines Senior Managers with Middle & Other Managers. Compared to the national labour market.

⁶⁵ Same as above reference.

⁶⁶ Compared to the national labour market.

⁶⁷ For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

⁶⁸ "n.a." means data not applicable or not available.

⁶⁹ Same as above reference.

Question	Faculty and Staff					Faculty and Staff				
	Number of Survey Respondents					Percent of Survey Respondents				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Physical Disability or Impairment	174	177	173	166	274	2.1%	2.1%	1.9%	1.9%	2.5%
Invisible Disability or Impairment	270	250	251	239	723	3.2%	2.9%	2.8%	2.7%	6.6%
Ongoing Medical Condition	525	520	499	481	708	6.3%	6.1%	5.6%	5.5%	6.5%
Does Your Disability Require Workplace Accommodation? ⁷⁰ (includes those whose needs have already been accommodated)	290	278	277	266	486	35%	34%	35%	35%	35%
Number of people who answered "yes" at least once (question 1, 2 or 3)	831	810	793	765	1399	100%	100%	100%	100%	100%
Total Respondents	8,334	8,573	8,920	8,718	10,916	100%	100%	100%	100%	100%

Table 51: Representation of Persons with Disabilities by type of disability at the UBC Vancouver campus, 2017-2021

Question	Faculty and Staff		Faculty and Staff	
	Number of Survey Respondents		Percent of Survey Respondents	
	2021		2021	
Significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment	569		5.2%	
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	489		4.5%	
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	214		2.0%	
Number of people who answered "yes" at least once (question 1, 2 or 3)	1067		100%	
Total Respondents ⁷¹	10,916		100%	

Table 52: Representation of Persons with Disabilities and/or Impairment at UBC Vancouver, 2021

⁷⁰ Total respondents is the total number of faculty and staff completing the supplemental questionnaire. This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.

⁷¹ Percentage is out of those who answered "Yes" at least once (questions 1, 2 or 3).

New Hires⁷²

Occupational Group (EOG)	Gender Identity ⁷³								2SLGBQIA+ People	
	Women	Non-Binary Person	Total	People with Trans Experience	% Non-Binary Person	% People with Trans Experience	% Women	Comparison of Women to Census 2016	Number	Percent
Senior Managers	x	x	x	x	x	x	x	27.6% ⁷⁴	3	n.a.
Middle & Other Managers	25	0	66	0	0.0%	0.0%	37.9%	39.5%	66	x
University Teachers	297	6	578	6	1.0%	1.0%	51.4%	44% ^b	578	10%
Professionals	257	2	391	3	0.5%	0.8%	65.7%	51.5%	391	9%
Semi-Professionals & Technicians	228	5	342	7	1.5%	2.0%	66.7%	50.1%	342	14%
Supervisors	15	0	17	0	0.0%	0.0%	88.2%	52.5%	17	x
Supervisors: Crafts & Trades	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	10.9%	131	13%
Administrative & Senior Clerical	103	1	131	0	0.8%	0.0%	78.6%	78.9%	11	x
Skilled Sales & Service	7	0	11	0	0.0%	0.0%	63.6%	45.9%	7	0%
Skilled Crafts & Trades	1	0	7	0	0.0%	0.0%	14.3%	3.8%	125	10%
Clerical Personnel	98	1	125	2	0.8%	1.6%	78.4%	70.6%	51	16%
Intermediate Sales & Service	27	1	51	2	2.0%	3.9%	52.9%	66.0%	1	n.a.
Semi-Skilled Manual Workers	x	x	x	0	x	x	x	16.4%	23	22%
Other Sales & Service	11	0	23	0	0.0%	0.0%	47.8%	56.9%	3	n.a.
Other Manual Workers	x	x	x	x	x	x	x	27.9%	3	n.a.
Total	1,070	16	1,749	20	0.9%	1.1%	61.2%	n.a.	190	11%
National Workforce Population (All Groups)								48.2%		
Regional Workforce Population (All Groups)								48.5%		

Table 53: Representation of New Hires by Occupational Group and Designated Group at UBC Vancouver, 2021

⁷² "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

⁷³ For Gender Identity, the Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to municipal levels.

⁷⁴ Compared to the national labour market.

Occupational Group (EEOG)	Indigenous Persons ⁷⁵			Racialized People ⁷⁶			Persons with Disabilities/ Impairments ⁷⁷		
	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016
Senior Managers	x	x	3.2% ⁷⁸	x	x	11.5% ⁷⁹	x	x	5% ⁸⁰
Middle & Other Managers	2	3.0%	1.7%	32	48.5%	41.2%	2	3.0%	5% ⁸¹
University Teachers	17	2.9%	1.4% ⁸²	185	32.0%	21.1% ⁸³	30	5.2%	8.9% ⁸⁴
Professionals	18	4.6%	1.5%	168	43.0%	41.2%	16	4.1%	10.0%
Semi-Professionals & Technicians	12	3.5%	2.5%	121	35.4%	40.0%	22	6.4%	9.6%
Supervisors	0	0.0%	2.7%	10	58.8%	49.6%	1	5.9%	11% ⁸⁵
Supervisors: Crafts & Trades	n.a.	n.a.	3.0%	n.a.	n.a.	30.4%	n.a.	n.a.	14.3%
Administrative & Senior Clerical	8	6.1%	2.1%	61	46.6%	39.9%	6	4.6%	12.4%
Skilled Sales & Service	0	0.0%	2.0%	4	36.4%	57.2%	0	0.0%	9.1%
Skilled Crafts & Trades	0	0.0%	3.5%	3	42.9%	35.1%	0	0.0%	9.2%
Clerical Personnel	0	0.0%	2.7%	59	47.2%	46.7%	2	1.6%	13.0%
Intermediate Sales & Service	0	0.0%	2.5%	19	37.3%	52.6%	3	5.9%	10.5%
Semi-Skilled Manual Workers	x	x	2.7%	x	x	53.4%	x	x	11.9%
Other Sales & Service	1	4.3%	2.9%	12	52.2%	59.5%	0	0.0%	14.2%
Other Manual Workers	x	x	4.3%	x	x	50.9%	x	x	11.0%
Total	58	3.3%	n.a.	674	38.7%	n.a.	82	4.7%	n.a.
National Workforce Population (All Groups)			4.0%			21.3%			9.1%
Regional Workforce Population (All Groups)			2.3%			45.9%			11.0%

Table 54: Representation of New Hires by Occupational Group and Designated Group at UBC Vancouver, 2021 (continued)

⁷⁵ For Indigenous Peoples, the Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to the municipal level.

⁷⁶ Same caveat for this group as per the previous reference.

⁷⁷ For Persons with Disabilities, the Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to the provincial labour market, due to the absence of city-specific data for this data source.

⁷⁸ Compared to the national labour market.

⁷⁹ Same as above reference.

⁸⁰ For Comparison to Census data, the data combines Senior Managers with Middle & Other Managers. Compared to the national labour market.

⁸¹ Same as above reference.

⁸² Compared to the national labour market.

⁸³ Same as above reference.

⁸⁴ Same as above reference.

⁸⁵ For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.

Equity	Year	Involuntary Separations	Retirements	Voluntary Separation
Indigenous Peoples	2017	1.9%	n.a.	2.3%
	2018	3.5%	n.a.	3.2%
	2019	2.8%	n.a.	4.9%
	2020	4.6%	n.a.	5.6%
	2021	3.2%	n.a.	3.3%
Persons with Disabilities	2017	3.8%	9.6%	2.7%
	2018	3.8%	6.1%	2.3%
	2019	3.7%	7.2%	5.3%
	2020	3.9%	8.3%	3.2%
	2021	4.3%	3.7%	4.3%
Racialized People	2017	33.0%	21.7%	32.6%
	2018	34.4%	16.7%	35.2%
	2019	34.2%	26.4%	37.4%
	2020	35.2%	18.3%	37.2%
	2021	31.1%	32.1%	36.1%

Table 55: Turnover by Designated Group at UBC Vancouver, 2017 - 2021

⁸⁶ "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

Okanagan campus

Tables below provide information on the representation of Designated Groups amongst UBC Okanagan Campus faculty and staff. The data is presented for each Designated Group in a separate table, and includes both 2020 and 2021 data.

Hiring trend data is provided with additional discussion of the dynamic between UBC's hiring and pre-existing representation of designated groups. These tables are created based on the methodology described in Appendix A: Methodology.

Response rate⁸⁷

Occupational Group	Response Rate (Completed Questionnaires Only)				
(EEOG)	2017	2018	2019	2020	2021
Senior Managers	71.4%	75.0%	76.9%	62.5%	86.7%
Middle & Other Managers	87.1%	89.6%	86.5%	86.3%	97.8%
University Teachers	74.8%	71.5%	70.8%	66.5%	76.4%
Professionals	82.6%	78.8%	75.9%	74.7%	88.9%
Semi-Professionals & Technicians	68.0%	68.5%	66.9%	66.0%	83.0%
Supervisors	n.a.	n.a.	100.0%	100.0%	100.0%
Supervisor-Crafts & Trades	n.a.	100.0%	100.0%	100.0%	80.0%
Administrative & Senior Clerical	83.3%	80.6%	70.3%	66.3%	91.3%
Skilled Sales & Service	n.a.	n.a.	33.3%	50.0%	100.0%
Skilled Crafts & Trades	100.0%	66.7%	73.3%	71.4%	80.0%
Clerical Personnel	35.4%	32.4%	20.0%	40.0%	66.7%
Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.
Other Sales & Service	84.6%	90.9%	8.2%	12.1%	48.0%
Other Manual Workers	n.a.	100.0%	87.5%	62.5%	88.9%
Okanagan Campus Total	74.3%	72.3%	62.5%	64.8%	79.4%

Table 56: Response rate of Employment Equity Survey at UBC Okanagan, 2017 - 2021

⁸⁷ "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

Summary by bargaining unit⁸⁸

Bargaining Unit	Gender							2SLGBTQIA+ People ⁸⁹	
	Women	Non-Binary Person	Total	People with Trans Experience	% Women	% Non-Binary Person	% People with Trans Experience	Number	Percent
BCGEU Okanagan Support Staff	246	4	380	9	64.7%	1.1%	2.4%	40	11%
CUPE 116 (Service/Techs/Trades)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CUPE 2950 (Cler/Secr/Library)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Excluded M&P	9	0	10	0	90.0%	0.0%	0.0%	x	x
Executive Admin (non-union clerical)	5	0	6	0	83.3%	0.0%	0.0%	0	0%
Faculty (Faculty Association)	202	5	459	3	44.0%	1.1%	0.7%	44	10%
Faculty (Non-Faculty Association)	34	0	81	1	42.0%	0.0%	1.2%	5	6%
Management & Professional (AAPS)	292	2	455	2	64.2%	0.4%	0.4%	33	7%
Other Staff	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Service Unit Directors	4	0	6	0	66.7%	0.0%	0.0%	0	0%
Sr. Executives ⁹⁰	2	0	8	0	25.0%	0.0%	0.0%	x	x
Technicians & Research Assistants	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Grand Total	796	11	1,409	15	52.6%	0.8%	1.1%	124	9%

Table 57: Representation of designated groups by bargaining unit at UBC Okanagan, 2021

⁸⁸ "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

⁸⁹ The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual +, or other analogous term.

⁹⁰ Sr. Executives include Sr. Executives - Academic and Sr. Executives- Administrative.

Bargaining Unit	Indigenous Persons		Racialized People		Persons with Disabilities	
	Number	Percent	Number	Percent	Number	Percent
BCGEU Okanagan Support Staff	17	4.5%	63	16.6%	45	11.8%
CUPE 116 (Service/Techs/Trades)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CUPE 2950 (Cler/Secr/Library)	x	x	x	x	x	x
Excluded M&P	0	0.0%	3	30.0%	1	10.0%
Executive Admin (non-union clerical)	0	0.0%	0	0.0%	0	0.0%
Faculty (Faculty Association)	18	3.9%	109	23.7%	54	11.8%
Faculty (Non-Faculty Association)	3	3.7%	17	21.0%	9	11.1%
Management & Professional (AAPS)	36	7.9%	52	11.4%	58	12.7%
Other Staff	x	x	x	x	x	x
Service Unit Directors	0	0.0%	0	0.0%	0	0.0%
Sr. Executives ⁹¹	1	12.5%	0	0.0%	2	25.0%
Technicians & Research Assistants	x	x	x	x	x	x
Grand Total	75	5.3%	244	17.4%	169	12.0%

Table 58: Representation of designated groups by bargaining unit at UBC Okanagan, 2021 (continued)

⁹¹ Sr. Executives include Sr. Executives - Academic and Sr. Executives- Administrative.

Summary by EEOG⁹²

EEOG	Total Responses from EEOG	Women	Non-Binary Person	People with Trans Experience	2SLGBQIA+ People	Indigenous Peoples	Racialized People	People with Disabilities
Senior Managers	13	31%	0%	0%	x	8%	0%	23%
Middle and Other Managers	90	53%	0%	x	6%	4%	7%	13%
University Teachers	506	43%	x	x	9%	4%	10%	11%
Professionals	313	65%	x	x	7%	8%	7%	12%
Semi-Professionals	219	69%	x	3%	11%	5%	13%	16%
Supervisors	1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Supervisors: Crafts & Trades	4	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Admin and Senior Clerical	115	82%	0%	0%	11%	6%	11%	13%
Skilled Sales and Services	2	n.a.	n.a.	x	n.a.	n.a.	n.a.	n.a.
Skilled Crafts and Trades	12	0%	0%	0%	0%	0%	0%	8%
Clerical personnel	54	61%	0%	0%	X	2%	2%	2%
Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Other Sales and Services	72	56%	x	x	17%	6%	22%	8%
Other Manual Workers	8	0%	0%	0%	0%	0%	0%	13%

Table 59: Representation of designated groups by EEOG at UBC Okanagan, 2021

⁹² “x” = data suppressed due to insufficient data to report. “n.a.” = not applicable or not available.

Gender Identity⁹³

EEOG	Women	Non-Binary Persons	People with Trans Experience
Senior Managers	31%	0%	0%
Middle and Other Managers	53%	0%	x
University Teachers	43%	x	x
Professionals	65%	x	x
Semi-Professionals	69%	x	3%
Supervisors	n.a.	n.a.	n.a.
Supervisor: Crafts & Trades	n.a.	n.a.	n.a.
Admin and Senior Clerical	82%	0%	0%
Skilled Sales and Services	n.a.	n.a.	x
Skilled Crafts and Trades	0%	0%	0%
Clerical personnel	61%	0%	0%
Intermediate Sales & Service	n.a.	n.a.	n.a.
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.
Other Sales and Services	56%	x	x
Other Manual Workers	0%	0%	0%

Table 60: Representation of people's Gender Identities at UBC Okanagan, 2021

2SLGBQIA+ People

EEOG	Percentage ⁹⁴
Senior Managers	x
Middle and Other Managers	6%
University Teachers	9%
Professionals	7%
Semi-Professionals	11%
Supervisors	n.a.
Supervisor: Crafts & Trades	n.a.
Admin and Senior Clerical	11%
Skilled Sales and Services	n.a.
Skilled Crafts and Trades	0%
Clerical personnel	x
Intermediate Sales & Service	n.a.
Semi-Skilled Manual Workers	n.a.
Other Sales and Services	17%
Other Manual Workers	0%

Table 61: Representation of 2SLGBQIA+ People at UBC Okanagan, 2021

⁹³ "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

⁹⁴ Same as above reference.

Indigenous Peoples⁹⁵

Occupational Group (EOG)	Indigenous Persons, Respondents to the UBC Employment Equity Census Questionnaire				Comparison to Census 2016
	# 2020	# 2021	% 2020	% 2021	
Senior Managers	1	1	10.0%	7.7%	3.2% ⁹⁶
Middle & Other Managers	2	4	3.2%	4.4%	3.9%
University Teachers	13	20	3.8%	4.0%	1.4% ⁹⁷
Professionals	17	26	7.8%	8.3%	3.2%
Semi-Professionals & Technicians	9	12	5.8%	5.5%	5.2%
Supervisors	x	x	x	x	3.9%
Supervisors: Crafts & Trades	x	x	x	x	4.3%
Administrative & Senior Clerical	4	7	6.0%	6.1%	4.9%
Skilled Sales & Service	x	x	x	x	5.7%
Skilled Crafts & Trades	0	0	0.0%	0.0%	6.3%
Clerical Personnel	0	1	0.0%	1.9%	5.1%
Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	6.5%
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	6.2%
Other Sales & Service	0	4	0.0%	5.6%	8.2%
Other Manual Workers	x	0	x	0.0%	8.2%
Total	46	75	5.2%	5.3%	n.a.
National Workforce Population (All Occupational Groups)					4.0%
Kelowna Workforce Population (All Occupational Groups)					5.5%

Table 62: Representation of Indigenous Peoples at UBC Okanagan, 2020-2021

⁹⁵ "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

⁹⁶ Compared to the national labour market.

⁹⁷ Same as above reference.

Racialized People⁹⁸

Occupational Group (EEOG)	Racialized People, Respondents to the UBC Employment Equity Census Questionnaire				Comparison to Census 2016
	# 2020	# 2021	% 2020	% 2021	
Senior Managers	0	0	0.0%	0.0%	11.5% ⁹⁹
Middle & Other Managers	4	7	6.3%	7.8%	7.8%
University Teachers	67	123	19.8%	24.3%	21.1% ¹⁰⁰
Professionals	19	36	8.7%	11.5%	8.2%
Semi-Professionals & Technicians	18	35	11.6%	16.0%	6.3%
Supervisors	x	x	x	x	12.1%
Supervisors: Crafts & Trades	x	x	x	x	4.5%
Administrative & Senior Clerical	8	13	11.9%	11.3%	3.7%
Skilled Sales & Service	x	x	x	x	13.8%
Skilled Crafts & Trades	0	0	0.0%	0.0%	3.4%
Clerical Personnel	0	14	0.0%	25.9%	5.5%
Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	10.2%
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	7.5%
Other Sales & Service	3	16	25.0%	22.2%	12.4%
Other Manual Workers	x	1	x	12.5%	9.5%
Total	119	245	13.5%	17.4%	n.a.
National Workforce Population (All Occupational Groups)					21.3%
Kelowna Workforce Population (All Occupational Groups)					8.1%

Table 63: Representation of Racialized People at UBC Okanagan, 2020-2021

⁹⁸ "x" = data suppressed due to insufficient data to report. "n.a." = not applicable or not available.

⁹⁹ Compared to national labour market.

¹⁰⁰ Same as above reference.

Race/Ethnicity	Faculty and Staff Number of Survey Respondents					Faculty and Staff Percent of Survey Respondents				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Indigenous	25	29	38	39	67	3.1%	3.6%	4.4%	4.6%	5.2%
Arab	4	5	6	5	13	0.5%	0.6%	0.7%	0.6%	1.0%
Black	9	9	8	7	25	1.1%	1.1%	0.9%	0.8%	1.9%
Chinese	22	20	26	24	41	2.7%	2.5%	3.0%	2.9%	3.2%
Filipino	5	5	5	4	14	0.6%	0.6%	0.6%	0.5%	1.1%
Japanese	8	8	8	9	8	1.0%	1.0%	0.9%	1.1%	0.6%
Korean	4	4	4	4	6	0.5%	0.5%	0.5%	0.5%	0.5%
Latin American	10	14	19	20	30	1.2%	1.7%	2.2%	2.4%	2.3%
South Asian	16	18	18	15	64	2.0%	2.2%	2.1%	1.8%	5.0%
Southeast Asian	4	7	8	8	3	0.5%	0.9%	0.9%	1.0%	0.2%
West Asian	10	10	14	13	56	1.2%	1.2%	1.6%	1.5%	4.3%
White	690	680	718	698	882	85.7%	84.2%	83.3%	83.0%	68.5%
Total Respondents¹⁰¹	805	808	862	841	1,288	100%	100%	100%	100%	100%

Table 64: Representation by Canada Census Race/Ethnicity category at UBC Okanagan, 2017-2021

¹⁰¹ Total Respondents is the total number of faculty and staff completing the supplemental questionnaire.

Persons with disabilities¹⁰²

Occupational Group (EEOG)	Persons with Disabilities, Respondents to the UBC Employment Equity Census Questionnaire				Comparison to Census 2016
	# 2020	# 2021	% 2020	% 2021	
Senior Managers	0	3	0.0%	23.1%	5% ^a
Middle & Other Managers	2	12	3.2%	13.3%	5% ^a
University Teachers	19	57	5.6%	11.3%	8.9% ^b
Professionals	5	38	2.3%	12.1%	10.0%
Semi-Professionals & Technicians	11	36	7.1%	16.4%	9.6%
Supervisors	x	x	x	x	11.0% ^d
Supervisors: Crafts & Trades	x	x	x	x	14.3%
Administrative & Senior Clerical	2	15	3.0%	13.0%	12.4%
Skilled Sales & Service	x	x	x	x	9.1%
Skilled Crafts & Trades	2	1	20.0%	8.3%	9.2%
Clerical Personnel	0	1	0.0%	1.9%	13.0%
Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	10.5%
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	11.9%
Other Sales & Service	0	6	0.0%	8.3%	14.2%
Other Manual Workers	x	1	x	12.5%	11.0%
Total	41	170	4.6%	12.2%	n.a.
National Workforce Population (All Occupational Groups)					9.1%
Provincial Workforce Population (All Occupational Groups)					11.0%

Table 65: Representation of Persons with Disabilities at UBC Okanagan, 2020-2021

Question	Faculty and Staff Number of Survey Respondents					Faculty and Staff Percent of Survey Respondents				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Physical Disability or Impairment	19	18	20	21	44	2.4%	2.2%	2.3%	2.5%	3.4%
Invisible Disability or Impairment	30	27	26	24	107	3.7%	3.3%	3.0%	2.9%	8.3%
Ongoing Medical Condition	57	50	51	51	99	7.1%	6.2%	5.9%	6.1%	7.7%
Does Your Disability Require Workplace Accommodation? ¹⁰³ (includes those whose needs have already been accommodated)	43	37	37	38	82	45%	43%	43%	44%	39%
Number of people who answered "yes" at least once (question 1, 2 or 3)	95	86	87	86	209	100%	100%	100%	100%	100%
Total Respondents	805	808	862	841	1,288	100%	100%	100%	100%	100%

Table 66: Representation of Persons with Disabilities by type of disability at UBC Okanagan, 2017 – 2021

¹⁰² "n.a." = not applicable or not available. "x" = data suppressed due to insufficient data to report.

¹⁰³ Total respondents is the total number of faculty and staff completing the supplemental questionnaire. This number will be larger than the sum of the numbers above, as some respondents did not respond to this section of the supplemental questionnaire.

Question	Faculty and Staff, Number of Survey Respondents	Faculty and Staff, Percent of Survey Respondents
	2021	2021
Significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment	94	7.3%
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	86	6.7%
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	45	3.5%
Number of people who answered "yes" at least once (question 1, 2 or 3)	170	100%
Total Respondents ¹⁰⁴	1,288	100%

Table 67: 2021 Representation of Persons with Disabilities by type of disability at UBC Okanagan, 2021

¹⁰⁴ Percentage is out of those who answered "Yes" at least once (questions 1, 2 or 3).

New Hires^{105, 106}

Gender Identity ¹⁰⁷								
Occupational Group (EEOG)	Women	Non-Binary Person	People with Trans Experience	Total	% Non-Binary Person	% People with Trans Experience	% Women	Comparison of Women to Census 2016
Senior Managers	x	x	x	x	x	x	x	27.6% ¹⁰⁸
Middle & Other Managers	5.0	0.0	0	10.0	0.0%	0.0%	50.0%	38.8%
University Teachers	40.0	2.0	2	87.0	2.3%	2.3%	46.0%	44% ¹⁰⁹
Professionals	39.0	1.0	0	55.0	1.8%	0.0%	70.9%	55.8%
Semi-Professionals & Technicians	13.0	2.0	3	28.0	7.1%	10.7%	46.4%	54.0%
Supervisors	x	x	x	x	x	x	x	57.0%
Supervisors: Crafts & Trades	x	x	x	x	x	x	x	11.1%
Administrative & Senior Clerical	17.0	0.0	0	23.0	0.0%	0.0%	73.9%	85.1%
Skilled Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	49.3%
Skilled Crafts & Trades	x	x	x	x	x	x	x	4.4%
Clerical Personnel	15.0	0.0	0	28.0	0.0%	0.0%	53.6%	77.3%
Intermediate Sales & Service	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	70.1%
Semi-Skilled Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	14.3%
Other Sales & Service	23.0	1.0	1	42.0	2.4%	2.4%	54.8%	58.7%
Other Manual Workers	x	x	x	x	x	x	x	18.5%
Total	153.0	6.0	6	281.0	2.1%	2.1%	54.4%	n.a.
National Workforce Population (All Groups)								48.2%
Regional Workforce Population (All Groups)¹¹⁰								48.8%

Table 68: New Hires by Occupational Group and Designated Group at UBC Okanagan, 2021

¹⁰⁵ The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

¹⁰⁶ "n.a." = not applicable or not available. "x" = data suppressed due to insufficient data to report.

¹⁰⁷ For Gender Identity, the Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to municipal levels.

¹⁰⁸ Compared to the national labour market.

¹⁰⁹ Same as above reference.

¹¹⁰ The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

Indigenous Persons ¹¹¹			Racialized People ¹¹²			Persons with Disabilities/ Impairments ¹¹³			
Occupational Group (EEOG)	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016	Number	Percent	Comparison to Census 2016
Senior Managers	x	x	3.2% ¹¹⁴	x	x	11.5% ¹¹⁵	x	x	5% ^{a116}
Middle & Other Managers	0	0.0%	3.9%	0	0.0%	7.8%	1	10.0%	5% ^{a117}
University Teachers	5	5.7%	1.4% ¹¹⁸	26	29.9%	21.1% ¹¹⁹	8	9.2%	8.9% ¹²⁰
Professionals	9	16.4%	3.2%	12	21.8%	8.2%	9	16.4%	10.0%
Semi-Professionals & Technicians	4	14.3%	5.2%	6	21.4%	6.3%	7	25.0%	9.6%
Supervisors	x	x	3.9%	x	x	12.1%	x	x	11.0% ¹²¹
Supervisors: Crafts & Trades	x	x	4.3%	x	x	4.5%	x	x	14.3%
Administrative & Senior Clerical	2	8.7%	4.9%	2	8.7%	3.7%	3	13.0%	12.4%
Skilled Sales & Service	n.a.	n.a.	5.7%	n.a.	n.a.	13.8%	n.a.	n.a.	9.1%
Skilled Crafts & Trades	x	x	6.3%	x	x	3.4%	x	x	9.2%
Clerical Personnel	1	3.6%	5.1%	9	32.1%	5.5%	0	0.0%	13.0%
Intermediate Sales & Service	n.a.	n.a.	6.5%	n.a.	n.a.	10.2%	n.a.	n.a.	10.5%
Semi-Skilled Manual Workers	n.a.	n.a.	6.2%	n.a.	n.a.	7.5%	n.a.	n.a.	11.9%
Other Sales & Service	2	8.7%	8.2%	12	52.2%	12.4%	4	17.4	14.2%
Other Manual Workers	x	x	8.2%	x	x	9.5%	x	x	11.0%
Total	23	8.2%	n.a.	67	23.8%	n.a.	32	11.4%	n.a.
National Workforce Population (All Groups)			4.0%			21.3%			9.1%
Regional Workforce Population (All Groups)¹²²			5.5%			8.1%			11.0%

Table 69: New Hires by Occupational Group and Designated Group at UBC Okanagan, 2021 (continued)

¹¹¹ For Indigenous Peoples, the Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to the municipal level.

¹¹² Same caveat for this group as per the previous reference.

¹¹³ For Persons with Disabilities, the Occupational Groups Professionals, Semi-Professionals & Technicians, Supervisors: Crafts & Trades, Administrative & Senior Clerical, Skilled Sales & Service, Skilled Crafts & Trades, Clerical Personnel, Intermediate Sales & Service, Semi-Skilled Manual Workers, Other Sales & Service, and Other Manual Workers are compared to the provincial labour market, due to the absence of city-specific data for this data source.

¹¹⁴ Compared to the national labour market.

¹¹⁵ Same as above reference.

¹¹⁶ For comparison to Census data, the data combines Senior Managers with Middle & Other Managers. Compared to the national labour market.

¹¹⁷ Same as above reference.

¹¹⁸ Compared to the national labour market.

¹¹⁹ Same as above reference.

¹²⁰ Same as above reference.

¹²¹ For this Occupational Group, due to probable error within the census data, we provide the representation of Persons with Disability for all Occupational Groups province-wide.


¹²² The Sexual/Gender Diversity category includes those who self-identified as lesbian, gay, bisexual, queer or questioning, trans*, transsexual, intersex, asexual, or other analogous term. We have omitted the comparison to Canadian Census due to limited external data.

Turnover

Designated Group	Year	Involuntary Separations	Retirements	Voluntary Separation
Indigenous Peoples	2017	n.a. ¹²³	n.a.	n.a.
	2018	6.4%	n.a.	n.a.
	2019	7.2%	n.a.	n.a.
	2020	n.a.	n.a.	n.a.
	2021	n.a.	n.a.	n.a.
Racialized People	2017	15.8%	n.a.	n.a.
	2018	10.3%	n.a.	n.a.
	2019	8.7%	n.a.	17.9%
	2020	n.a.	n.a.	n.a.
	2021	22.9%	n.a.	17.1%
Persons with Disabilities	2017	n.a.	n.a.	n.a.
	2018	12.8%	n.a.	n.a.
	2019	n.a.	n.a.	n.a.
	2020	n.a.	n.a.	n.a.
	2021	n.a.	n.a.	n.a.

Table 70: Turnover by Designated Group at UBC Okanagan, 2017 - 2021

¹²³ "n.a." means data not applicable or not available.



UBC Employment Equity Report 2021

November 20, 2022

Arig al-Shaibah, AVP Equity and Inclusion



Employment Equity at UBC



UBC's 2021 Employment Equity report:

- Facilitates continued review and reporting of Employment Equity survey results
- Provides an overview and update on progress of the 2019 Employment Equity Plan

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 2021



Table 1: Response Rate to Employment Equity Survey

Campus	Employee Type	Headcount	% Respondents
Okanagan	Faculty	700	77%
	Staff	1,074	81%
	Total	1,774	79%
Vancouver	Faculty	6,624	66%
	Staff	10,949	79%
	Total	17,573	74%
Grand Total		19,347	75%

SWOT



Strengths: Improving data collection, utility

Weaknesses: Persistent underrepresentation

Opportunities: Building capacity, data literacy

Threats: Lacking consistent application of equitable hiring practices

Advancing Employment Equity



Sample highlights of progress:

- JEDII Summer STEM series
- Positive Space: Foundations & Hiring Equity
- Affinity groups (e.g., 2SLGBTQIA+)
- Strategic initiatives implementation (e.g., CRC special program)

Opportunities and exploration



- Resources to support consistent principles and practices for equitable recruitment
- Better understanding how applicant pool data can inform workforce planning
- Data accessibility and management (e.g., open dashboard access)