

Faculty of Science Search Committee Certification 2024 - prereading

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THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Science

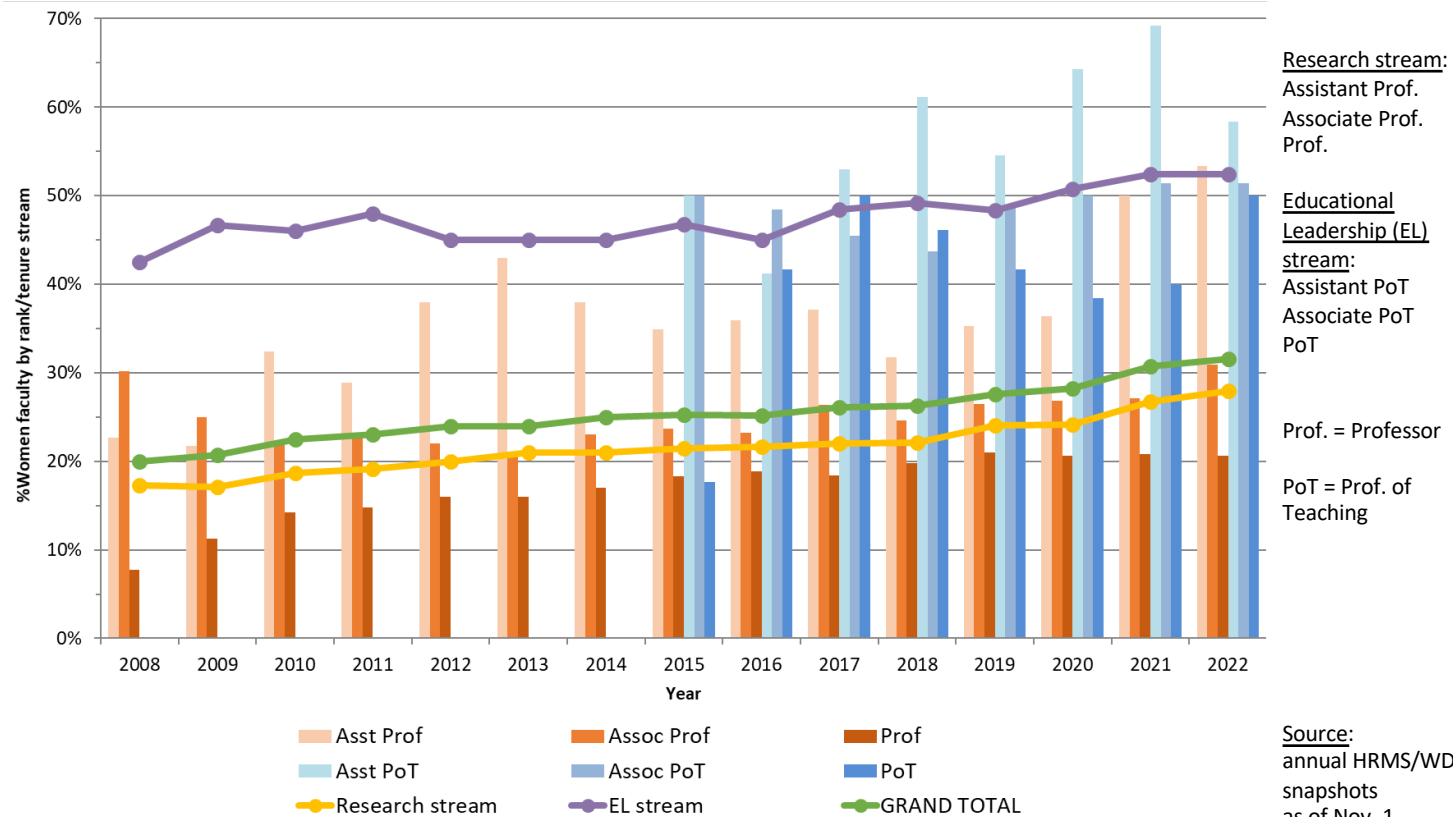
Tenure-stream faculty

Diversity in UBC Science

Employment equity group	Representation				
	Nov 2019 (RR=74%)	Nov 2020 (RR=72%)	Nov 2021 (RR=94%)	Nov 2022 (RR= 94%)	Nov 2023 (RR=94%)
Indigenous peoples	n.s.	n.s.	n.s	n.s	n.s
Racialized persons	16.7%	17.4%	18.3%	18.2%	18.6%
Persons with disabilities*	1.6%	n.s.	10.0%	10.2%	10.0%
2SLGBQ+ persons	7.7%	8.6%	7.8%	7.9%	7.0%
Trans persons	0%	0%	n.s	n.s	n.s
Women	27.6%	28.2%	30.7%	31.6%	32%

Source: Annual UBC Employment Equity (EE) Survey, as of Nov. 1st. Representation of women determined for 100% tenure-stream faculty in FoS (HRMS for years ≤2020; WorkDay for years >2020). n.s. (numbers suppressed) if headcount 1-4 (for reasons of privacy). RR = response rate. For the purpose of the UBC EE Survey, Indigenous peoples include members of First Nations, Métis or Inuit (treaty, status/non-status, registered/non-registered). Racialized persons replaces term “visible minority” (from Canada’s Employment Equity Act (EEA), 1995) and include persons who do not identify as Indigenous peoples (see above), and who do not identify as primarily White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship. 2SLGBQ+ includes lesbian, gay, bisexual, queer, Two-spirit, or analogous terms. Trans includes persons whose gender identity does not align with their sex assigned at birth. *The sudden hike of representation of Persons with disabilities in 2021 may be due to more refined questions introduced before the 2021 UBC EE Census campaign.

Women faculty in UBC Science Trend 2008-2022, by rank and stream

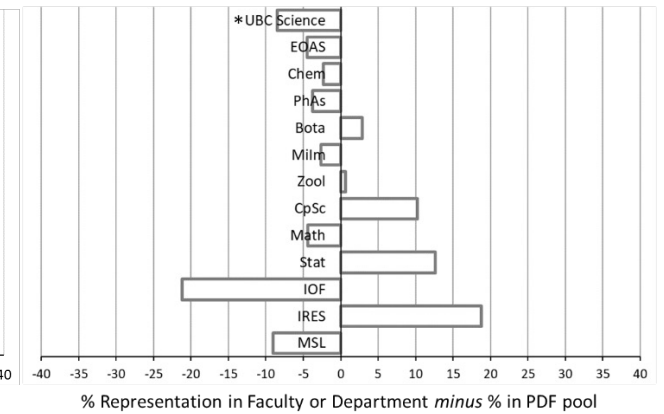
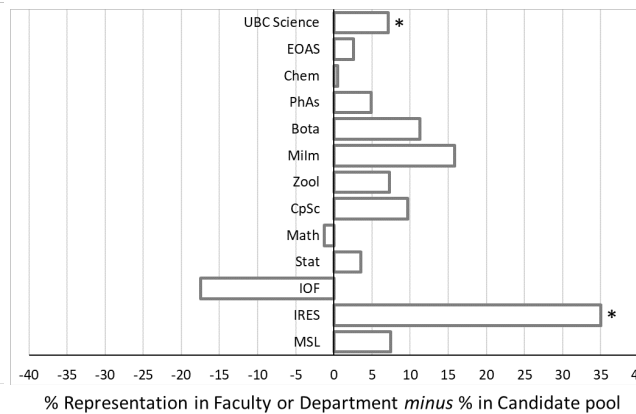
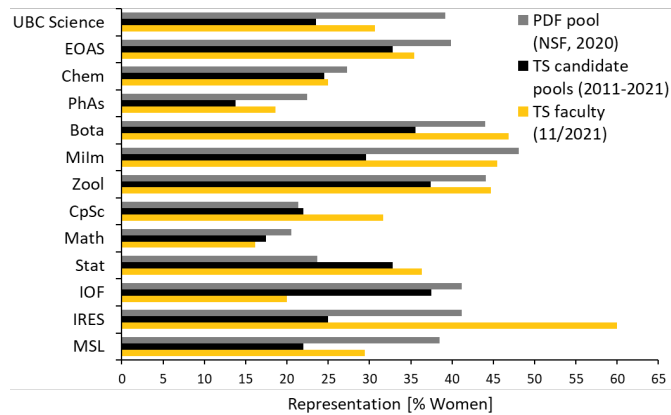


Women faculty Gap analysis

Representation in faculty and pool



Differential in representation

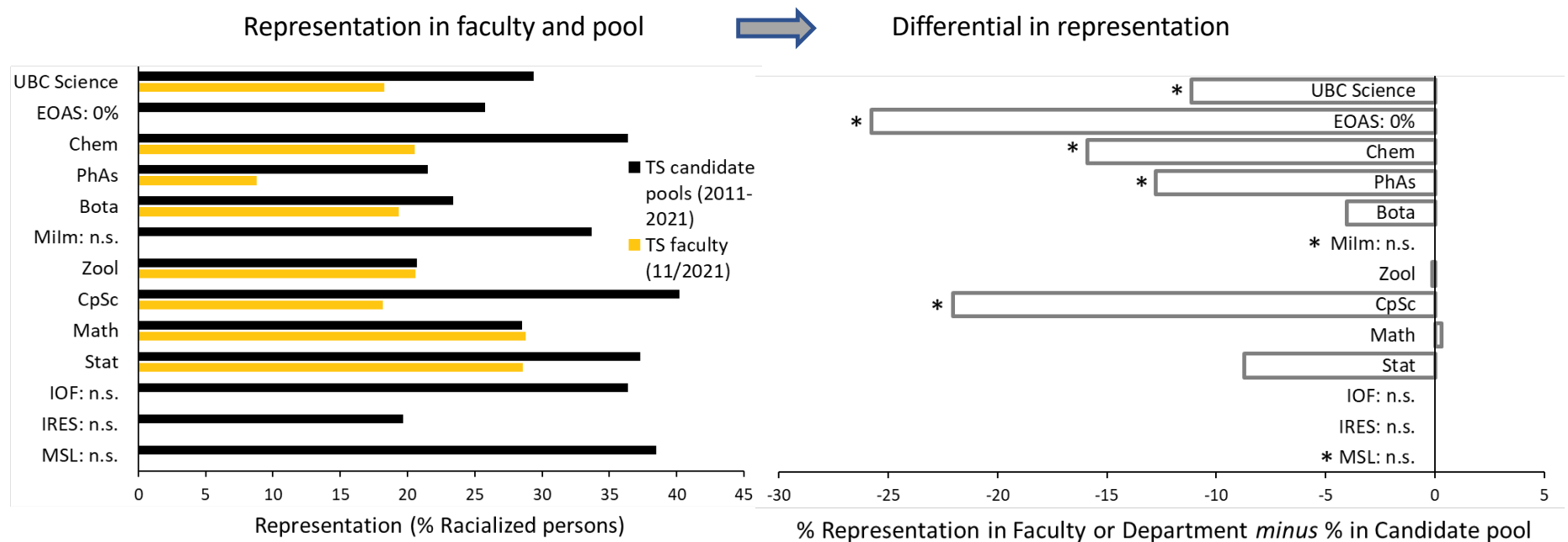


* Representation of women in UBC Science tenure-stream faculty significantly different from candidate pools (left graph) or available workforce (Postdoctoral fellows, NSF 2020, right graph), with margin of error on faculty representation at 95% level of confidence; SE of sample proportion with finite population correction (sampling without replacement).

Sources: Candidate pools – internal survey data of UBC Science faculty searches (135 total) conducted in 2011-2021.

UBC Science faculty – UBC WorkDay, 2021-Nov-1 snapshot with representation of women determined for 100% (430) tenure-stream faculty.

Racialized faculty Gap analysis



* Representation of racialized tenure-stream faculty in UBC Science is significantly lower than in historical candidate pools, with margin of error on faculty representation at 95% level of confidence; SE of sample proportion with finite population correction (sampling without replacement).

n.s. (numbers suppressed) if headcount 1-4 (for reasons of privacy).

Sources: Candidate pools – internal survey data (average representation as self-identified) in UBC Science faculty searches conducted 2011-2021.

UBC Science racialized ts faculty – UBC Employment Equity Census, 2021-Nov-1 snapshot (94% response rate).

Faculty with Disabilities in UBC Science

Representation in FoS faculty, FoS candidate pools, and Canadian population

Science Faculty			Candidate Pool			Canadian Census (2016)
Tenure str.	Research str.	EL stream	Tenure str.	Research str.	EL stream	
10.0% (40/400)	9.6% (33/342)	12.1% (7/58)	2.0%	2.0%	1.5%	22.3%

No availability data (postdoc pools) for this under-represented group.

Candidate Pools 11-year avg. (2011-2021) of 135 tenure-stream searches (145 hires)
Science Faculty UBC Employment Equity Census, Nov 2021
EL: Educational Leadership

Indigenous (First Nations people, Métis, and Inuit) in UBC Science

Representation in FoS faculty, FoS candidate pools, and Canadian population

Science Faculty			Candidate Pool			LMA
Tenure str.	Research str.	EL stream	Tenure str.	Research str.	EL stream	
NS	NS	NS	0.8%	0.7%	1.2%	4.0%

No availability data (postdoc pools) for this under-represented group.

Candidate Pools

11-year avg. (2011-2021) of 135 tenure-stream searches (145 hires)

Science Faculty

UBC Employment Equity Census, Nov 2021

LMA

Labour Market Availability in the federally regulated private sector in Canada (Employment Equity Act Annual Report, 2019). Note: No data specific to academia available.

EL: Educational Leadership

2SLGBQ+ faculty in UBC Science

Two-spirit, lesbian, gay, bi-sexual, queer & analogous term

Representation in FoS faculty, FoS candidate pools, and Canadian population

Science Faculty			Candidate Pool			LMA
Tenure str.	Research str.	EL stream	Tenure str.	Research str.	EL stream	
7.8% (31/400)	7.3% (25/342)	10.3% (6/58)	6.0%	6.2%	4.4%	Not available

No availability data (postdoc pools) for this under-represented group.

Candidate Pools 11-year avg. (2011-2021) of 135 tenure-stream searches (145 hires)
Science Faculty UBC Employment Equity Census, Nov 2021
LMA No Labour Market Availability data available.
EL: Educational Leadership