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3 History lesson

A Holocaust survivor hopes education will prevent hate

3 Up, up and over

Hitting the wall takes on new meaning for one team

ubc reports

THE UNIVERSITY OF BRITISH COLUMBIA



BAAAAH BEGINNING Spring entered like a lamb 39 times in recent weeks at UBC's sheep barn. "That's about the number of births we were hoping for," says Paul Willing, farm manager (second from right). "We expect about nine more over the next few weeks." Providing a helping hand and a first glimpse of campus to three one-hour-old newcomers are Faculty of Agricultural Sciences students Rob Mulligan (second-year Animal Science), Megan Atwood, (third-year Animal Science) and Rosanne Smit (second-year Soil Science). *Bruce Mason photo*

Two students up for YWCA Women of Distinction Award

Volunteers, researchers, educators among nominees

INSPIRING AND INFLUENTIAL. UBC women have been nominated in nearly every category of this year's YWCA Women of Distinction awards.

The annual program, created in 1984, celebrates women who have made outstanding contributions to the community through professional or volunteer work.

Her work in supporting women who have experienced violence has earned UBC Social Work student Meena Dhillon a nomination in the Young Woman of Distinction category.

With an undergraduate degree in Women's Studies and Criminology from Simon Fraser University, Dhillon has worked in transition houses in the Lower Mainland.

"It's difficult work, but even small changes like learning to fill out a form helps to empower these women," says Dhillon.

Last year, she organized an awareness-raising vigil to mourn



Social Work student Meena Dhillon

the death of a woman who had been murdered by her stalker.

First-year Arts student Ada Law, a member of the Vancouver and B.C. Youth Parliaments, has also been nominated as a Young Woman of Distinction.

Her work helped to create a weeklong camp for financially and socially needy children.

"It seems we can make miracles," says Law, who is considering a major in International Relations. "That's what motivates me—to see



Psychology Prof. Janet Werker

how much is possible."

Psychology Prof. Janet Werker is among the nominees in the Science, Research and Technology category.

Werker, who has served as associate vice-president, Research, is an expert in infant language development. She has shown that babies can discriminate similar sounding consonants and by the age of one tune in to only those sounds in their native language.

See Women page 2

Arts at forefront says new dean

Mission is to enable self-directed team players

by Bruce Mason staff writer

PROF. ALAN TULLY, newly appointed dean of Arts, is leading the university's largest faculty through a series of innovations at the forefront of arts education in Canada.

An academic plan is being implemented that includes the Foundations Program, a radically new curriculum and approach to social sciences and humanities which will be offered in September at the first-year level.

An undergraduate major in Cognitive Systems will provide a unique integration of Computer Science, Psychology, Philosophy and Linguistics. Another new program being introduced is Critical Studies in Sexuality and the highly successful Arts Co-op program is being extended.

"We are the faculty of the future," says Tully, former head of the History Dept. who has served as dean of Arts pro tem since last August. "Our mission is to enable students to become articulate, creative communicators who know how to identify and solve problems of many kinds in many contexts including today's international environment."

"Canada needs graduates with constructive reasoning and research skills who are self-directed team players. This is consistently



New Arts Dean Alan Tully

confirmed by research and CEOs, including those in high-tech industries," he adds.

"We are building on the strengths of the institution," says Tully. "When you add up proven innovations, such as Arts One, Science One, the recently combined Arts and Engineering degree and ongoing initiatives, UBC now offers Canada's most exciting range of educational opportunities to post-secondary students."

"Dr. Tully demonstrates a strong commitment to excellence in research and teaching in a large and diverse faculty, as well as outstanding leadership both within the faculty and in the university," says Barry McBride, UBC's vice-president, Academic and Provost. *See Dean page 2*

Staff recognized for 25-year service

WHEN UBC PRESIDENT Martha Piper welcomes 72 UBC staff members into this year's 25 Year Club they will have much to reminisce about.

At a dinner to be held in their honour on May 4, the group, comprising staff who have worked on campus for a quarter century, may remember that in 1975 construction was underway on the Aquatic Centre, the Asian Centre and the Museum of Anthropology's bubble skylight was lowered into place.

The year 1975 was also the 50th anniversary of the university's

move from four small houses near Vancouver General Hospital to its present Point Grey site.

There were about 2,800 non-academic staff back then—one-sixth the current number—and a key-punch operator could expect to earn around \$800 per month.

Members of UBC's 25 Year Club for 2000 include:

Advancement Services: Robert Heavenor • Arts: Olga Betts • Audi-See *Twenty-five page 2*

Staff profiles, see page 8

Women nominated

Continued from page 1

Other nominees in the category are Pharmaceutical Sciences Prof. Helen Burt and clinical professor of Radiology Linda Warren.

Burt is an expert in drug delivery systems and works with UBC spin-off company Angiotech Pharmaceuticals Inc. to develop various drug delivery technologies to treat diseases such as arthritis, multiple sclerosis and heart disease.

Warren was instrumental in designing B.C.'s screening pro-

gram for the detection of breast cancer.

Psychiatry Prof. Sue Penfold is nominated in the Health and Wellness category. Penfold specializes in child psychiatry, issues surrounding sexual abuse and helping women and children with HIV/AIDS.

Theatre Dept. lecturer and director Kathleen Weiss is nominated in Arts and Culture. Debbie Cain, an instructor in Pediatric Emergency Therapeutics, is nominated in Education, Training and Development.

UBC is sponsoring the Voluntary, Community and Humanitarian Service category for the 11th year.

The achievements of these nominees and others from the UBC community will be celebrated at an awards dinner to take place May 25 at the Hyatt Regency Hotel. For tickets call (604) 895-5828.

Dean

Continued from page 1

An expert on American colonial and revolutionary history, Tully joined UBC's faculty in 1972 after studying at Queen's University, the University of Toronto and Johns Hopkins University.

Twenty-five

Continued from page 1

ology and Speech Sciences: Michelle McCaughran • Biotechnology Laboratory: Elvira Eigendorf • Bookstore: Robert Boyes, Afzal Khan • Botanical Garden: Peter Wharton • Botany: Olivia Oi Gee Lee • Chemical and Bio-Resource Engineering: Horace Lam • Chemistry: Sai On Orson Chan, Carol MacMillan • Civil Engineering: Ping Huang Liao • Commerce: Shaun Tanassee • Continuing Studies: Ines Lin • Dentistry: George Whitfield • Education: Pierre Caritey, K. Patricia McMillan, Judith N. Paley, Robin Whetter, Mable Yee • Financial Services: April Penny Dixon • Fisheries Centre: Ingrid Ross • Food Services: Asanto Foster, Laura Lowry, Rowena Ng, Gordon Stewart • Forestry: Eric Yam Chee Lee, Harold Verwoerd • Geography: Rosemary Jean Cann • Health, Safety and Environment:

Colleen Garbe • Housing and Conferences: Keith Moran • Land and Building Services: Robert Carruthers, George Dais, Richard Davidson, Douglas Falkenhagen, Ronnie Fong, Roy Harding, Cho Kwong Hui, Wayne Jessup, Linda Yuk Low, Allen Naidu, Kreso Pavlovic, Alexander Rethy, Douglas Roberston, Florence Swart, Ben Yoshida • Law: Ayako Oshika • Library: Maureen Adams, William Russ Anton, Darlene Bailey, Winnie Ng, Gary Phillips, Pontip Placzek, Sara Vergis, Gladys H. Wong • Medicine: Jerry Yc Tam • Music: Valerie Pusey • Nursing: Ellie James • Pediatrics: Gisela Murray • Pharmaceutical Sciences: Sylvia Chan, Celine Guna-wardene • Pharmacology and Therapeutics: Maureen Garnett • Physics and Astronomy: Harold Davis • Psychology: Fredric Lepiane, Catherine Margetts • Purchasing: Georgia Humphries • Science: Bridget Byrne • Student Services: Maureen Elliott, Margaret Nicholson • Surgery: Eva Germann • Theatre, Film and Creative Writing: Donald Griffiths • Zoology: Samad Gopaul.

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THE UNIVERSITY OF BRITISH COLUMBIA

Public Information Meeting

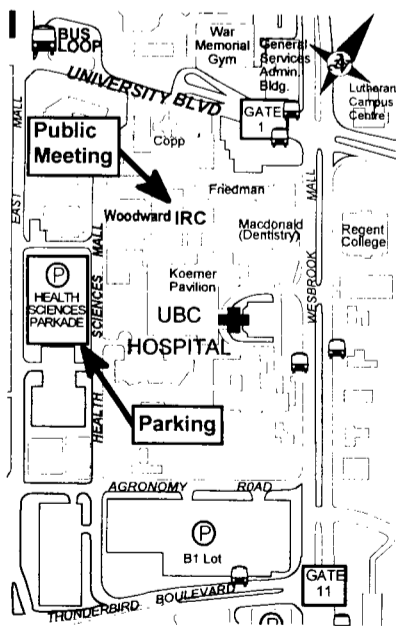
Comprehensive Community Plan

for the UBC
campus

Thursday, April 27, 2000

Two sessions: 12:30 - 2 p.m. or 7 - 9 pm

Woodward Instructional Resource Centre (IRC)
Lecture Hall #4, 2194 Health Sciences Mall
(on campus, beside the UBC Hospital)



The Official Community Plan (OCP) for the University of British Columbia provides a vision and goals for future development, broad land use designations and objectives for more detailed planning. The purpose of the Comprehensive Community Planning process (called Area Planning in the OCP) is to interpret those policies and objectives as a framework for

development approval. This will be the third of three public meetings and will focus on the second draft of the Comprehensive Community Plan (CCP).

The draft CCP and an Issues & Options report can be viewed and downloaded at the Web site www.ocp.ubc.ca/ocp/ccp.html. If you do not have Internet access, copies are available from Campus Planning & Development, 2210 West Mall (UBC) (hours: M-F, 8:30 am - 4:30 pm). Draft #2 of the CCP will be available at the meeting.

For information regarding access for persons with disabilities in the Woodward-IRC building, please call Caroline Welling at 822-9560.

FREE PARKING will be available in the Health Sciences Parkade—please pick up a parking pass after the meeting in order to exit the Parkade without charge (evening meeting attendees, please inform the attendant at the Parkade entrance that you are attending the CCP Public Meeting).

Questions or further information: contact Jim Carruthers, Campus Planning & Development, 822-0469.

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SUPPORT GROUP A concert-goer goes with the flow at the the ninth annual Arts County Fair which was held on the last day of classes at Thunderbird Stadium. Proceeds from the sold-out event, which is organized by volunteers from the Arts Undergraduate Society, were donated to AIDS Vancouver and the Canadian Cancer Society. *John Chong photo*

Holocaust focus of History course

"I hope students will learn about hate and do something," says donor

by **Bruce Mason** staff writer

SOPHIE WALDMAN lost everyone in the Holocaust—her mother, father, sister, brother, husband and large extended family.

"I am the only survivor," she says. "I believe deeply in education. By understanding our differences we eliminate the conditions that create hate."

She has established the Sophie Waldman Endowment for Holocaust Education at UBC.

The first legacy of her donation is History 441, a one-semester undergraduate survey course on the background, history and consequences of the Holocaust—the murder of six million Jews by the Nazis during the Second World War.

"Her generosity ensures that Holocaust education is ongoing at the university," says Religious Studies Assoc. Prof. Richard Menkis who will teach the course next year. "It is appropriate, even vital, that an academic approach be included in the ways in which the Holocaust is being integrated into the memory of societies."

"Although Holocaust education has been part of the curriculum—to the extent that this subject has been included in various courses—this the first course at the university solely devoted to it," says History Prof. Christopher Friedrichs.

Friedrichs is a member of the committee which administers the



Sophie Waldman

endowment. It includes Menkis, the head of the History Dept. Prof. Allen Sinel, and the head of Classical, Near Eastern and Religious Studies Prof. Philip Harding.

"The History Dept. proposed a course on the best-documented case of mass murder and racial hatred. There is a wealth of evidence, scholarly literature, memoirs, films and other materials," says Friedrichs.

"The goal is for students to develop the intellectual skills to critically and thoughtfully examine something which, unfortunately, remains very much with us in the 21st century—genocide," he adds.

"The endowment allows us to enhance the course with a student book prize, to include visiting speakers and perhaps add a course in which the Holocaust is approached from a multidisciplinary perspective," Menkis says.

Waldman's remarkable life has been profoundly influenced and altered by education.

She had graduated from university when the Nazis invaded her native Poland. She posed as a Catholic and worked as a pharmacist.

"My family was respected, even among the aristocracy, but it didn't help when the Nazis arrived," she says. "My brother and sister were recognized and reported."

Anxious to leave Europe after the war, she went to Germany where it was easier to emigrate because there were fewer Jews. There she met her second husband Isaac, a construction civil engineer.

He had cousins in Winnipeg who helped them reach Canada and he became the chief designer of Winnipeg's dykes after the disastrous floods of 1951.

Waldman studied electro-encephalography at McGill University and became head of the neurophysiological department at St. Paul's Hospital for 25 years, retiring in 1977. Isaac constructed many of Vancouver's high-rises.

"During the war we were unable to stop the Holocaust," she recalls. "The underground would tear up the railway tracks leading to the death camps, but the next day Jews were forced to repair them."

"I hope that students in the course will learn about hate and do something about it," she adds. "To me, the greatest sin is indifference."

Gala showcases collaboration

Event will offer diverse researchers an opportunity to explore common interests says one of its organizers

CREATING NEW COLLABORATIONS is the aim of the Dept. of Pathology and Laboratory Medicine's first annual Research Gala, to be held May 11 at Thea Koerner House (Graduate Student Centre).

"With new funding opportunities for collaborative research through the Canada Foundation for Innovation (CFI) and other sources, the time was right to get people together in the same room to look at common interests," says Pathology Prof. Donald Brooks who is helping to organize the event.

Brooks is also UBC's co-ordinator for the CFI program, the \$1.9-billion fund designed to help universities, colleges and hospitals enhance their research infrastructure.

The gala will show the breadth of work of researchers who work in areas ranging from biophysics to molecular genetics "but all wear the same hat," says Brooks, who is also a professor of Chemistry.

Keynote speaker for the event is eminent pathologist Abul K. Abbas, of the University of California who

will speak on "Genes, Lymphocytes and Auto-immune disease."

Other gala features are poster presentations, dinner at the Sage Bistro and entertainment.

Tickets for the event are \$35 for faculty and \$15 for students, fellows and residents. For more information call (604) 822-7092.

There are about 160 faculty associated with the Pathology and Laboratory Medicine Dept. in locations that include the B.C. Cancer Agency, Vancouver Hospital and Health Sciences Centre, St. Paul's Hospital, Children's and Women's Health Centre of British Columbia and UBC's Biomedical Research Centre.

Old Admin team survives Storm

A team from the Old Administration Building now knows exactly what it takes to get over that wall

by **Lee Tran**
Office of the Vice-President,
Administration and Finance

EVERY YEAR, THOUSANDS of students, faculty, and staff gather on the Student Union Building plaza to witness the challenge and excitement of a famous Intramural Sports event—Storm the Wall.

Five-member teams participate in an athletic relay that involves swimming 11 widths of the Aquatic Centre pool, sprinting 450-metres, cycling 2.8 kilometres, and running one kilometre with a spectacular finale where all five members must storm the 3.6-metre wall.

This year a staff team from the Old Administration Building drew

cheers from students as they sprinted toward the wall to complete the last component of the relay.

The team was made up of: Brian Sullivan, vice-president, Students; Byron Hender, executive co-ordinator, Office of the Vice-President, Students; Amy Mendoza, senior budget analyst; Dana Merritt, director, Budgets; and Selene Loke, administrative secretary, Budget Office.

With encouraging crowd support and tremendous team effort, the Old Admin team was able to finish the relay in under 22 minutes—an impressive record for a group who had a vacant spot to fill a week before competition.

Amy Mendoza was the new addition to the team and was quick to accept the offer without much familiarity with the event.

"I first thought the back of the wall with the ledges was the front of the wall and that we had the

OFFBEAT

steps to climb over it. That's not too bad," she laughs.

During practice, she discovered the concept was quite different and that strategies on how to get over the wall in the quickest and easiest way possible were much needed.

Teammate Byron Hender celebrated his 58th birthday on that day and felt pretty good about his overall performance. He believes that "the students must have been amazed" when they saw him and Brian Sullivan participating in the event. Hender adds, "It was a great opportunity to see the amount of work the students had put into organizing this."

When asked if he would consider doing the event next year, Hender smiles and says he'll think about it.

This staff team has proven that despite the aching muscles and



Sullivan (left), Hender help teammate.

shaky nerves, anyone can storm the wall and still survive.

The event would not have been made possible without the team spirit from all the participants. In addition, Ronnie Gill, the Sports Event manager and her team of 110 student volunteers proved to be the extra ingredient needed to create such an extraordinary event.

Congratulations to all those people who made a contribution to the 21st annual Storm the Wall.



THE UNIVERSITY OF BRITISH COLUMBIA

Equity Office Annual Report 1999

Letter from the President

April 20, 2000

Dear Colleague:

TO COMPLY WITH the requirements of UBC's Policy on Discrimination and Harassment and to meet our obligations under the Federal Contractors Program, UBC's Equity Office annually summarizes campus-wide efforts to promote equity and to resolve complaints of discrimination and harassment. I am pleased to provide you with the Equity Office Annual Report 1999.

Please read this report and discuss it with your colleagues. The Equity Office welcomes any questions and comments.

Sincerely,

MARTHA C. PIPER

Message from the Associate Vice President, Equity

AS IN PREVIOUS YEARS, the Equity Office Annual Report 1999 summarizes campus efforts to promote equity and provides statistics that track both progress toward equitable hiring practices and the resolution of discrimination and harassment complaints brought to the Equity Office.

The Equity Office could not achieve its goals without a highly competent, hard-working staff. Wale Adeyinka brings extensive community experience, enthusiasm, and commitment to Equity Office anti-racism programs. Maura Da Cruz works creatively with other campus units to integrate Equity Office programs into innovative, cross-campus initiatives such as Imagine UBC, the Leadership Program, and the Women of Colour Mentoring Program. Joan McBain maintains our files while skillfully handling a wide variety of daily front-counter demands. Margaret Sarkissian is known across campus for her excellent judgement in case management as well as for the humour and understanding she brings to educational sessions. Working effectively and efficiently behind the scenes, Poh Peng Wong keeps the Office running smoothly year in and year out.

The Equity Office collaborates and cooperates with many other University units. Nowhere is this combined effort more evident than in its partnership with Planning and Institutional Research (PAIR). PAIR staff provide essential support to the creation and maintenance of reporting systems, the integration of employment equity data with the Integrated Human Resource Information System, the analysis of UBC's workforce and student data, and the preparation of reports, charts, and educational information. Their on-going efforts ensure that UBC's data-driven equity programs are comprehensible and meaningful. For their invaluable assistance, I thank Ashley Lambert-Maberly, Elmer Morishita, Sham Pendleton, Ron Siy, and especially, PAIR's Director, Walter Sudmant.

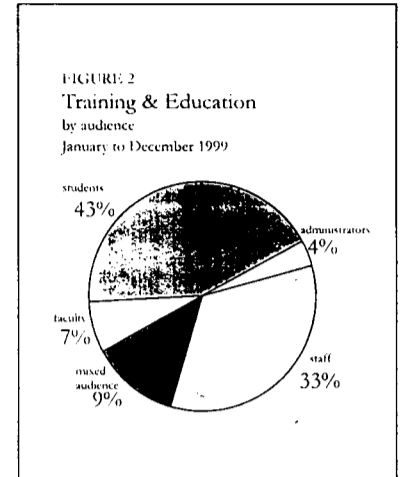
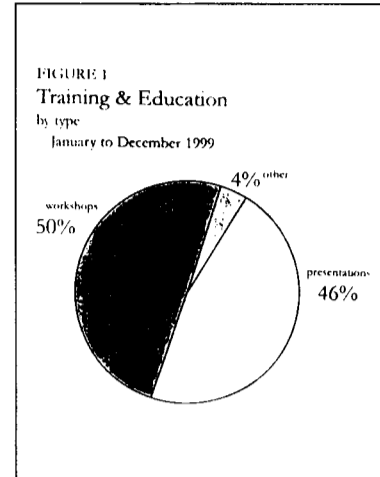
SHARON E. KAHN

Education and Training Report

THE GOAL OF UBC's Equity Office is to heighten campus awareness and understanding of two university policies: one of these policies concerns discrimination and harassment; the other, employment equity.

The Office seeks to achieve its goal primarily through education and training. In 1999, the Office delivered 31 presentations and 34 workshops and seminars, an increase of 13 educational sessions over the number offered in 1998 (see Figure 1). Audiences for these activities included the entire campus community: administrators, faculty, staff, students, union representatives, employee associations, and departmental equity committees (see Figure 2).

An example of a standard educational session would be the anti-racism program that the Office developed and delivered six times in 1999. Custom educational presentations would include training initiatives developed for student groups such as the Dean of Science Ambassador Program, the Women of Colour Network, Imagine UBC, and the Leadership Program: Applied Skills and Strategies.



Highlights of Equity Office Education and Training Initiatives

Standard Training Workshops

- Three "Discrimination and Harassment Awareness" workshops for staff through the Human Resources Department's most Training Program
- Six "Breaking Down Racism in the Workplace" workshops for managers, supervisors, and support staff

Standard Presentations

SEVERAL PRESENTATIONS for students, faculty, and staff on the roles of UBC's Equity Office and UBC's Policies on Discrimination and Harassment, and on Employment Equity.

The audiences for these presentations included

- Alma Mater Society (AMS)
- Human Resources' most Training Program
- Centre for Teaching and Academic Growth (TAG)
- Faculty of Graduate Studies
- Faculty of Law
- School of Social Work

Customized Workshops and Seminars

WORKSHOP ON "Discrimination and Harassment Awareness," for

- managers and supervisors in Campus Security, Housing & Conferences, and Land & Building Services
- support staff in Housing & Conferences
- residence advisors in Housing & Conferences and the Vancouver School of Theology
- program leaders and instructors in the First Nations Summer Science and Synala Honours Programs
- peer mentors in the Commerce Undergraduate Society
- program leaders in the Shad Valley Program

"Selection Interviewing and the Law" workshops, for Faculties of Medicine and Pharmaceutical Sciences

"Understanding Human Rights and Employment Equity" workshop, for Equity Committee, Land & Building Services

Customized Presentations

"DISCRIMINATION AND Harassment Rights and Responsibilities," for

- undergraduate students, Dentistry
- graduate students, Linguistics
- international students, International Student Services
- teaching assistants, History
- sessional staff, Housing & Conferences

"Sexual Harassment and the Law," for

- undergraduate students in Family and Nutritional Sciences
- University Women's Club

"Role of Unit Equity Committees," for

- Land & Building Services
- Faculty of Education
- Faculty of Graduate Studies

"Update on B.C. Human Rights Law," for

- representatives from employee associations and student services units
- students in a human resources course at Capilano College

"Cultural Diversity," for Ritsumeikan Institute

"Human Rights in the Workplace," for first year Engineering students

"Role of UBC's Equity Office," for executive members of the Commerce Undergraduate Society

"Women's Employment Progress at UBC," for the Academic Women's Association and Faculty Association Status of Women Committee

Addressing racism in post-secondary education, for students, staff, and faculty (Panel members included students, staff, and faculty from Colour Connected, Equity Office, First Nations House of Learning, the Faculties of Law and Education, and Kwantlen University College.)

Partnerships

IN ORDER TO integrate equity into the day-to-day activities of academic and administrative campus units, UBC's Equity Office works closely with other units.

Culturally Inclusive Campus Committee (CICC)

UBC'S EQUITY OFFICE co-ordinates the Culturally Inclusive Campus Committee. Members of CICC include students, staff, and faculty from various campus departments and student groups: Anthropology and Sociology, Colour Connected, English, First Nations House of Learning, International Student Services, Pride UBC, and the Women Students' Office. Established in 1996, this group seeks to foster an inclusive campus community that not only respects but also values difference. To achieve its goals, CICC works in collaboration with both student groups and student service providers to develop and implement initiatives for an inclusive study and work environment. In 1998/99, CICC received \$2000 in funding from Multiculturalism BC to support the project "Building Community Alliances at UBC."

CICC workshops and seminars offered in 1999 include

- "Not on Our Campus," a discrimination and prejudice awareness workshop led by student peer educators and presented to students and staff
- "Building Community Alliances at UBC," a seminar for students, faculty and staff
- "Working Together to Build Community Alliances at UBC," a seminar for members of equity groups such as CICC, Colour Connected, and Pride UBC
- "Duty to Accommodate," a seminar co-sponsored by UBC's Equity Office and the Disability Resource Centre and presented to administrative heads of units.

Dean of Science Ambassador Program

THIS NEW PROGRAM gives student volunteers an opportunity to play a larger role in the Faculty of Science and the community. The 167 student participants engage in activities such as education fairs, department open houses, Science Week events, workshops, mentoring programs, and Imagine UBC. As well, they publicize science events, write articles, and develop websites. Credits are assigned to each activity. To receive credit as an Ambassador, a student must earn a certain number of credits and complete a mandatory workshop requirement, which includes three workshops on leadership and one on diversity. Each ambassador also is required to take an equity workshop. UBC's Equity Office offered three "Diversity Training" workshops to Dean of Science Student Ambassadors.

Leadership Program

THE "LEADERSHIP PROGRAM: Applied Skills and Strategies for UBC Students," was initiated by the Women Students' Office in January 1999. Sponsored by Counselling Services, the Equity Office, the First Nations House of Learning, and International Student Services, this program comprises four components: social responsibility, social competence, personal awareness, and personal competence. The Women Students' Office and the Equity Office also co-facilitated "Celebrating Individualism and Collaboration—A Social Change Model of Leadership," one of the workshops in the program.

Women of Colour Network

THIS PROGRAM builds community among women students of colour at UBC through activities such as workshops, seminars, and social events. With support and funding from the Equity Office and the Women Students' Office, the Network offered

- A welcome and celebratory get-together for new and current members
- In partnership with the AMS Women's Center, two workshops on women and body image: "Resisting the Media Body," and "The Exotic, the Erotic and the Dangerous: Race, Gender and Body Image in the Popular Media."

Other Initiatives

UBC's Equity Office

- sponsored a 1999 welcome and celebratory event for UBC international and Canadian students

- organized a display booth for first-year students during the Imagine UBC Orientation Program
- set up a students' information booth at the First Nations Orientation Program
- participated in a panel discussion on discrimination and harassment for the AMS "Not on Our Campus" campaign
- responded to more than 100 inquiries concerning UBC's equity-related policies and practices. On-campus inquiries came from administrators, faculty, staff, and students, as well as employee and student associations. Off-campus inquiries came from media, other universities, government agencies, and the general public.

Educational & Employment Equity Report

UBC'S POLICY ON Employment Equity (1990) is based on principles of individual merit and achievement, which means that employment decisions at the University are based on job performance criteria such as skills, knowledge, and abilities relevant to specific positions.

In keeping with these principles, the University's Employment Equity Plan (1991; revised, 1997) is designed to make the University a fair and equitable workplace in terms of hiring, training, and advancement. The Plan also seeks to attract and retain members of the four groups that the Federal Contractors Program designates as traditionally under-represented: women, First Nations people, visible minorities, and persons with disabilities.

Progress Toward Equity in 1999

ACHIEVEMENTS IN educational and employment equity over the past year are listed under the four objectives of UBC's Employment Equity Plan.

Objective A

REVIEW OF UBC's employment policies and practices for their potential discriminatory effect on members of designated groups; design of policies and practices to support employment equity opportunities for designated-group members.

1. In support of the principles, goals, and strategies outlined in UBC's vision statement, *Trek 2000*, the draft Academic Plan highlights the ethnic and cultural diversity of the student community and states that "diversity and equity within the faculty and staff complement . . . is an important way to support students." In addition, the draft Plan suggests that UBC's efforts to recruit and retain faculty and staff include the expansion both of childcare and affordable housing programs and of opportunities to assist partners and spouses to find jobs. The Plan also proposes increased flexibility in admissions requirements through prior-learning credit, as well as increased links with the community.
2. The University Policy on Academic Accommodation for Students with Disabilities was approved.
3. The Advisory Committee on Information Technology drafted an updated Policy on Responsible Use of Computer and Communications Facilities. The policy addresses the misuse of technology such as harassment via e-mail. The UBC community is invited to consult the draft policy at www.acit.ubc.ca/respuse/printdraft.html.
4. A new offense was added to the Calendar Student Discipline section: "Injuring a person or damaging property in any way which demonstrates or results from hate, prejudice or bias against an individual or group based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor."
5. The Senate accepted the Ad Hoc Committee on Teaching Quality, Effectiveness, and Evaluation recommendation that the document "Effective Teaching Principles and Practices" be distributed to faculty members. The document's principles and practices include respect for the diverse talents and learning styles of students and sensitivity to intellectual and cultural issues.
6. The Senate adopted new criteria for evaluating the language proficiency of student applicants. Incoming students who are non-native English speakers are assessed not only on the basis of their reading and writing skills, but also on their ability to speak and listen effectively.
7. The Senate approved the Bachelor of Business in Real Estate degree. This distance education degree expands the learning opportunities of non-traditional students.
8. Following ratification by members of the Faculty Association and sessional faculty members, faculty with sessional appointments of less than 50% are included in the Faculty Association bargaining unit. As a result, for the first time these faculty members are represented in salary and benefits negotiations.
9. The Employee and Family Assistance Program was extended to include Postdoctoral Fellows.
10. The University Administration and CUPE 2950 developed a new pay structure using ratings from the Job Evaluation System Project (JESP). Following ratification of the union contract and receipt of government pay equity funding, Human Resources will adjust CUPE 2950 salaries using JESP ratings. CUPE 116 and the University Administration made progress toward establishing policy for allocating pay equity funds to adjust salaries in female-dominated jobs.

11. The Faculty of Arts approved a multidisciplinary minor degree in Critical Studies in Sexuality, which includes a focus on lesbian, gay, bisexual, and transgender studies.
12. The Faculty of Education approved a new teacher education program. The mission statement of this new program promotes commitment to "gender equity, cultural diversity, and equitable access to learning by all, including learners with special needs," and recognizes "the position of First Nations people within British Columbia and Canada."
13. The Faculty of Arts and the Faculty of Education established the Centre for Intercultural Language Studies.
14. The Equity Office offered 34 workshops to faculty, staff, and students, including 15 workshops on "Discrimination and Harassment Awareness." In addition, the Equity Office offered 31 presentations on a variety of equity-related topics (see Education and Training Report).

Objective B

DEVELOPMENT OF special measures and reasonable accommodations to achieve and maintain a UBC workforce representative of qualified applicant pools.

1. Over the past five years, the proportions of designated equity-group members have remained relatively stable: women 52%, aboriginal people 1%, visible minorities 23%, and persons with disabilities 4% (see UBC Workforce Data).
2. As of January 2000, UBC had appointed women to 32% of vacant tenure-track positions for the academic year 1999/00. Since 1986/87, UBC has appointed women to 33% of vacant tenure-track positions. Currently, women receive approximately 35% of Canadian university doctoral degrees. Accordingly, UBC's hiring record for tenure-track women is consonant with the merit principle.
3. Academic departments continued to apply for the Senior Faculty Opportunity Fund that redresses imbalances in the representation at senior faculty levels of equity groups (women, First Nations persons, members of visible minorities, and persons with disabilities). This Fund not only enables departments to appoint exceptionally qualified women and minorities to senior ranks, but also helps secure the employment of eminent academics by hiring their spouses or partners—when they also possess outstanding qualifications.
4. The Equipment Accommodation Fund continued to facilitate the purchase of ergonomic furniture and computer enhancements for faculty and staff requiring special accommodation.
5. The Equity Enhancement Fund underwrote two projects:
 - A Faculty of Arts initiative to support First Nations writers-in-residence for English 427: Studies in First Nations Writing
 - A Faculty of Science initiative to provide tutorial assistance for First Nations Students.
6. In conjunction with the Disability Resource Centre and the Culturally Inclusive Campus Committee (CICC), the Equity Office sponsored a training workshop in human rights accommodation for deans, heads, and directors.
7. The Advanced Education Media Acquisitions Centre at Langara College made "Invisible Barriers," a video produced with support from UBC's Equity Office, available for distribution throughout the post-secondary system.
8. As in past years, UBC co-sponsored the Vancouver YWCA's Women of Distinction awards. Thirteen UBC women were nominated: five students, one alumna, and seven faculty. Two faculty members received awards.
9. In conjunction with AMS Events, Housing & Conferences, and the Women Students' Office, the Equity Office co-sponsored an educational comedy-cabaret program dealing with sexual stereotyping and sexual health.
10. The Academic Women's Association and the Status of Women Committee of the Faculty Association organized a forum on the question, "How are Women Doing at UBC?" Invited speakers included UBC's President, the Associate Vice President, Equity, and the Directors of the Centre for Research in Women's Studies and Gender Relations, and of the Women Students' Office.
11. The Chair in Women in Science and Engineering hosted a forum on increasing the number of women in areas of science and engineering where currently women are significantly under-represented. Participants included representatives from industry, schools, government, media, and universities.
12. Co-sponsored by Simon Fraser University, UBC departments of Continuing Studies, English, Women's Studies, and the Centre for Research in Women's Studies and Gender Relations organized the film festival and conference, "Women Filmmakers: Refocusing." The conference examined issues of concern to women filmmakers and critics.
13. Beginning in 1999, first-year students applying by the Internet may self-identify as First Nations. Such identification helps the University track the number of First Nations students and also facilitates the House of Learning programs.
14. Funded by the Teaching and Learning Enhancement Fund and sponsored by the Coordinator of Health Sciences, students from twelve different faculties organized "Building Bridges: Understanding and Supporting Aboriginal Health," a conference on aboriginal health is-

- sues. The conference goal was to develop curriculum resources and learning modules that address aboriginal health issues.
15. A forum on teaching First Nations courses promoted interdisciplinary courses and showcased new initiatives, such as the First Nations Languages and Linguistics Program and the First Nations Interdisciplinary Arts major.
16. The First Nations House of Learning participated in the First Nations Awareness Week, a celebration of cultural and educational diversity, with invited speakers and displays.
17. International House celebrated its 40th anniversary with a week of special events and student displays.
18. Under the sponsorship of the Women Students' Office, the Women of Colour Mentoring Network sponsored several events, including a workshop on women in academia, a film screening, and a speak-out honouring women of colour and indigenous women.
19. The Return to Work Program assisted with more than 300 cases of short- and long-term absence from work due to illness or injury. Assistance included the provision of information to employees and administrators, as well as the coordination of reduced work hours, modified work duties, and alternate job placement. Employees whose permanent disabilities prevented a return to previous positions were assisted in skills upgrading, retraining, job placement trials, and graduated return to other work opportunities on campus.
20. The Physical Access Coordinator directed the drafting of a Physical Access Management Plan. The Plan's goal is to achieve universal access by 2005, thus ensuring that persons with disabilities will be fully able to study, work, and participate in community life at UBC.
21. The Rick Hansen Institute joined seven Canadian organizations to create the Canadian Neurotrauma Research Program to fund brain and spinal cord injury research. The partnership translates promising research into therapeutic advances and clinical trials.
22. The Institute for Hearing Accessibility Research (IHEAR) held an interdisciplinary conference on hearing accessibility for older adults. In addition, IHEAR was selected to evaluate the provincial medical interpreting service. One outcome of this evaluation may be the improvement of curricula for students who wish to work with people who have hearing loss.

Figure 3: Employment Equity Occupational Groups (EEOG)

EEOG	Examples of UBC Positions
1 Senior Managers	Associate Vice President, Dean, President, Registrar, University Librarian, Vice President.
2 Middle and Other Managers	Associate Dean, Chair, Computer Systems Manager, Director, Financial Manager, Food Service Manager, Head.
3.1 University Teachers	Assistant Professor, Associate Professor, Clinical Instructor, Instructor I and II, Lecturer, Member Extra Sessional Studies, Professor, Senior Instructor, Sessional Lecturer.
3.2 Professionals Excluding University Teachers	Accountant, Coordinator Student Services, Counsellor, Editor, Employee Relations Officer, General Librarian, Genetic Assistant, Physician, Programmer/Analyst, Scientific Engineer, Social Science Researcher.
4 Semi-professionals and Technicians	Bio-Safety Officer, Building Inspector, Coach, Engineering Technician, Graphics Supervisor, Horticulturist, Library Assistant, Medical Artist, Research Assistant/Technician, Research Scientist.
5 Supervisors	Accommodation Manager, Accounting Supervisor, Campus Mail Supervisor, Cleaning Supervisor, Head Service Worker, Section Head, Senior Resident Attendant, Supervisor (Administration), Word Processing Coordinator.
6 Supervisors: Crafts and Trades	Farm Manager, Grounds Supervisor, Head Carpenter, Head Plumber, Herd Manager, Mechanical Trades Supervisor, Sub-Head Electrician, Sub-Head Gardener.
7 Administrative and Senior Clerical Personnel	Administrative Assistant, Administrator, Budget Analyst, Conference Coordinator, Executive Assistant, Lab Supervisor, Office Manager, Personnel Assistant, Secretary 1 to 5, Senior Admissions Officer.
8 Skilled Sales and Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook, Second Cook.
9 Skilled Crafts and Trades Workers	Bricklayer, Carpenter, Electrician, Locksmith, Maintenance Engineer I and II, Painter, Plumber, Sheet Metal Worker, Shift Engineer.
10 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.
11 Intermediate Sales and Service Person	Bookstore Assistant, Computer Salesperson, Dental Assistant, Housekeeper, Patrol Person, Sales Attendant, Sales Clerk, Utility Worker, Waiter/Waitress.
12 Semi-skilled Manual Workers	Clerk Driver, Farm Worker 1 to 5, Milker, Nursery and Greenhouse Gardener, Printing Operator 2 and 3, Spray Painter, Truck Driver.
13 Other Sales and 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.
14 Other Manual Workers	Labourer 2, Labourer 2 (Const. and Hvy.), Labourer 3 (Special).

Figure 4: UBC Workforce: Gender by EEOG

Employment Equity Occupational Group	Female		Male	
	May 1998	May 1999	May 1998	May 1999
	N	%	N	%
Senior Managers	10	32.26	9	30.00
Middle and Other Managers	139	39.15	137	37.43
University Teachers*	553	26.15	561	27.18
Professionals (excluding University Teachers)	527	50.14	573	50.35
Semi-professionals & Technicians	743	56.25	804	58.09
Supervisors	57	62.64	54	59.34
Supervisors: Crafts and Trades	3	9.09	3	7.50
Administrative & Senior Clerical Personnel	819	96.35	799	95.92
Skilled Sales & Service Personnel	10	27.78	11	26.19
Skilled Crafts & Trades Workers	4	1.83	5	2.05
Clerical Personnel	615	80.50	647	82.53
Intermediate Sales & Service Personnel	249	64.01	239	63.56
Semi-skilled Manual Workers	5	5.95	8	8.60
Other Sales & Service Personnel	373	57.83	361	57.12
Other Manual Workers	9	15.52	9	11.84
Total	4116	51.19	4220	51.51

*University Teachers includes sessional and extra-session appointments. Faculty with administrative appointments are included among Middle and other Managers, or Senior Managers.
 Note: Data from the University's Integrated Human Resource Information System (IHRIS) on the extract dates of May 31, 1998, and May 31, 1999.

Figure 5: UBC Workforce: Aboriginal People & Visible Minorities by EEOG

Employment Equity Occupational Group	Aboriginal People		Visible Minorities	
	May 1998	May 1999	May 1998	May 1999
	N	%	N	%
Senior Managers	0	0.00	0	0.00
Middle and Other Managers	2	0.62	4	1.20
University Teachers*	21	1.26	21	1.27
Professionals (excluding University Teachers)	9	1.07	7	0.78
Semi-professionals & Technicians	9	0.95	10	1.03
Supervisors	4	5.26	3	4.11
Supervisors: Crafts and Trades	0	0.00	0	0.00
Administrative & Senior Clerical Personnel	13	1.78	14	2.02
Skilled Sales & Service Personnel	1	5.00	1	4.35
Skilled Crafts & Trades Workers	1	0.88	2	1.74
Clerical Personnel	7	1.22	7	1.20
Intermediate Sales & Service Personnel	4	2.42	4	2.58
Semi-skilled Manual Workers	1	2.00	1	1.85
Other Sales & Service Personnel	9	2.55	10	2.75
Other Manual Workers	2	9.09	2	6.25
Total	83	1.40	86	1.44

*University Teachers includes sessional and extra-session appointments. Faculty with administrative appointments are included among Middle and other Managers, or Senior Managers.
 Note: Data from employees who self-identified on UBC's employment equity census as members of designated groups and who were active on the extract dates of May 31, 1998, and May 31, 1999.

- The Disability and Crane Resource Centres sponsored a unique, interactive art exhibit exploring three-dimensional collage and sculpture that could be viewed as well as identified by touch. Exhibit information was available in print, Braille, large print, and audiotape, thus enabling many persons with disabilities to experience the exhibit.
- A team associated with the Centre for Research in Women's Studies and Gender Relations received a Peter Wall Institute for Advanced Studies grant for interdisciplinary inquiry into narratives of disease, disability, and trauma. The project will contribute to the understanding of illness, disability, and trauma from the points of view of both those who have been afflicted, as well as their caregivers.

Objective C

ESTABLISHMENT OF A UBC WORK ENVIRONMENT THAT SUPPORTS THE SUCCESSFUL INTEGRATION OF DESIGNATED-GROUP MEMBERS.

- The University Orientation Program for new employees was presented four times to a total of 180 staff and faculty. Through Human Resources and the Centre for Teaching and Academic Growth (TAG), the Equity Office continues to participate in orientation programs for new employees.
- The Equity Office participated both in the Main Event at Imagine UBC, an orientation program for new undergraduate students, and in graduate student orientation activities sponsored by the Faculty of Graduate Studies.
- Equity Office staff met with unit equity committees both in academic and administrative departments to discuss ways to promote equity. In addition, Equity Office staff met with the Faculty Association Status of Women Committee to discuss equity issues of importance to faculty members.
- Seeking to develop or enhance workplace skills and knowledge, 519 staff attended 61 workshops in Human Resources' MOST Program. Course offerings included "Disability Awareness," "Working with People with Disabilities," "Valuing and Working with Cultural Diversity," "Personal Diversity Portfolio Development," "Discrimination and Harassment Awareness for Staff," "Discrimination and Harassment Skills Training for Administrators," and a Career Development course. Other courses included a two-day workshop, "Safety Skills," for safety committee members designing departmental safety programs. In addition, the Pension Administration Office offered two lunch-hour presentations, "Understanding Your Pension."
- The BEST Program offered two 12-week workplace language skills programs: a general program for all staff and a customized session for Food Services CUPE 116 staff. In addition, BEST offered a half-day communications workshop, "Applying Plain Language to Communication."
- In cooperation with the Equity Office, Human Resources offered the workshop "Selection Interviewing: Ensuring Equity" five times to a total of 74 administrators. As of 1999, 447 administrators have taken this training.
- The Canadian Association for University Continuing Education recognized UBC's certificate program in Intercultural Studies with an award for excellence.
- UBC's Vancouver Institute public lecture series included an address by Justice Rosalie Abella, Royal Commissioner on Equality in Employment.
- Sponsored by the David Lam Chair in Multicultural Education, the Faculty of Education offered a public lecture, "Anti-racist Response Training: Teaching Students How to Respond to Racism."
- In cooperation with the Equity Office, the student group Colour Connected and the Culturally Inclusive Campus Committee (CICC) presented "Cry Freedom: Allying Ourselves Against Racism," a one-day conference to commemorate the International Day for the Elimination of Racial Discrimination. Colour Connected and CICC hosted the morning session, provided speakers and workshops, and in the afternoon, the Equity Office hosted a panel, "Anti-Racism in Post-Secondary Education."
- Together with staff from the Women Students' Office, Equity Office staff consulted with the AMS "Not on Our Campus" campaign. Events included a talk by British Columbia's Attorney General and Minister Responsible for Multiculturalism, Human Rights and Immigration.
- The Women Students' Office, in conjunction with the Equity Office, International Student Services, and CICC, offered "Not on Our Campus" workshops for students. These workshops provide education on acts of intolerance and assist individuals dealing with victimization.
- The Women Students' Office launched a leadership program, "Applied Skills and Strategies," that offers more than a dozen 90-minute workshops designed to strengthen personal and interpersonal skills. Other departments co-sponsoring this program include Counselling Services, International Student Services, First Nations House of Learning, and the Equity Office. Workshop topics include managing diversity and inter-cultural communication.
- Over 30 students and staff participated in an AMS Safety Audit. This audit evaluates the personal safety level of several commonly traveled routes on campus and identifies areas that require improvements.

15. Through the provincial Safer Campus Initiative, UBC continued to receive minor capital funds to improve safety on campus. In 1999, these funds helped upgrade and improve lighting on University Boulevard, East Mall, and Memorial Road, as well as around the Student Union and Health Sciences buildings. Nineteen emergency blue-light phones and a number of elevator emergency communication panels were installed.
16. UBC's Personal Security Coordinator continued to offer workshops addressing issues of personal safety on campus. In addition, the Coordinator produced and distributed pocket-sized cards with personal security information and contact numbers, as well as emergency blue-light phone key chains.

Objective D

ADOPTION OF monitoring and accountability mechanisms to evaluate and adjust UBC's employment equity program.

1. The Deputy Chief Commissioner of the British Columbia Human Rights Commission granted special program approval to UBC's Employment Equity Plan. Accordingly, the University's Employment Equity Plan is not considered to contravene Section 42 (3) of the B.C. Human Rights Code.
2. Following an external review of the Equity Office's operation, organization, management, and service roles, the associate vice president, equity, was re-appointed to a second, five-year term.
3. The Equity Office administered the employment equity census to newly hired faculty and staff. The overall response rate to this census was 74.6% (8,193 employees).
4. The Equity Office produced its fourth annual report reviewing the University's progress toward equity and providing an overview of case processing and resolution of complaints of discrimination and harassment, as well as the Office's educational and training activities. UBC's Equity Office Annual Report 1998 was published in *UBC Reports* (April 29, 1999) and appears on the Equity Office's website, www.equity.ubc.ca.
5. The Equity Office worked with two university-wide advisory committees—the President's Advisory Committee on Discrimination and Harassment, and the President's Advisory Committee on Equity (see Appendices).
6. With funding from the Ministry of Advanced Education, Training and Technology's Safer Campus Initiative, UBC's Equity Office produced *Got a Problem? We're Here to Help*, a student guide to harassment and discrimination. As well, the Equity Office continued to promote its services through various campus publications, including the *Ubysey*, *UBC Reports*, and *Inside UBC*, an AMS publication for first-year students.
7. The Equity Office staff wrote articles, letters to the editor, or were interviewed concerning UBC's equity program. These materials appeared in the *Ubysey*, the *Vancouver Sun*, and *Maclean's* magazine.
8. In conjunction with UBC's Office of Planning and Institutional Research (PAIR), the Equity Office completed several studies using employment-equity census data (see Distribution of Equity Groups within the UBC Workforce, Distribution of Visible Minority Women with the UBC Workforce, Tenure-track Faculty Retention and Promotion 1988 - 1999, and Comparison of the UBC Workforce and UBC Graduates).

UBC Workforce Data

UBC CLASSIFIES its employment positions using the fifteen Employment Equity Occupational Groups (EEOGs) established by the Federal Contractors Program to facilitate monitoring the Canadian labour force. The fifteen EEOGs and examples of UBC positions in each category are listed in Figure 3.

Figures 4 through 6 provide an overview of the number of UBC's designated-group employees in each of the fifteen EEOGs. These figures provide snapshots of the University's workforce on May 31, 1998, and May 31, 1999.

Figure 4 indicates the representation of male and female employees in all of the EEOGs. Figure 5 shows the representation of aboriginal people and visible minorities. Figure 6 indicates the representation of persons with disabilities—both those who self-identify in UBC's employment equity census, and those on UBC's Income Replacement Plan.

The data for men and women in Figure 4 are drawn from UBC's Integrated Human Resource Information System (IHRIS) and thus accurately reflect the gender distribution of UBC's workforce. Data on the other three designated groups—visible minorities, aboriginal people, and persons with disabilities—are drawn from UBC's employment equity census, which relies upon voluntary self-identification. Twenty-five percent of UBC employees have not participated in the census; thus, the data on these three groups may misrepresent their actual numbers in the UBC workforce.

Comparison of the UBC Workforce with the Canadian Labour Force

Figure 7 shows the proportion of the four designated employment equity groups in UBC's workforce between 1994 and 1999, as well as the proportion of these groups in the 1996 Canadian labour force (the 1996 Canadian census provides the most recent available data). A comparison of these two sets of figures indicates UBC's progress in developing a workforce that

represents the diversity in pools of potential candidates with appropriate qualifications.

Figure 7 also compares UBC's workforce figures with those of other employers who report to the federal government under the Employment Equity Act (Workforce Under the Act 1996). These employers represent federally regulated, private-sector organizations and Crown corporations.

Note that the data provided by Human Resources Development Canada relate to the number of people in the four designated groups who actually were employed, rather than those who only were qualified for employment. Thus, one can compare the percentages of people employed at UBC with those employed in the Canadian labour force and in other organizations. Human Resources Development Canada data do not allow direct comparison of the UBC workforce with qualified applicant pools, which include unemployed people.

In all of the four designated groups, UBC compares favourably with other employers under the Employment Equity Act. In addition, UBC compares favourably with the overall Canadian labour force in the proportion of visible minorities and women. However, UBC's proportion of aboriginal people and persons with disabilities does not compare favourably with the proportion found in the overall labour force.

Figure 6: UBC Workforce: Persons with Disabilities by EEOG

Employment Equity Occupational Group	Persons with Disabilities who self-identified				Persons with Disabilities including employees on IRP**			
	May 1998		May 1999		May 1998		May 1999	
	N	%	N	%	N	%	N	%
Senior Managers	1	3.45	1	3.70	1	3.45	1	3.70
Middle and Other Managers	12	3.69	11	3.33	15	4.62	15	4.55
University Teachers*	50	2.99	53	3.20	57	3.40	64	3.86
Professionals (excluding University Teachers)	17	2.01	21	2.35	20	2.37	26	2.91
Semi-professionals & Technicians	31	3.26	28	2.89	48	5.02	44	4.51
Supervisors	5	6.58	5	6.85	10	12.82	10	13.51
Supervisors: Crafts and Trades	0	0.00	0	0.00	0	0.00	0	0.00
Administrative & Senior Clerical Personnel	26	3.57	24	3.47	46	6.27	38	5.48
Skilled Sales & Service Personnel	0	0.00	0	0.00	1	4.76	1	4.17
Skilled Crafts & Trades Workers	2	1.75	2	1.72	6	5.17	5	4.24
Clerical Personnel	14	2.44	14	2.41	25	4.33	30	5.12
Intermediate Sales & Service Personnel	4	2.40	4	2.56	4	2.40	5	3.21
Semi-skilled Manual Workers	3	6.00	3	5.56	5	10.00	5	9.26
Other Sales & Service Personnel	10	2.80	11	3.01	38	10.33	32	8.56
Other Manual Workers	1	4.35	1	3.03	1	4.35	2	6.06
Total	176	2.96	178	2.97	277	4.63	278	4.62

*University Teachers includes sessional and extra-session appointments. Faculty with administrative appointments are included among Middle and other Managers, or Senior Managers.

**IRP: Income Replacement Plan

Note: Data from employees with disabilities who self-identified on UBC's employment equity census and employees who were on the University's Income Replacement Plan on the extract dates of May 31, 1998, and May 31, 1999.

Figure 7: Representation of Members of Designated Groups in the Canadian Labour Force

Designated Group	UBC	UBC	UBC	UBC	UBC	UBC	Under the Act Workforce (1996) %	Canadian Labour Force (1996) %
	1994 %	1995 %	1996 %	1997 %	1998 %	1999 %		
Women	51.00	51.34	51.69	51.26	51.19	51.51	44.83	46.40
Aboriginal People	1.35	1.42	1.36	1.32	1.40	1.44	1.22	2.10
Visible Minorities	20.63	20.32	21.01	22.04	22.19	22.84	9.23	10.30
Persons with Disabilities (inc. IRP)	4.94	4.83	4.83	4.63	4.63	4.62	2.67*	6.50*
Persons with Disabilities (excl. IRP)	n.a.	n.a.	n.a.	2.96	2.96	2.97		

Note: Under the Act Workforce covers both crown corporations and federally-regulated, private sector employers.

* From 1991 Health and Activity Limitations Survey

Comparison of the UBC Workforce by EEOG Groups with the Canadian/Vancouver Labour Force

FIGURES 8 THROUGH 10 show the labour force representation of three designated equity groups (women, aboriginal people, and visible minorities) at two points in time (a line has been drawn between labour force representation in 1991 and 1996). As well, Figures 8 through 10 show the representation of these three designated equity groups among UBC employees at four points in time (a line has been drawn through these points in time: 1996, 1997, 1998, and 1999). The Canadian or Vancouver labour force is used depending on the appropriate recruitment area: for UBC Senior Managers, Middle Managers, University Teachers, and Professionals, the Canadian labour force is the appropriate recruitment area; Vancouver

is the appropriate recruitment area for other EEOGs. Where the two lines meet and move in similar directions, UBC's workforce follows the trend established in the external labour force.

The representation of women at UBC is similar to their representation in the national and local labour forces with the following exceptions: women are not well-represented at UBC compared with the labour force in the EEOGs of Senior Managers, Middle & Other Managers, University Teachers, Skilled Sales & Service, and Semi-Skilled Manual Workers. (Note that UBC is comparing itself in the EEOG University Teachers to a combination of the university and college systems.)

Comparisons of the representation of aboriginal people in the labour force and employed at UBC must be made cautiously because there are only 86 faculty and staff at UBC who self-identify as aboriginal people. Aboriginal people appear to be less well-represented at UBC than they are in the labour force in the EEOGs Skilled Sales & Service and Semi-Skilled Manual Workers.

Visible minorities appear to be less well-represented at UBC than they are in the labour force in the EEOGs Senior Managers, Supervisors Crafts & Trades, Semi-Skilled Manual, and Other Sales & Service Workers.

Equity-Group Distribution of Tenure-Track Faculty

FIGURE 11 shows the gender distribution of new tenure-track faculty appointments from the 1986/87 academic year through January 2000. As of January 2000, the University has hired women to fill 32% of available positions for the academic year 1999/00. In 1991, the University set a goal to hire women to fill 35% of vacant tenure-track faculty positions. This goal of 35% women is based on the proportion of women receiving doctoral degrees from Canadian universities.

Figure 12 shows the gender distribution of full-time faculty by rank. Since 1985/86, the proportion of women has risen from 16.4% to 24.1% among all tenure-track faculty—an increase of 113 women in tenure-track positions. In the same period, the number of men has declined by 258. Women's greatest gains have been made at the ranks of Professor and Associate Professor.

As shown in Figure 13, patterns of gender distribution differ dramatically in different faculties. For example, Commerce and Science have respectively 11.8% and 12.1% women in full-time faculty positions; Education has 52% women.

Figure 14 shows the distribution of tenure-track faculty by rank and designated equity group. The number of designated equity-group members among tenure-track faculty increased between 1996 to 1999. Unlike the data in Figures 12 and 13, which are drawn from IHRIS, the data in Figure 14 is taken from UBC's Employment Equity Census. Moreover, snapshot data from IHRIS and the employment equity census data are drawn at different points in time. As well, the employment equity census includes some part-time, tenured faculty. Thus, the number of faculty in these databases differs.

FIGURE 8
Canadian/Vancouver & UBC Labour Force: Women

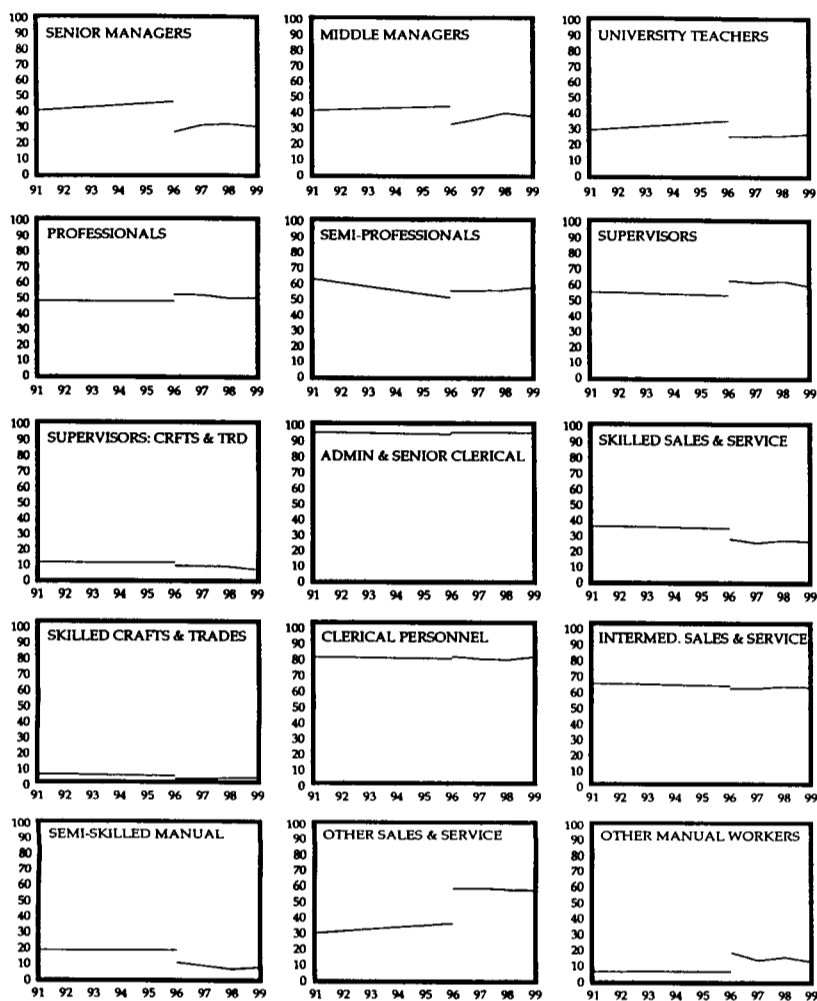
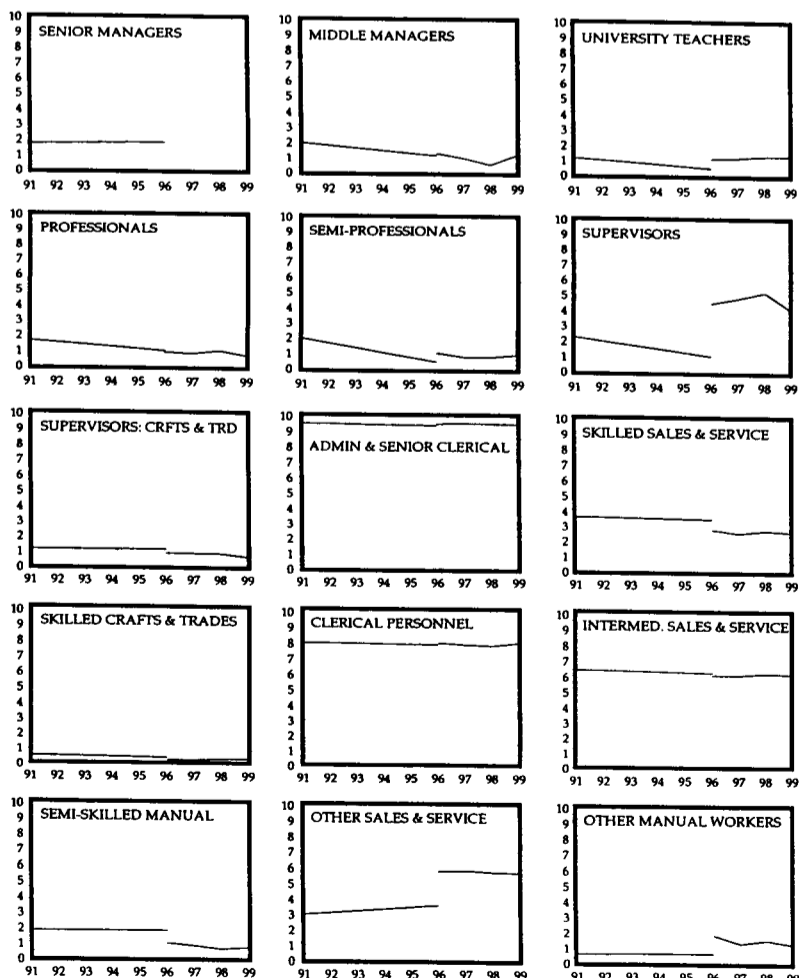


FIGURE 9
Canadian & UBC Labour Force: Aboriginal People



Employment Equity Hiring Goals

IN 1996, UBC set employment equity hiring goals that would assist in building a workforce representative of the pool of potential candidates with appropriate qualifications. This pool includes women, aboriginal people, visible minorities, and persons with disabilities.

The net difference in the total workforce between 1998 and 1999 is 152 additional faculty and staff (see Figure 4). This number suggests that during the past year UBC had limited hiring opportunities. Some units are not replacing employees who quit or retire. Other units may replace a designated-group member with another member of the same designated group; thus, these units would show a net difference of zero. Unfortunately snapshots of the UBC workforce on May 31, 1998, and May 31, 1999, enable us only to know the net difference in number of employees between these two points in time.

Figure 15 shows the thirteen hiring goals set by the University in 1996. In addition, Figure 15 shows the number of designated-group employees in each of the EEOGs for which hiring goals were set and the net difference in the number of designated-group members in the EEOG between 1998 and 1999.

The University achieved one of its thirteen hiring goals, that of hiring additional women in the Middle and Other Managers group. The University made progress in six other hiring goals: University Teachers, Professionals, Semi-professionals & Technicians, Sales & Service, Skilled Crafts & Trades, and Intermediate Sales and Services. In the remaining six EEOGs for which UBC set hiring goals in 1996, the number of designated-group members either remained the same or decreased.

UBC has made progress in meeting its goal to hire women to fill at least 35% of vacant tenure-track faculty positions. Because academic units must complete a recruitment summary for each hiring recommendation forwarded to the Vice-President, Academic and Provost, we know that there were 213 hiring opportunities for tenure-track faculty positions between 1996/97 and January 2000. UBC hired women into 36% of these positions.

Distribution of Equity Groups within the UBC Workforce

FIGURE 16 shows the distribution of the four equity groups among UBC's faculty and staff. The straight line on the graph represents an even distribution throughout campus units. Women and visible-minority are more evenly distributed among UBC's workforce than are employees who self-identify as aboriginal people and persons with disabilities.

Distribution of Visible-Minority Women within the UBC Workforce

FIGURE 17 answers the question, "Are visible-minority women employees doubly disadvantaged by virtue of being members of two equity groups?" A comparison of visible-minority women with other women in UBC's workforce by EEOG reveals that there are only three EEOGs where visible minority women are more likely to be employed than other women. In all other EEOGs, and especially in the EEOG category of University Teachers, visible minority women are less likely to be employed than are other women. There is no available data to show how UBC compares with the labour force with regard to visible minority women.

Tenure-track Faculty Retention and Promotion 1988-1999

FIGURE 18 reveals the status ten years later of 87 faculty hired as assistant professors in 1988. There is no statistically significant difference between the number of men and women who left UBC, remained assistant professors, or who achieved promotion to associate and full professor.

Comparison of the UBC Workforce and UBC Graduates

FIGURE 19 compares UBC's workforce with UBC graduates from the classes of 1991, 1993, and 1996. The proportion of women and visible minorities among UBC faculty and staff is smaller than the proportion of women and visible-minority students who recently graduated from UBC. The proportion of UBC faculty and staff who self-identify as aboriginal people has remained stable for several years, while the proportion of graduates who self-identify as aboriginal people has slowly risen to match their proportion in UBC's workforce. The number of persons with disabilities in UBC's workforce is slightly larger than the number of recent graduates who self-identify as having a disability.

Discrimination and Harassment Report

IN ACCORDANCE with the University's Policy on Discrimination and Harassment, the Equity Office works to promote good equity practices in the day-to-day activities of academic and administrative units.

The terms "discrimination" and "harassment" refer to intentional or unintentional behaviour for which there is no reasonable justification. On the basis of characteristics defined by the 1997 B. C. Human Rights Code, discrimination and harassment can adversely affect either individuals or groups.

Under this code, UBC must not discriminate against students, faculty, or staff on thirteen prohibited grounds, such as religion, place of origin, and sexual orientation. Recent court decisions also have established UBC's clear obligation to maintain a discrimination-free work and study environment. This obligation falls upon all individuals who supervise the work or conduct of others. These supervisors could be faculty members, administrators, or managers.

Equity Office procedures for handling discrimination and harassment complaints offer a clear, equitable approach to problem resolution. These procedures supplement other University and extra-University mechanisms, such as those of employee associations and unions, the courts, the B. C. Human Rights Commission, and the Office of the B. C. Ombudsman.

The Equity Office organizes discrimination and harassment complaints under five headings:

Poisoned Environment

ANY CONDUCT or comment that has the effect of creating a hostile, intimidating, or offensive environment on the basis of personal characteristics that are protected under the Policy on Discrimination and Harassment—for example, ethnicity, gender, sexual orientation, disability, or age.

Quid Pro Quo

COERCIVE sexual conduct involving rewards or threats.

Assault

UNWELCOME physical contact, including fondling, touching, and the use of force.

Other Forms of Discrimination

CONDUCT that compromises the access, opportunity, or evaluation of an individual on the basis of personal characteristics that are unrelated to performance and protected under the Policy.

Allegations Not Covered by the Policy

THIS CATEGORY covers behaviour that offends human rights, but that involves a respondent or takes place at a location not under UBC's jurisdiction, or that falls outside the one-year time limit for reporting complaints, or that may be effectively dealt with under other University procedures. This category also covers interpersonal conflicts not covered by human rights legislation or the Policy. Such conflicts are classified as "personal harassment."

FIGURE 10

Canadian/Vancouver & UBC Labour Force: Visible Minorities

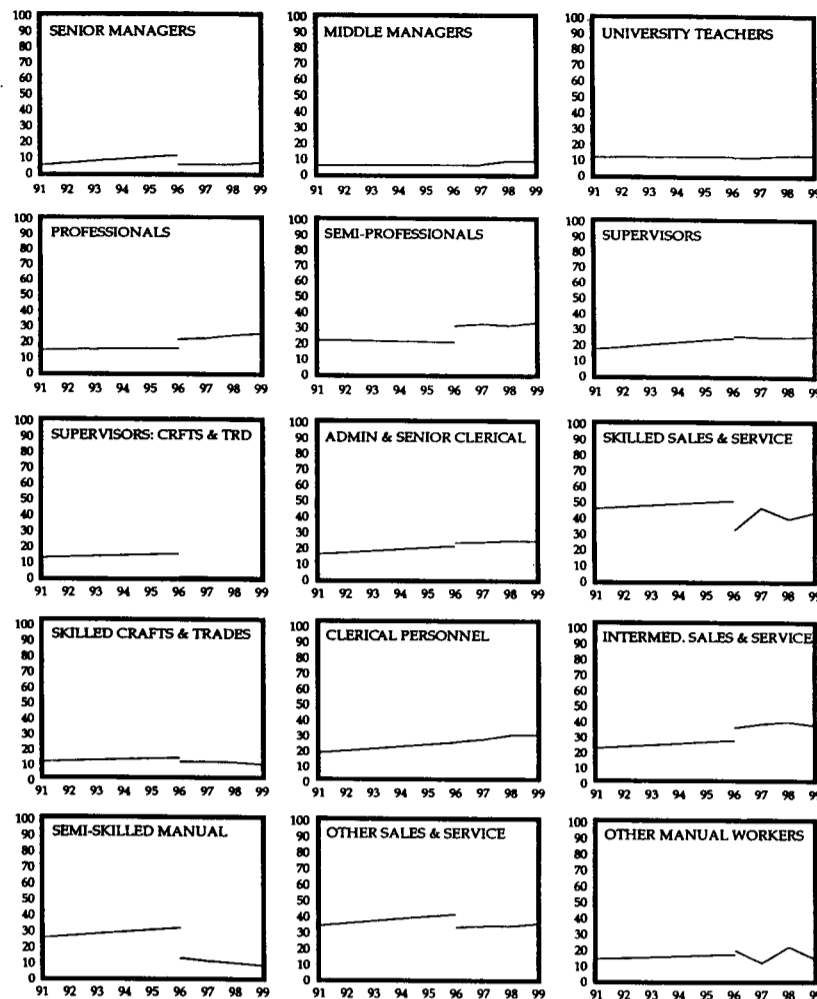


Figure 11: New Tenure Track Faculty Appointments

	Total	Male		Female	
		#	%	#	%
1986/87	57	42	74	15	26
1987/88	89	65	73	24	27
1988/89	94	64	68	30	32
1989/90	111	87	78	24	22
1990/91	61	39	64	22	36
1991/92	92	57	62	35	38
1992/93	81	52	64	29	36
1993/94	47	25	53	22	47
1994/95	70	43	61	27	39
1995/96	54	39	72	15	28
1996/97	62	41	66	21	34
1997/98	52	29	56	23	44
1998/99	28	18	64	10	36
1999/100	71	48	68	23	32
Total	969	649	67	320	33

Appointments processed as of January 7, 2000

Complaints Received in 1999

THE EQUITY OFFICE provided consultation and case management assistance to students, faculty, and staff, including administrative heads of unit, executive members of employee associations, and members of departmental equity committees. On occasion, the Office also provided consultation to off-campus individuals and agencies.

Figure 12: Gender Distribution of Full-Time Faculty by Rank

	Professor		Associate		Assistant		Instructors I, II, & Sr.		Tenure Track Subtotal		Percentage		Lecturer		All Ranks Total		Percentage	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
85/86	678	35	497	85	293	130	38	45	1506	295	83.6%	16.4%	13	34	1519	329	82.2%	17.8%
86/87	687	34	471	90	291	119	41	43	1490	286	83.9%	16.1%	15	35	1505	321	82.4%	17.6%
87/88	689	35	468	94	290	116	34	39	1481	284	83.9%	16.1%	13	25	1494	309	82.9%	17.1%
88/89	689	40	451	100	304	112	34	41	1478	293	83.5%	16.5%	15	25	1493	318	82.4%	17.6%
89/90	684	41	442	102	346	126	32	41	1504	310	82.9%	17.1%	15	30	1519	340	81.7%	18.3%
90/91	688	48	425	99	356	134	32	46	1501	327	82.1%	17.9%	12	30	1513	357	80.9%	19.1%
91/92	682	52	416	103	348	153	34	42	1480	350	80.9%	19.1%	11	32	1491	382	79.6%	20.4%
92/93	673	63	410	97	332	162	34	44	1449	366	79.8%	20.2%	12	24	1461	390	78.9%	21.1%
93/94	683	68	416	99	317	162	33	44	1449	373	79.5%	20.5%	10	26	1459	399	78.5%	21.5%
94/95	692	78	417	101	295	159	30	43	1434	381	7.9%	21.0%	8	24	1442	405	78.1%	21.9%
95/96	684	85	435	109	268	146	25	46	1412	386	78.5%	21.5%	12	22	1424	408	77.7%	22.3%
96/97	697	86	431	110	255	149	25	43	1408	388	78.4%	21.6%	16	27	1424	415	77.4%	22.6%
97/98	692	98	418	128	241	142	27	41	1378	409	77.1%	22.9%	16	22	1394	431	76.4%	23.6%
98/99	686	101	386	136	216	128	25	37	1313	402	76.6%	23.4%	13	25	1326	427	75.6%	24.4%
99/00	670	106	381	141	209	122	24	39	1284	408	75.9%	24.1%	18	29	1302	437	74.9%	25.1%

Note: excludes president, vice-presidents, associate vice-presidents, and deans.

Figure 13: Gender Distribution of Full-Time Faculty by Rank and Department, November 1, 1999

	Professor		Associate Professor		Assistant Professor		Instructors & Lecturers		Total		Percentage of Women
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Agricultural Science	18	3	14	3	2	6	1	0	35	12	25.5%
Applied Science	57	9	34	16	22	14	3	6	116	45	28.0%
Arts	155	34	93	48	40	31	4	11	292	124	29.8%
Commerce	37	1	20	2	13	4	5	3	75	10	11.8%
Dentistry	9	2	8	3	10	2	0	0	27	7	20.6%
Education	31	13	23	25	13	22	4	17	71	77	52.0%
Forestry	17	1	12	1	8	3	2	2	39	7	15.2%
Graduate Studies	21	1	7	2	3	1	0	0	31	4	11.4%
Health Science Coordinator	2	0	0	1	0	0	0	0	3	1	25.0%
Law	13	4	7	6	2	3	1	1	23	14	37.8%
Medicine	152	29	91	28	62	25	3	6	308	88	22.2%
Pharmaceutical Science	9	3	8	1	3	2	1	6	21	12	36.4%
Science	149	6	64	5	30	9	18	16	261	36	12.1%
Total	670	106	381	141	209	122	42	68	1,302	437	25.1%

Note: excludes president, vice-presidents, associate vice-presidents, and deans.

Complaints accepted by the Equity Office were resolved by complainants themselves, through intervention by Equity Advisors or administrative heads, or by a collaborative process involving Equity Advisors, administrative heads, complainants, and respondents.

Many complainants who visited the Equity Office did so for only one or two sessions and did not request an Equity Office intervention. Some reported being too fearful of retaliation to confront respondents or to inform administrative heads. Others sought information and advice on how they might themselves address problems.

The Equity Office categorizes complaints as "consultations" and as "cases." "Consultations" involve providing information and advice to complainants and administrators who then proceed to manage complaints on their own. "Cases" involve the Equity Office in direct intervention with the parties to a complaint.

No case went forward to a formal investigation during 1999.

In 1999, the Office participated in efforts to resolve 205 complaints: 142 consultations (69%) and 63 cases (31%). Eighty-six of the complaints (42%) involved human rights issues covered by UBC's Policy on Discrimination and Harassment. Figure 20 tracks the number of complaints of discrimination and harassment presented to the Equity Office in 1998 and 1999, during which time the proportion of complaints covered by the Policy increased from 36% (84 out of 236) to 42% (86 out of 205).

Fifty-four percent of complaints covered by the Policy involved sex/gender harassment and discrimination, the leading causes of human rights problems at UBC in both 1998 and 1999. As in 1998, next came ethnicity, which in 1999 comprised 28% of complaints.

In addition to 86 complaints involving human rights issues covered by UBC's Policy on Discrimination and Harassment, 119 complaints presented to the Equity Office in 1999 concerned human rights issues not covered by UBC's Policy. Figure 20 also tracks the number of complaints that did not fall under the Policy. From 1998 to 1999, the proportion of complaints not covered by the Policy decreased from 64% (152 out of 236) to 58% (119 out of 205). Thirty-eight percent of all complaints (77 out of 205) concerned human rights issues not covered by UBC's Policy: the behaviours or events were outside the one-year limit, or were covered by other University policies or procedures, or involved a respondent not under UBC's jurisdiction. The remaining 42 complaints not covered by the policy (20%) concerned personal harassment involving conflicts between peers or between supervisors and their subordinates.

Of those complaints not covered by UBC's Policy, the largest group (53%) fell into the category of "behaviour covered under other UBC policy or procedure." Personal harassment followed at 35%. These figures are very similar to those of 1998.

Figure 21 describes the contexts of the events that gave rise to complaints of discrimination and harassment in 1998 and 1999. The proportion of complaints that occurred in academic contexts increased from 37% in 1998 to 54% in 1999. At the same time, the proportion of complaints that occurred in employment contexts fell from 47% to 39%.

Figure 22 provides a gender breakdown of discrimination and harassment complaints. As in previous years, women were much more likely to be complainants, and men were much more likely to be respondents.

Complaints by women against men dropped from 43% in 1998 to 33% in 1999, while complaints from men against women rose slightly from 11% to 12%.

In 1999, the category "Other Respondent" was enlarged to include unknown respondents, respondent groups comprising both men and women, as well as complaints against the University or departments. Examples of complaints where the respondent is unknown would be harassment by anonymous e-mail, notes, or phone calls. As well, administrators or other third parties who seek assistance from the Equity Office may not reveal the gender of the complainant or respondent, and when the respondent is a group, department, or an association, gender cannot be designated.

Figure 23 shows that students continue to bring the largest number of complaints to the Equity Office—an increase from 39% in 1998 to 54% in 1999. The next two largest groups bringing complaints were support staff and faculty. Compared to 1998, the number of complaints brought by support staff in 1999 decreased from 26% to 16%, whereas the number of complaints brought by faculty and by management and professional staff increased slightly.

Figure 24 indicates the position of complainants relative to respondents. In 1998 and 1999, students made up the largest group of respondents. Over 1998 and 1999, student complaints about faculty and other students remained stable, whereas student complaints about administrative heads decreased from 19% to 5% of all student complaints. During the same time, faculty complaints about other faculty increased from 12% to 23% of all faculty complaints, and faculty complaints about support staff decreased from 9% to zero.

In 1999, the number of complaints brought by support staff fell from 62 in 1998 to 32. Of these 32 complaints, there was a dramatic decrease in the percentage of complaints brought against administrative heads (16% to zero) and a similarly dramatic increase in complaints brought against individuals who were not members of the UBC community (3% to 44%). The number of complaints brought by management and professional staff remained about the same (17 in 1998, 16 in 1999), though there was a shift in the position of respondents: in 1999, management and professional staff decreased their complaints about administrative heads as well as other management and professional staff, while increasing their complaints about faculty.

Some complaints involve allegations against supervisors, departments, and associations. When management and professional staff, and administrative heads of unit were identified as respondents, it may have been because they failed to address allegations of discrimination and harassment in their departments or units. That the number of complaints against administrative heads has decreased may be a result of Equity Office training and consultation.

Figure 25 categorizes the behaviours people complain about when they come to the Equity Office. In 1998, one-half of complaints concerned poisoned environment; in 1999, the number of complaints about poisoned environment decreased to one-third of all complaints. Reports of coercive sexual conduct involving a reward or threat and reports of assaults of all kinds remained about the same over 1998 and 1999. Similarly, allegations that academic and employment decisions showed bias, or excluded or denied access also remained steady for these two years. In 1999, the Equity Office began to categorize some complaints as interpersonal conflicts rather than discrimination: twenty percent of complaints in 1999 concerned interpersonal conflict.

Case Outcomes

THE PRIMARY GOAL of complaint resolution (and of human rights legislation) is to remedy situations individuals find difficult to resolve on their own. Often the Equity Office complaint-resolution process involves helping complainants develop skills to take action without the assistance of the Equity Office; for example, to approach respondents or to ask administrative heads to do so. In situations such as these, complainants may not return to the Equity Office to report on the outcome of their actions, or the Equity Office may not receive reports from the administrative head on actions taken.

In 1999, the Equity Office managed a total of 38 complaints under the University's Policy on Discrimination and Harassment. By the end of 1999, the Equity Office had helped resolve 18 of these complaints.

For cases where the Equity Office is under no compulsion to contact respondents, the Office has developed a special form that clearly identifies the case as one in which the Equity Office (a) has no corroboration of the allegation, (b) has taken and will be taking no action based on the allegation, and (c) has not informed the respondent, and therefore the respondent may have had no opportunity to respond to the complainant's allegations.

In six of the 38 cases under the Policy in 1999, the Equity Office did not contact the respondent either because the complainant would not give permission to do so, the allegation was not a clear violation of the Policy on Discrimination and Harassment and therefore did not require the University to act, or the complainant did not know the respondent's name. In one case, it was learned that the respondent already was receiving medical treatment for problems directly related to the allegations of discrimination and harassment.

In the remaining 14 unresolved cases, Equity Office Advisors or administrative heads continue to monitor situations.

Figure 14: TENURE-TRACK FACULTY

1. By Gender JOB TITLE	1996			1997			1998			1999		
	Female	Male	%Female	Female	Male	%Female	Female	Male	%Female	Female	Male	%Female
PROFESSOR	73	635	10.3%	70	660	9.6%	76	659	10.3%	81	645	11.2%
ASSOCIATE PROFESSOR	116	463	20.0%	128	463	21.7%	139	443	23.9%	135	389	25.8%
ASSISTANT PROFESSOR	174	316	35.5%	176	307	36.4%	169	297	36.3%	141	236	37.4%
INSTRUCTOR I	12	3	80.0%	9	5	64.3%	11	7	61.1%	8	6	57.1%
INSTRUCTOR II	2	3	40.0%	2	1	66.7%	1	1	50.0%	1	1	50.0%
SENIOR INSTRUCTOR	35	23	60.3%	35	20	63.6%	35	22	61.4%	36	23	61.0%
Total	412	1443	22.2%	420	1456	22.4%	431	1429	23.2%	402	1300	23.6%

2. By Visible Minority JOB TITLE	1996			1997			1998			1999		
	VM	Total	%VM	VM	Total	%VM	VM	Total	%VM	VM	Total	%VM
PROFESSOR	48	543	8.8%	48	566	8.5%	49	577	8.5%	49	575	8.5%
ASSOCIATE PROFESSOR	44	466	9.4%	47	475	9.9%	48	467	10.3%	48	426	11.3%
ASSISTANT PROFESSOR	65	410	15.9%	69	412	16.7%	73	393	18.6%	66	322	20.5%
INSTRUCTOR I	2	14	14.3%	1	14	7.1%	1	17	5.9%	3	13	23.1%
INSTRUCTOR II	0	2	0.0%	0	1	0.0%	0	1	0.0%	0	1	0.0%
SENIOR INSTRUCTOR	5	52	9.6%	4	49	8.2%	5	52	9.6%	5	55	9.1%
Total	164	1487	11.0%	169	1517	11.1%	176	1507	11.7%	171	1392	12.3%

3. By Aboriginal JOB TITLE	1996			1997			1998			1999		
	Aborig	Total	%Aborig	Aborig	Total	%Aborig	Aborig	Total	%Aborig	Aborig	Total	%Aborig
PROFESSOR	5	546	0.9%	6	569	1.1%	8	579	1.4%	8	577	1.4%
ASSOCIATE PROFESSOR	3	465	0.6%	3	473	0.6%	5	465	1.1%	4	424	0.9%
ASSISTANT PROFESSOR	4	409	1.0%	6	414	1.4%	4	395	1.0%	6	324	1.9%
INSTRUCTOR I	1	14	7.1%	1	14	7.1%	1	17	5.9%	0	13	0.0%
INSTRUCTOR II	0	2	0.0%	0	1	0.0%	0	1	0.0%	0	1	0.0%
SENIOR INSTRUCTOR	1	53	1.9%	1	50	2.0%	1	52	1.9%	1	55	1.8%
Total	14	1489	0.9%	17	1521	1.1%	19	1509	1.3%	19	1394	1.4%

4. By Self-identified Disability JOB TITLE	1997			1998			1999		
	Dis	Total	%Dis	Dis	Total	%Dis	Dis	Total	%Dis
PROFESSOR	18	567	3.2%	19	578	3.3%	17	576	3.0%
ASSOCIATE PROFESSOR	14	475	2.9%	12	467	2.6%	12	426	2.8%
ASSISTANT PROFESSOR	9	413	2.2%	10	394	2.5%	10	324	3.1%
INSTRUCTOR I	1	14	7.1%	3	17	17.6%	3	13	23.1%
INSTRUCTOR II	0	1	0.0%	0	1	0.0%	0	1	0.0%
SENIOR INSTRUCTOR	2	50	4.0%	3	52	5.8%	3	55	5.5%
Total	44	1520	2.9%	47	1509	3.1%	45	1395	3.2%

5. By Self-identified Disability (and including IRP) JOB TITLE	1997			1998			1999		
	Dis&IRP	Total	%Dis&IRP	Dis&IRP	Total	%Dis&IRP	Dis&IRP	Total	%Dis&IRP
PROFESSOR	18	567	3.2%	19	578	3.3%	18	576	3.1%
ASSOCIATE PROFESSOR	16	476	3.4%	15	469	3.2%	17	428	4.0%
ASSISTANT PROFESSOR	11	413	2.7%	12	394	3.1%	13	325	4.0%
INSTRUCTOR I	1	14	7.1%	3	17	17.6%	3	13	23.1%
INSTRUCTOR II	0	1	0.0%	0	1	0.0%	0	1	0.0%
SENIOR INSTRUCTOR	2	50	4.0%	3	52	5.8%	3	55	5.5%
Total	48	1521	3.2%	52	1511	3.4%	54	1398	3.9%

Figure 15: Progress Toward 1996 UBC Hiring Goals as of May 1999

EMPLOYMENT EQUITY OCCUPATIONAL GROUP

	1996		1999		Hiring Goal	Net Difference
Middle and Other Managers	105 women	219 men	137 women	229 men	25 women	32 women
University Teachers*	544 women	1554 men	561 women	1503 men	75 women	17 women
Professionals (excluding University Teachers)	9 aboriginal	873 non-aboriginal	7 aboriginal	887 non-aboriginal	8 aboriginal	-2 aboriginal
Semi-professionals & Technicians	23 disabled	859 non-disabled	26 disabled	869 non-disabled	12 disabled	3 disabled
Supervisors: Crafts and Trades	741 women 11 aboriginal	582 men 989 non-aboriginal	804 women 10 aboriginal	580 men 961 non-aboriginal	90 women 11 aboriginal	63 women -1 aboriginal
Sales & Service Personnel	0 visible minority	26 non visible minority	0 visible minority	21 non visible minority	4 visible minority	0 visible minority
Skilled Crafts & Trades Workers	7 visible minority	15 non visible minority	10 visible minority	13 non visible minority	6 visible minority	3 visible minority
Clerical Personnel	2 women	173 men	5 women	239 men	6 women	3 women
Intermediate Sales & Service Personnel	8 aboriginal	582 non-aboriginal	7 aboriginal	578 non-aboriginal	8 aboriginal	-1 aboriginal
Semi-skilled Manual Workers	3 aboriginal	199 non-aboriginal	4 aboriginal	151 non-aboriginal	6 aboriginal	1 aboriginal
	9 women 6 visible minority	77 men 40 non visible minority	8 women 5 visible minority	85 men 48 non visible minority	8 women 10 visible minority	-1 women -1 visible minority

* Includes sessional and extra-session appointments. Faculty with administrative appointments are included among Middle and Other Managers.

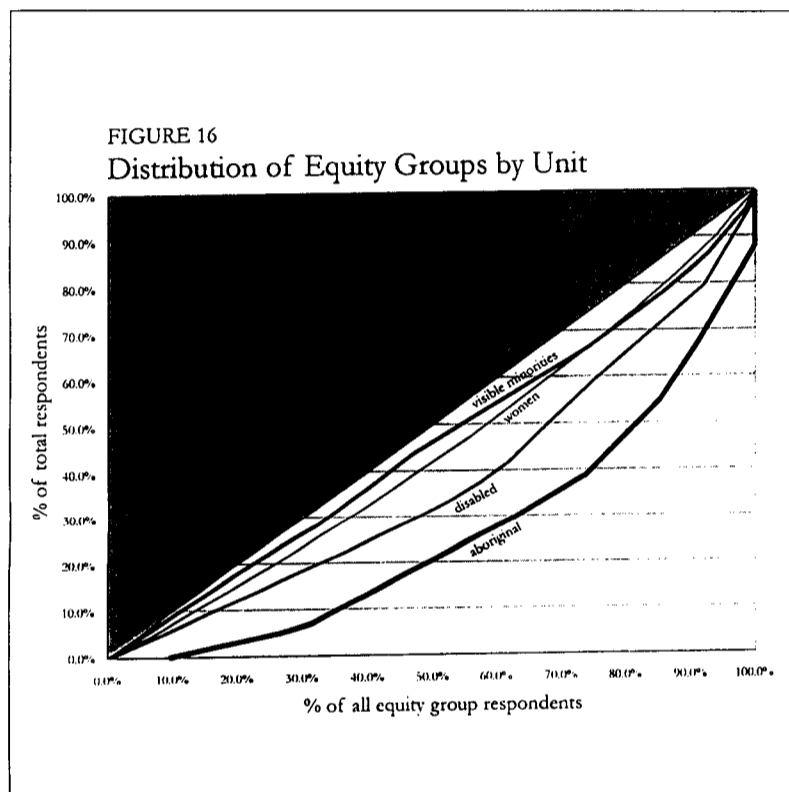


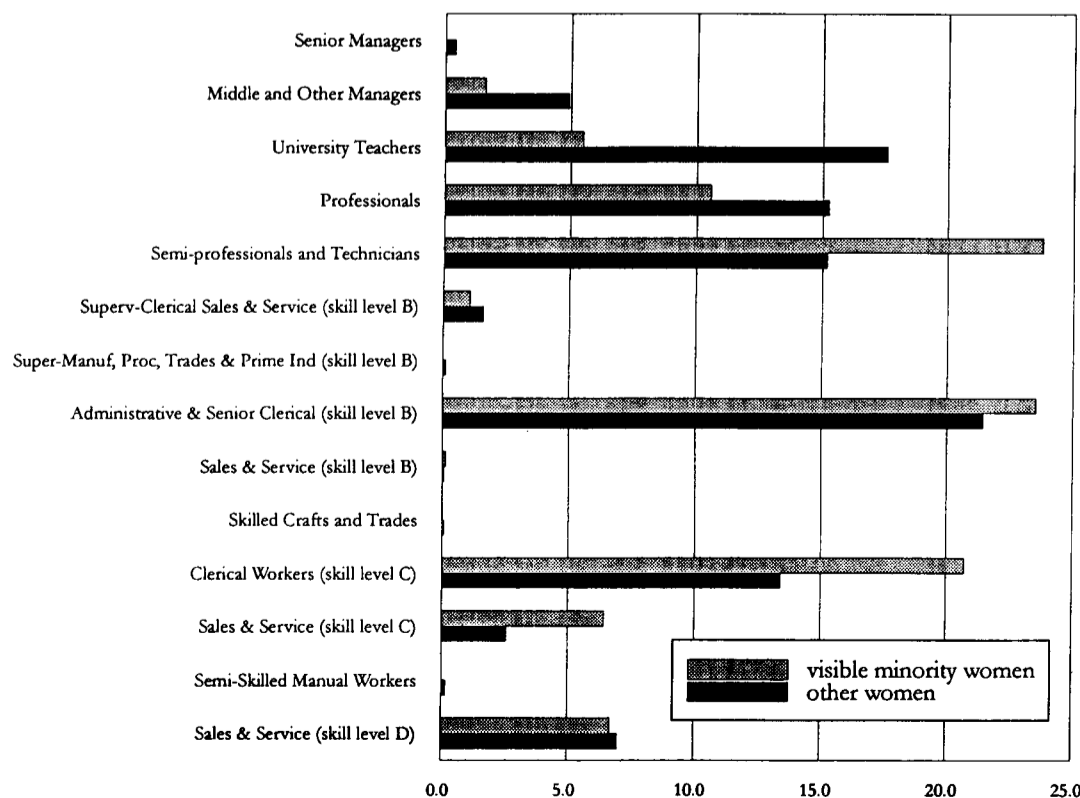
Figure 18: Status of Assistant Professors

PROGRESS THROUGH THE RANKS: NEW HIRES 1988/89 AS OF JANUARY 1999

		men	women	total
ACTUAL	left UBC	24	9	33
	remained Assistant	2	3	5
	achieved Associate	26	12	38
	achieved Full Professor	10	1	11
	Total	62	25	87
EXPECTED	left UBC	24	9	33
	remained Assistant	4	1	5
	achieved Associate	27	11	38
	achieved Full Professor	8	3	11
	Total	63	24	87
ACTUAL-EXPECTED	left UBC	0	0	CHI-SQ PROB:0.199796 (NOT SIGNIFICANT)
	remained Assistant	-2	2	
	achieved Associate	-1	1	
	achieved Full Professor	2	-2	

A note on statistical significance: of 87 faculty hired as assistant professors, 25 or 29% were women. If women moved through the ranks at the same rate as men, we would see 29% women in each rank (for example, we would see 3 women as full professors (11 x 29% = 3) rather than 1, as shown). The chi-squared statistic tells us that if men and women moved through the ranks at the same rate, but randomly, then a result such as we see here would occur about 20% of the time.

FIGURE 17
Distribution of Women Among EEOG Categories
Visible Minority and Other, UBC Workforce May 1998



Appendices

Appendix I: President's Advisory Committee on Equity

- | | |
|------------------------|--|
| Martin Adamson | Faculty Association |
| Joost Blom | Law |
| Carol-Ann Courneya | Physiology |
| Carol Gibson | Association of Administrative & Professional Staff |
| David Green | Economics |
| Jim Horn | Human Resources |
| Sharon E. Kahn | Equity Office |
| Janet Mee | Disability Resource Centre |
| Robert Nugent | International Union of Operating Engineers |
| Dennis Pavlich (Chair) | Office of the Vice President Academic |
| Elizabeth Pinnington | Graduate Student Society |
| Margaret Sarkissian | Equity Office |

Figure 19

UBC BACHELOR'S DEGREE GRADUATES BY EQUITY GROUP			
	1991	1993	1996
Women	54.9	55.6	56.6
Aboriginals	1.0	1.2	1.4
Visible Minorities	25.9	25.2	29.5
Disabled	2.8	2.6	2.1

UBC FACULTY & STAFF BY EQUITY GROUP			
	1994	1996	1999
Women	51.0	51.7	51.5
Aboriginals	1.4	1.4	1.4
Visible Minorities	20.6	21.0	22.8
Disabled	n.a.	2.5	3.0
Disabled (IRP)	4.9	4.8	4.6

Figure 20: Discrimination & Harassment Complaints

COVERED BY UBC'S POLICY				
	1998 Out of 236 total complaints, 84 covered by Policy		1999 Out of 205 total complaints, 86 covered by Policy	
Age	1	1%	1	1%
Disability	7	8%	11	13%
Ethnicity (ancestry/colour/race)	15	18%	24	28%
Family Status	5	6%	1	1%
Marital Status	0	0	0	0
Political Belief	1	1%	0	0
Religious Belief	1	1%	2	2%
Sex/Gender	50	60%	46	54%
Sexual Orientation	4	5%	1	1%
Unrelated Criminal Offense	0	0	0	0

NOT COVERED BY UBC'S POLICY				
	1998 Out of 236 total complaints, 152 not covered by Policy		1999 Out of 205 total complaints, 119 not covered by Policy	
Personal Harassment	59	39%	42	35%
Behaviour covered under other UBC policy or procedure	69	45%	63	53%
Event outside one-year limit	2	1%	1	1%
Respondent and/or context not under UBC jurisdiction	22	14%	13	11%

Appendix 2: President's Advisory Committee on Discrimination & Harassment

Lisa Castle	Human Resources
Anurit Cheema	Alma Mater Society
Ethel Gardner	First Nations House of Learning
Jim Gaskell	Curriculum Studies
Derek Gregory	Faculty Association
Sharon E. Kahn	Equity Office
Fiona Kay	Anthropology and Sociology
Robert Nugent	International Union of Operating Engineers
Thevi Pather	International Student Services
Elizabeth Pinnington	Graduate Student Society
Moura Quayle	Agricultural Sciences
Richard Spencer (Chair)	Student Services
Begum Verjee	Association of Administrative & Professional Staff

FIGURE 21
Context of Discrimination & Harassment Cases

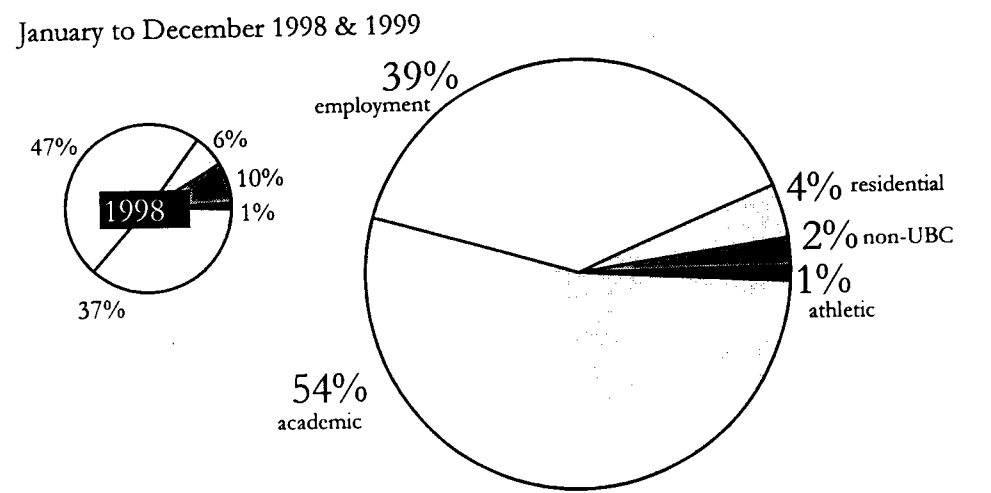
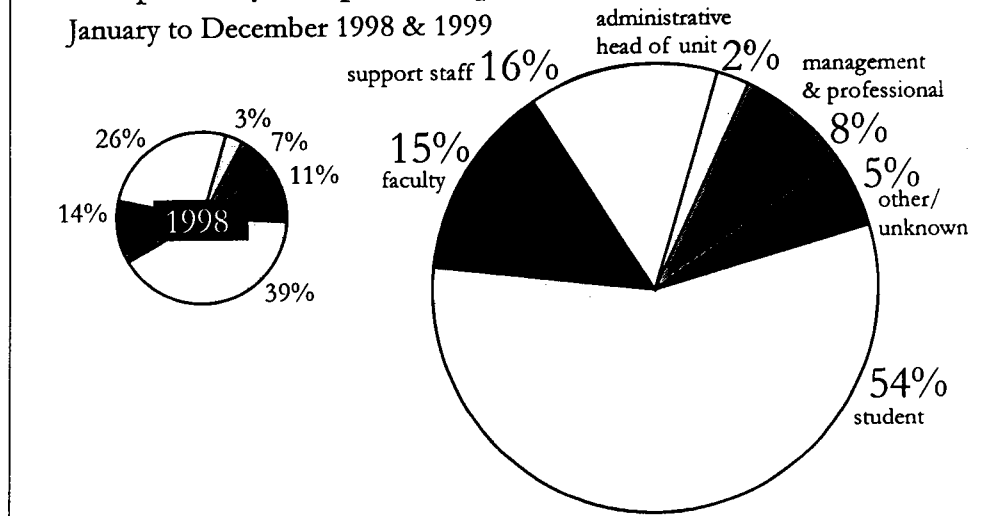


Figure 22: Gender of Complainants & Respondents

	1998 n=236	1999 n=205
Female complainant	16%	13%
Female respondent		
Female complainant Male respondent	43%	33%
Male complainant	16%	10%
Male respondent		
Male complainant Female respondent	11%	12%
Female complainant Other respondent	10%	14%
Male complainant Other respondent	3%	15%
Other		3%

FIGURE 23
Complaints by Campus Groups



Appendix 3: Equity Office Staff Profiles

Associate Vice President, Equity

SHARON E. KAHN, Ph.D., has been a professor of Counselling Psychology in UBC's Faculty of Education since 1975. Through her teaching, research, and publications, Dr. Kahn addresses the interests of scholars and practitioners in counselling theory and practice, gender-fair issues, women's career development, and employment-related concerns.

In 1989, as UBC's first Director of Employment Equity, Dr. Kahn inaugurated an on-going program based on policy and data analysis. In 1994, she was appointed Associate Vice President, Equity, to direct the University's initiatives in employment and educational equity, and prevention of discrimination and harassment.

Senior Equity Advisor

MARGARET SARKISSIAN, M.A., is a UBC alumna with a degree in Counselling Psychology. She was a counsellor and administrator on campus for many years before joining the Equity Office as a full-time Equity Advisor.

As Senior Equity Advisor, her present responsibilities include developing and implementing strategies and educational programs that support the University's Employment Equity Policy. In addition, she assists in the implementation of the University's Policy on Discrimination and Harassment by facilitating educational workshops and supervising case management of discrimination and harassment complaints.

Equity Advisors

WALE ADEYINKA is a graduate of Simon Fraser University and has been with UBC since September, 1998. Prior to that, Mr. Adeyinka worked with the Royal Canadian Mounted Police, the Vancouver Police, and the Provincial Police Academy as a consultant on issues of diversity and anti-racism education. He also initiated and implemented numerous community projects aimed at creating understanding of and respect for diversity and promoting multiculturalism and anti-racism education. During 1999, Mr. Adeyinka coordinated the activities of the Culturally Inclusive Campus Committee (CICC).

MAURA DA CRUZ, M.A., is a part-time Equity Advisor who works with students, faculty, and staff to promote and co-ordinate Equity Office training and educational programs. Ms. Da Cruz conducts awareness and skills building workshops on UBC's Policy on Discrimination and Harassment, and manages complaints under the Policy's informal resolution process. Ms. Da Cruz also works as Training Administrator in the Department of Human Resources. In this capacity, she works with the University community, program committees, and consultants to plan, develop, implement, and evaluate training programs for staff.

Administrator

POH PENG WONG has extensive experience in office and organizational systems. With a background in commerce from the London Chamber of Commerce and Industry, Ms. Wong has been with UBC since May, 1989. Presently, she oversees the employment equity census, as well as office administration and budget, and provides assistance to the Associate Vice President, Equity.

Administrative Secretary

JOAN MAUREEN MCBAIN has a background in administration and public service in the fields of health and education in the not-for-profit sector. While residing in Toronto, she served as a program director and counselor in a pioneering treatment facility for women with addictions. Ms. McBain joined UBC as Administrative Secretary in 1996 and began with the Equity Office in January, 1997. As Administrative Secretary, her responsibilities include reception duties and secretarial assistance to the Equity Advisors.

FIGURE 24: Position of Complainants and Respondents

COMPLAINANT POSITION Respondent Position	1998		1999	
STUDENT	n=91		n=111	
Administrative Head of Unit	17	19%	5	5%
Faculty	23	25%	26	23%
Management & Professional	3	3%	5	5%
Student	30	33%	39	35%
Support Staff	5	5%	6	5%
Other/Off Campus	13	14%	30	27%
FACULTY	n=34		n=30	
Administrative Head of Unit	6	18%	5	17%
Faculty	4	12%	7	23%
Management & Professional	0	0	0	0
Student	14	41%	11	37%
Support Staff	3	9%	0	0
Other/Off Campus	7	21%	7	23%
SUPPORT STAFF	n=62		n=32	
Administrative Head of Unit	10	16%	0	0%
Faculty	5	8%	2	6%
Management & Professional	16	26%	8	25%
Student	4	6%	0	0
Support Staff	14	40%	8	25%
Other/Off Campus	2	3%	14	44%
MANAGEMENT & PROFESSIONAL	n=17		n=16	
Administrative Head of Unit	4	24%	1	6%
Faculty	2	12%	6	38%
Management & Professional	6	35%	2	13%
Student	3	18%	3	19%
Support Staff	2	12%	3	19%
Other/Off Campus	0	0	1	6%
ADMINISTRATIVE HEAD OF UNIT	n=7		n=5	
Administrative Head of Unit	0	0	0	0%
Faculty	2	29%	2	40%
Management & Professional	0	0	0	0
Student	3	43%	1	20%
Support Staff	1	14%	1	20%
Other/Off Campus	1	14%	1	20%

FIGURE 25: Behavioural Description of Complaints

	1998 n=236	1999 n=205
POISONED ENVIRONMENT		
Insults/slurs/unacceptable jokes	34%	17%
Following/staring/stalking	5%	3%
Unwelcome verbal/written advances	10%	7%
Verbal/written threats	4%	4%
Offensive visual material	1%	2%
QUID PRO QUO		
Coercive romance	2%	0
Coercive sex	0	1%
Retaliation	1%	2%
ASSAULT		
Unwelcome touching/fondling	3%	4%
Physical threat or force	2%	4%
Sexual threat or force	4%	2%
OTHER FORMS OF DISCRIMINATION		
Biased academic/employment decisions	13%	17%
Exclusion or denial of access	16%	10%
Systemic	6%	6%
INTERPERSONAL CONFLICT		
		20%



Graduating class president Eduard Fidler (left) shows off his shovelling technique at the annual tree planting ceremony for UBC's class of 2000. Fidler is joined by (l-r) Grad Class Council (GCC) public relations officer Scott MacLachlan, GCC gift co-ordinator Amanda Nicol, UBC Chancellor William Sauder, secretary of the GCC Sean Grant, UBC President Martha Piper and acting vice-president, External Affairs, Chuck Slonecker. The tree, planted at the intersection of Thunderbird Boulevard and East Mall, commemorates the graduation of more than 6,000 students at this year's Congregation which takes place May 24-31 at the Chan Centre for the Performing Arts. Martin Dee photo

families (including two meals a day) or hotel apartment accommodation will be arranged. Must pre-register with Continuing Studies. Please call 822-1420 for more information.

Classes In France

Continuing Studies is offering a program in Bordeaux, France from May 6-21, 2000. \$2850 includes registration and tuition fees, homestay and weekend tour. Airfare is not included. Discover one of the most attractive regions of France while learning French. In the mornings, you will attend small conversational classes. In the afternoons, you will participate in cultural activities. This 16-day immersion program is offered for all language levels. Call 822-1444 for more information.

Cognition And Emotion Study

Seeking participants to explore the cognitive effects of emotion. Earn \$5 by completing a questionnaire. Some participants will be invited to earn \$25 more in two 60-90 minute sessions. Call 822-2022.

Contemporary Art Exhibition

Tone: Lessons of Solitude. Morris and Helen Belkin Art Gallery. 10am-5pm. Continues to June 4. Open from Tuesday-Friday 10am-5pm; Saturday-Sunday from 12noon-5pm. Admission: \$3 adults; \$2 seniors; free for students, UBC faculty and staff with valid ID. Visit the Web site at www.belkingallery.ubc.ca or call 822-2759.

Gardens' Hours Of Operation

The Nitobe Memorial Garden, UBC Botanical Garden, and the Shop in the Garden are open to October from 10am-6pm daily (including week-ends). Inquiries for the gardens should call 822-9666 and for the Shop in the Garden 822-4529.

Sage Bistro

To the faculty, students, administration and admirers of the University of British Columbia we present Sage Bistro at the University Centre. Truly food for thought...Sage is open Monday through Friday from 11am-2pm. Tapas will be served on the patio from May 15 to Oct. 15 from the hours of 3:30-8pm. Our luncheon menu changes weekly and features a wide selection of wines by the quarter litre and glass. For reservations please call 822-1500.

Research Study

Volunteer subjects needed for study on aging and speech understanding. Must be native English speakers 18-30 or 60-80 years old with good hearing in both ears. Involves one two-hour session on UBC campus. \$15 honorarium. Contact Wendy Lam e-mail: wendylam@audiospeech.ubc.ca or call 263-0677.

Premenstrual Asthma Study

UBC/St. Paul's Hospital researchers are seeking females with asthma and regular menstrual cycles for a study on estrogen's effects on asthma symptoms and lung function. Must be 18-45 years of age, non-smokers, and NOT taking birth control pills. Honorarium and free peak flow meter provided. If interested, please call 875-2886.

Parkinson's Research

A research team from UBC is asking for the assistance of people with Parkinson's to participate in research. This research is aimed at understanding how Parkinson's may affect complex activities such as managing multiple tasks. Participation involves performing fairly simple tasks, some of which involve responding verbally to compu-

ter, screen displays. The general goal of this work is to develop effective methods of coping with Parkinson's. If you are a healthy person of the age 50 years or older, we are also in need of several people to participate in this study as part of a non-Parkinson's comparison group. If you would like to participate or require more information, please contact Todd Woodward, Psychology 822-3227.

Sexual Assault Research

The Anxiety and Fear Laboratory in the Dept. of Psychology requires female volunteers who have experienced unwanted sexual activity, to participate in a research project. If you have ever had sex with someone when you didn't want to, because the other person continued the event when you said no, forced or threatened to force you, or because you were given alcohol or drugs, and you would be interested in helping us with our research, please call 822-9028. Confidentiality and privacy protected.

Museum Of Anthropology Exhibition

Attributed To Edenshaw: Identifying The Hand Of The Artist; Three Case Studies Northwest Coast Art. Continues to Aug. 31. Raven's Reprise: Contemporary Works by First Nations Artists. Continues to Jan. 31, 2001.

AMS Rentsline

Helping students find housing since 1993, the AMS Rentsline is UBC's off-campus housing registry. This service gives students access to hundreds of rental listings, and landlords access to thousands of students looking for housing. Call 714-4848.

Faculty Women's Club

The Faculty Women's Club brings together women connected to the university either through their work or that of their spouses, for social activities and lectures. The main purpose of the Faculty Women's Club is to raise funds for student scholarships. There are 19 different interest groups within the club, ranging from art appreciation and bridge to hiking. Do come and join us. Call Barbara Tait, president 224-0938; Gwyneth Westwick, membership 263-6612.

Twin Research

Are you, or do you know a female adult twin? We are studying the relationship types of fraternal and identical female twins. If you can help by completing some questionnaires and being interviewed about relationships, please e-mail: tmacbeth@cortex.psych.ubc.ca or call Tannis MacBeth, Psychology 822-4826.

Research Study

Hard-of-hearing University students are invited to discuss their post-secondary experiences for a PhD study. Involves interviews and the option of jotting down thoughts twice weekly over a three-week period. Honorarium to be provided. Contact Ruth Warick, graduate student, UBC, Phone/fax 224-4198 or e-mail rwarick@interchange.ubc.ca.

UBC Utilities Advisory Notice

UBC Utilities regularly performs maintenance work on underground piping and electrical systems. Work sites are always blocked off with appropriate signs and barriers, however sometimes unauthorized individuals remove these signs and barriers. Please approach work sites cautiously and respect signs and/or work crew instructions to avoid potential harm. Potential hazards including falling, electrical shock, burns, and other harmful events. If you have any questions concerning a UBC Utilities work site, please call 822-9445.

Parents with Babies

Have you ever wondered how babies learn to talk? Help us find out. We are looking for parents with babies between four to 21 months of age, including babies raised in a bilingual home, to participate in language development studies. If you are interested in bringing your baby for a one-hour visit, please call Prof. Janet Werker's Infant Studies Centre, Psychology, 822-6408 (ask for Kate).

Parents With Toddlers

Did you know your child is a word-learning expert? Help us learn how children come to be so skilled at learning new words. We are looking for children (two-four years old) and their parent(s) to participate in language studies. If you are interested in bringing your child for a 45-minute visit, please call Asst. Prof. Geoffrey Hall's Language Development Centre, Psychology, 822-9294 (ask for Kelley).

BC SMILE

The British Columbia Seniors Medication Information Line (BC SMILE), answered by licensed pharmacists, is a free telephone hotline established to assist seniors, their families and caregivers with any medication-related questions including side effects, drug interactions, and the misuses of prescription and non-prescription drugs when it is not possible to direct such questions to their regular pharmacist or physician. Monday to Friday 10am-4pm. Call 822-1330 or e-mail smileubc@unixg.ubc.ca.

Statistical Consulting And Research Lab (SCARL)

SCARL offers statistical advice and long or short-term assistance to researchers. Resources include expertise in many areas of statistical methodology and a variety of statistical software. Web site: www.stat.ubc.ca/~scarl, e-mail: scarl@stat.ubc.ca or call 822-4037.

UBC Fencing Club

UBC Fencing Club meets every Monday and Friday 7-9pm in Osborne Gym B (Monday) or A (Friday). Learn decision-making, poise and control. Newcomers welcome. Drop-in fee. Leave message at 878-7060.

Philippine Pottery From The Tecson Collection. Continues to April. Echoes 2000. Mid-April to May. www.moa.ubc.ca or call 822-5087 or 822-5950.

Child Behaviour Research

How do parents see challenging child behaviours? We are asking parents of 7-14 year olds to tell us by completing an anonymous, 30-minute questionnaire. You can receive the results. Please call Assoc. Prof. Johnston's lab, 822-9037.

Traumatic Stress Clinic

Psychologists conducting research at the Traumatic Stress Clinic at UBC Psychiatry are offering free treatment to people suffering from Post-Traumatic Stress Disorder (PTSD). PTSD is caused by events such as physical or sexual assault, and motor vehicle accidents. Call the Traumatic Stress Clinic at 822-8040.

TRIUMF Public Tours

Tours are available every Wednesday and Friday to April 28 starting at 1pm and lasting approx. 1hr. 15 min. Group tours may be arranged by calling the TRIUMF Information Office 222-7355.

Research Study

We are seeking healthy 8-12-year-olds and their mothers to take part in a psychology study to find out more about how children learn about hurts and pains. For more information, call Prof. Craig's lab 822-5280.

UBC Campus Tours

Walking tours of the campus available upon request. E-mail melissa.picher@ubc.ca or call the Ceremonies Office at 822-0949 to book a time.



EURO VISION Daniele Smadja, ambassador to Canada for the European Commission, spoke at the official opening of the Institute for European Studies at UBC recently. "Canada historically has a lot of roots in Europe, but these roots are going to fade as immigration from Europe decreases. This institute is an investment in future generations and in future study and relationships between Europe and Canada." Max Huber, vice-president of the German Academic Exchange Service—one of the Institute's major funders—agreed, stressing that the Institute's location in Vancouver was especially significant. "This is the gateway to the Pacific Rim, and UBC has strong links to Asia. We feel strongly that Europe should be engaged in dialogue both to the east and west. UBC will play an important role in facilitating that triangle of communication." *John Chong photo*

DIGEST

Scholarship established for Law students

UBC is one of 13 law schools across Canada which will benefit from a \$1-million scholarship and awards program established by Blake, Cassels & Graydon LLP, one of the country's largest law firms.

Each year, one UBC Law student will be selected in the program, which is designed to help exceptional and deserving students. It is believed to be the only national program of its kind funded by a single law firm.

The annual scholarships—worth up to \$5,000 each—will be awarded to more than 19 law students across Canada.

"The size of this award and the fact that it is renewable for a second year is unique among our current scholarships and sets a new standard for law firm support of our students," says Law Dean Joost Blom.

Symposium focuses on child care

"What is quality early childhood education, and should it be accessible to every child?"

These topics will be discussed at the UBC Child Care Symposium to be held Thursday, May 11 from 12 noon-1:30 p.m. at 2881 Acadia Road.

"Experts at the symposium will address what quality childhood education is, how it contributes to children's development and if it should be made available to every child," says Etovre Vese, symposium co-ordinator.

The symposium is free of charge. Call (604) 822-3190 for more information.

Application deadline for ARC approaches

The Alternative Routes to Computing (ARC) program—an innovative 24-month work and study information technology program at UBC—is currently accepting applications for its third class which begins January 2001.

The program teaches computer skills to top university graduates with little or no computer experience through alternating sessions of classroom training and paid work terms. It is a joint venture of UBC, Simon Fraser University and industry players.

ARC's aim is to increase the number of highly qualified personnel in information technology and at the same time boost the participation rate by women in the field.

The application deadline for the next session is June 12. For application forms and more information, visit the Web site www.arc.cs.ubc.ca or contact the School of Computing Science at SFU at arcp@cs.sfu.ca or (604) 291-5889.

classified

Accommodation

POINT GREY GUEST HOUSE A perfect spot to reserve accommodation for guest lecturers or other university members who visit throughout the year. Close to UBC and other Vancouver attractions, a tasteful representation of our city and of UBC. 4103 W. 10th Ave., Vancouver, BC, V6R 2H2. Call or fax 222-4104.

TINA'S GUEST HOUSE Elegant accommodation in Point Grey area. min. to UBC. On main bus routes. Close to shops and restaurants. Includes TV, tea and coffee making, private phone/fridge. Weekly rates available. Call 222-3461. Fax: 222-9279.

GREEN COLLEGE GUEST HOUSE Five suites available for academic visitors to UBC only. Guests dine with residents and enjoy college life. Daily rate \$58 plus \$14/day for meals Sun-Thurs. Call 822-8660 for more information and availability.

GAGE COURT SUITES Spacious one BR guest suites with equipped kitchen, TV and telephone. Centrally located near SUB, Aquatic Centre and transit. Ideal for visiting lecturers, colleagues and families. 2000 rates \$81-\$124 per night. Call 822-1000.

PENNY FARTHING INN 2855 W. 6th Ave. Heritage house, antiques, wood floors, original stained glass. 10 min. to UBC and downtown. Two blocks from restaurants, buses. Scrumptious full breakfasts. Entertaining cats. Views. Phones in rooms. E-mail: fartthing@uniserve.com or call 739-9002.

B & B BY LOCARNO BEACH Walk to UBC along the ocean. Quiet exclusive neighborhood. Near buses and restaurants. Comfortable rooms with TV and private bath. Full breakfast. Reasonable rates. Non-smokers only please. Call 341-4975.

Accommodation

CAMILLA HOUSE Bed and Breakfast. Best accommodation on main bus routes. Includes TV, private phone and bathroom. Weekly reduced rates. Call 737-2687. Fax 737-2586.

ST. JOHN'S COLLEGE GUEST ROOMS Private rooms, located on campus, available for visitors attending UBC on academic business. Private bath, double beds, telephone, TV, fridge, and meals five days per week. Competitive rates. Call for information and availability 822-8788.

PETER WALL INSTITUTE University Centre. Residence offering superior hotel or kitchenette style rooms and suites. All rooms have private bath, queen bed, voice mail, cable TV and Internet-linked PC. Beautiful view of sea and mountains. For rates and reservations call 822-4782.

VANCOUVER SCHOOL OF THEOLOGY Affordable accommodation or meeting space near the Chan Centre and MOA. 17 modestly furnished rooms with hall bath are available. Daily rates starting at \$36. Meals or meal plans are available in the school cafeteria. For more information call 822-9031; 822-9490.

ONE BR APT. for visiting professor or faculty only with spectacular view of mountains and harbour available from June 15-Oct. 1. \$775/mo. incl. swimming pool and parking. Damage deposit req. Call 731-0727.

TRIUMF HOUSE Guest house with homey comfortable environment for visitors to UBC and hospital. Located near hospital. Rates \$40-\$80/night and weekly rates. Call 222-1062.

FOR RENT Two BR ground level suite in character home. One block from UBC bus. Close to Kitsilano Beach, shops and restaurants on Fourth Ave. \$1300 incl. heat, hot water, electricity, cable, and laundry facilities. Suite is furnished. Suite is available May 1. Call Sheryl 737-0517.

Accommodation

BEAUTIFUL FURNISHED VIEW HOUSE. Aug. 1-Dec. 31, 2001. East Vancouver. 10 min. downtown, 30 min. UBC. BR, guestroom and study. Perfect for a couple. N/P, N/S. \$1500 incl. gardener, cleaning lady and util. E-mail: sdavis@sfu.ca; call 255-7033; 291-4855 (office).

DUNBAR HEIGHTS Three BR house fully furnished. 10 min. from UBC, quiet, excellent location, large living room, garden, laundry. Available July 1-Dec. 15. \$2000/mo. incl. cable parking (garage). Call 732-9799.

SUMMER RENTAL Furnished character home two blocks from beach, close to UBC. Stunning views of water, mountains, city. three BR (main ensuite) with one BR apt. N/S. June 23-August 1 (5 weeks). \$2800. Call 822-5236; 222-4435.

FURNISHED HOUSE FOR RENT West Point Grey near UBC. Perfect for sabbatical visitor. Fully furnished professor's home, main and second floor. Comfortable, spotless, quiet neighborhood. Sept. 1-Aug. 31, 2001. 2 BR, 2 bath, studio, den, breakfast room, grand piano, gas F/P, glass covered deck, garden. N/S, N/P. \$1950/mo. incl. util, cable, security, lawncare. E-mail: nicorsi@interchange.ubc.ca; call 224-1040.

For Sale

NEEDS A GOOD HOME Antique piano, excellent sound, ivory keys, burl walnut exterior. \$1800 OBO. Antique pull cart from Germany. Just like the ones you see in *Martha Stewart* and *Country Living* magazine. \$450 OBO. Call Cheryl 941-0961.

House Sitter

MATURE RESPONSIBLE woman attending university for the summer interested in housesitting or reasonable sublet beginning May to end of Aug. Also avail. for shorter period. Exc. ref. Call Michelle 267-9600.

Services

TRAVEL-TEACH ENGLISH 5 day/40 hr. (March 22-26, June 21-25, Oct. 25-29). TESOL teacher certification course (or by correspondence). 1,000s of jobs available NOW. FREE information package, toll free (888) 270-2941 or (780) 438-5704.

RETIRING in the next three years? As a specialist who has assisted many UBC faculty and staff members through the retirement process I can help sort out the options and provide you with free retirement projections. Call for a complimentary meeting at my office or yours! Don Proteau, BCOMM, CFP, RFP. E-mail: dproteau@hlp.fpc.ca or call 687-7526.

**ALAN DONALD, PH.D.
BIostatistical CONSULTANT***Medicine, dentistry, biosciences, aquaculture*

101-5805 BALSAM STREET, VANCOUVER, V6M 4B9

264-9918

DONALD@PORTAL.CA

PLACING CLASSIFIED ADS

Deadline: for the May 11 issue: 12 noon, May 2.

Enquiries: UBC-INFO (822-4636) · Rate: \$16.50 for 35 words or less.

Additional words: 50 cents each. Rate includes GST.

Submission guidelines: Ads must be submitted in writing 10 days before publication date to: UBC Public Affairs Office, 310 - 6251 Cecil Green Park Road, Vancouver BC, V6T 1Z1. Ads must be accompanied by payment in cash, cheque (made out to UBC Reports) or journal voucher.

UBC Biomedical Communications
Notice of Name Change
Effective May 1, 2000
We are changing our name to **The Media Group**
Our address, phone number, fax number will remain the same
The new email address is mediagr@interchange.ubc.ca
and the web page is www.mediagroup.ubc.ca
Phone 822-5561 for more information.

UBC The Media Group
Formerly Biomedical Communications

MEDIA SALES:
• full range of Media Supplies
Phone 822-5561 to reach your local sales office

AV EQUIPMENT RENTAL:
• Projectors, Screens, PA systems, VCRs, T.V.'s, Multimedia Projectors

IMAGING SERVICES:
• Slides, LARGE format colour printing, colour photocopies/prints

ART & GRAPHICS:
• Illustration and Design, Computer Graphics, Web Design

PHOTOGRAPHY:
• Clinical & Scientific to PR, Photo Finishing, Custom Picture Framing

TV & MEDIA PRODUCTION:
• Complete production facilities and services
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UNIVERSITY BOULEVARD
HEALTH SCIENCES MALL
WOODWARD IRC
WILSBROOK MALL
BASEMENT OF THE WOODWARD IRC BUILDING

Come down and see us!
We are in the IRC building Rm B32
2194 Health Sciences Mall
Phone: 822-5561 · Fax: 822-2004
E-mail: mediagr@interchange.ubc.ca
visit our WEB page:
www.mediagroup.ubc.ca



PLEASE RECYCLE

Events galore at Medicine's jubilee

Sessions include children's access to Internet pornography and superbugs

IN AN HISTORIC MEETING of medical minds, more than 1,500 health-care practitioners, researchers and academics will take part in a celebration of the Faculty of Medicine's 50th anniversary to be held Nov. 2-4.

"We're very excited about how the jubilee agenda is shaping up," says Dean of Medicine John Cairns. "It's a unique opportunity to celebrate the faculty's contribution and commitment to education and research in health care."

UBC President Martha Piper officially opens the celebration Nov. 2 with a special event at the Chan Centre for the Performing Arts. In a convocation-type ceremony, the faculty will recognize 50 of its most outstanding members. There will also be 200 awards of merit announced.

Organizers are putting the final touches on the advance program for the scientific conference which takes place Nov. 3 and 4 at the Vancouver Convention and Exhibition Centre as part of the three-day jubilee celebration.

"The academic program represents the breadth and diversity of the faculty's activities and provides excellent education for students and physicians," says Cairns, who is a UBC medical school alumnus.

Nobel-Prize winner and director of the Genome Sequence Centre Michael Smith will open the scientific conference.

The conference features four plenary sessions. Ophthalmology Prof. Max Cynader, director of the Brain Research Centre, will chair the session on the Human Brain; Michael Smith will chair Molecular Biology and Gene Mapping; Obstetrics Prof. Victor Gomel will chair the discussion of Minimal Access Surgery and Radiology Asst. Prof. Bruce Forster will chair the plenary on Imaging and Transplants.

Eleven concurrent sessions cover topics that include children's access to Internet pornography, genetics of asthma, and the scourge of superbugs.

Speakers are full-time and clinical members of the medical faculty, which includes the School of Rehabilitation Sciences, the School of Audiology and Speech Sciences, the four Vancouver teaching hospitals and various research centres.

Presentations cover virtually every medical specialty and span basic science, clinical care, administration, education and research.

Medical school alumni will make presentations throughout the conference and at Speakers' Corner, slated for Nov. 4 in three concurrent sessions running from 3-5 p.m., chaired by former dean of Medicine Bill Webber. Individuals wishing to



make a presentation at Speakers' Corner can contact Dr. Stephen Tredwell at (604) 875-2651.

Sections of the academic program are designated for continuing medical education accreditation. Students and residents are eligible to receive scholarships that reduce their registration fee to only \$100 and \$250, respectively.

The conference includes poster presentations and an exhibition showcasing products, services, scientific developments and publications. A book of abstracts will be published and distributed at the conference.

A welcome reception for all golden jubilee attendees will be held in the Pan Pacific Hotel Atrium on Nov. 3.

MORE INFORMATION
Visit the Web site at www.ubcmedschool.com.

Honour Roll

Nashater Sanghera has been appointed director of Financial Services.

Sanghera holds a Bachelor of Commerce degree from The University of Toronto and is a chartered accountant.

She brings to the university a background in financial administration, planning and systems. Her most recent position was with the Insurance Corporation of British Columbia as manager, Customer Accounting Operations.

Sanghera will start on campus April 25.

Two UBC community members earned awards at this year's National IWAY Awards held recently in Ottawa.

Murray Goldberg, a senior instructor in the Dept. of Computer Science and president of WebCT Canada, received an Application of Technology Award for his creation and development of Web-based courses and online teaching tools.

Charles Laszlo, professor emeritus of Electrical and Computer Engineering and chair of Assistive Listening Device Systems Inc., won an Adaptive Technologies Award for his work in adapting telecommunication technologies to the needs of the hard of hearing.

The National IWAY Awards were developed by CANARIE Inc., Canada's advanced Internet de-

velopment organization, to honour individuals and groups that have made outstanding contributions to Canada's information society. For more information, visit the Web site www.canarie.ca/iway.

Curriculum Studies Assoc. Prof. **Jolie Mayer-Smith** has earned the American Education Research Association's Review of Research Award for the article, "A Critical Analysis of the Research on Learning to Teach: Making the Case for an Ecological Perspective on Inquiry."

Sharing the award is **Barbara Moon**, faculty member at the University College of the Fraser Valley and **Marvin Wideen**, SFU Education professor emeritus.

Their article arose from research examining the experiences of pre-service teachers from UBC and SFU.

Mechanical Engineering Prof. **Clarence de Silva** is this year's re-



Assoc. Prof. Jolie Mayer-Smith

recipient of the Institute of Electrical and Electronic Engineers (IEEE) Canada Outstanding Engineering Educator Award.

He received the award for leadership and outstanding contributions through textbook publication, laboratory development, education, and student training, particularly in the areas of control and industrial automation.

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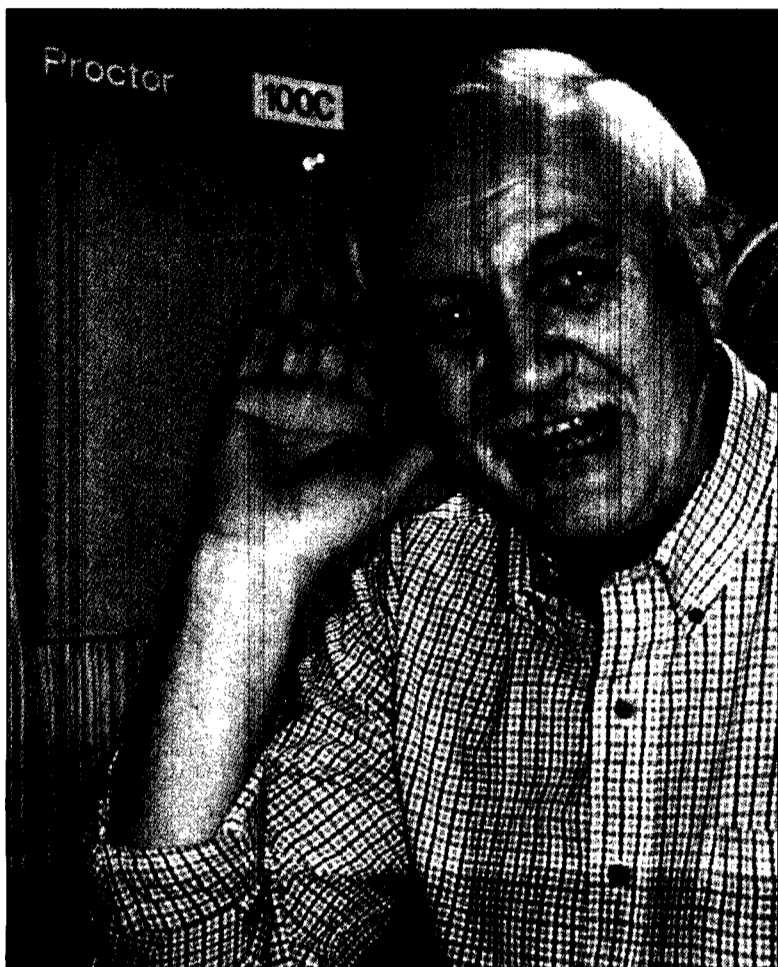
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FEATURE

Longtime staff make campus work

Remember where you were in 1975? For these staff, the answer is 'right here'



Lending and bending an ear is all part of a day's work to longtime SUB proctor Roy Harding. Harding is one of 72 staff to receive recognition this year for 25 years of service to the university. *Bruce Mason photo*

Good listener shares stories

"I sometimes wonder if I'm the only one growing older," says SUB proctor

by **Bruce Mason** staff writer

WHO HAS EXPERIENCED more unforgettable moments at UBC than anyone else? Probably Roy Harding, proctor of the Student Union Building (SUB) and Aquatic Centre for 25 years.

"An Alma Mater Society (AMS) president used to park his motorcycle in his office and ride it around inside the building," he recalls. "One student tried to enter the student pub by driving his sports car down the stairs."

In the "wild '70s" engineers escorted Lady Godiva on a horse through the cafeteria and he patched up the injured from chariot races on nearby MacInnes Field.

"Some nights I didn't leave until 3 a.m.," he says. "There's less partying now. More students use the facilities to work out."

As proctor he frequently explains he is a supervisor of facilities, responsible for maintenance, supervising a staff of 28, ensuring the security of buildings and fielding myriad "special" requests from its users.

Recently he earned an AMS Just Desserts Award for his commitment to students. His nomination read, "Always available to open doors, give directions, locate equipment, listen to problems and complaints, locate lost possessions, administer first aid and defuse explosive personalities, Roy goes above and beyond the requirements of his position and always with grace."

Among the lost items he's had in his tiny fishbowl-like office on the

main concourse of SUB are TVs, skis, crutches, walking canes and clothing he calls "unmentionables."

"I'm asked how I cope with loud music blaring all day," he says, "but after raising three children I learned how to tune it out. It keeps me young. In fact during the constant parade of new students, I sometimes wonder if I'm the only one growing older."

He emigrated from England in 1974 and turned down a desk job at a telephone company and as a penitentiary guard after witnessing a hostage-taking incident.

"I knew this is where I wanted to be," he says. "I've been fortunate to meet and work with good people and I'm still learning and facing challenges every day."

Plants are order of the day for botanist

Students are the best part of the job, says Olivia Lee

by **Andy Poon** staff writer

OVER THE PAST QUARTER century, Olivia Lee has been painstakingly categorizing every plant specimen that UBC faculty and student botanists have come across in their studies, so it is no wonder that she has a certain panache for collecting and locating things.

As the assistant curator of the Botany Dept. Herbarium—the university's plant library—Lee has helped identify and file away a large portion of the more than half a million plant specimens in the herbarium over the years.

"She's really particular about saving everything," says Patrick Williston, a former Botany graduate student. "You can ask Olivia for anything—the oddest shaped jar or box—and she'll have it."

But Lee, a new member of UBC's 25 Year Club and one of 72 university staff members to reach that milestone this year, is generous with a lot more than mere oddities. Williston recounts how she once loaned him her car so he could travel to Port Coquitlam.

"She's incredibly generous," says Karen Golinski, a UVIC graduate student currently doing research



Assistant curator Olivia Lee

in the Herbarium.

"The relationships that I have with students are the best part of this job," says Lee.

Part of Lee's helpful nature towards students may well be due to the fact that she still views herself as one.

Every year for the past 25, Lee has taken one or more university courses in subjects as diverse as anthropology, sociology, history, computers and languages.

"I get to take all the Arts courses that I never had the chance to do during my Science degree," laughs Lee, who graduated with a BSc in Botany from UBC in 1975.

The biggest change that Lee has noticed on campus over the years is the loss of what she calls "green space." A fitting observation from someone who has devoted her entire working life to plants.

Dentists' friend is 'Mr. Fix-It'

Troubleshooter not only knows the drill, he repairs it

by **Hilary Thomson** staff writer

LIKE PAINTING the Golden Gate Bridge is how George Whitfield describes his job as engineering technician in UBC's Dental Clinic.

"You just get to the end and it's time to start at the beginning again," explains the man who for the last 25 years has maintained all the equipment in the facility—everything from drills to dental chairs.

Before immigrating to Canada in 1975, Whitfield built and designed equipment for high-energy nuclear physics research at Durham University in England.

Attracted to Vancouver with hopes of working at TRIUMF, UBC's particle physics facility, the engineer's first Canadian job was building mini-submarines in North Vancouver.

Then he got the call from the Faculty of Dentistry.

"UBC at that time was what heaven must be like," says Whit-

field. "Free tennis, free parking and no green fees."

The price of services isn't the only change he has seen in a quarter century.

Advances in simulation, ergonomics and electronic equipment are the biggest differences in dental education and practice, he says. With clinic equipment rapidly evolving, Whitfield is a regular at upgrading courses in North America and Europe.

"Students rely on equipment being in working order so they can complete their requirements," says the troubleshooter whose workshop is a mind-boggling array of tools, parts and gadgets.

Dentures and oxygen tanks share counter space with three-in-one oil and although it appears chaotic, Whitfield assures visitors he knows where everything is.

When he's not restoring things to working order, Whitfield plays competitive tennis—he's ranked number 10 in B.C. in the seniors'



Technician George Whitfield

class. He also paints watercolours and murals and decorates with faux finishes.

In addition to a third term on the selection committee for the President's Service Award of Excellence, Whitfield has served on his union's executive and on the faculty's safety and equipment review committees.