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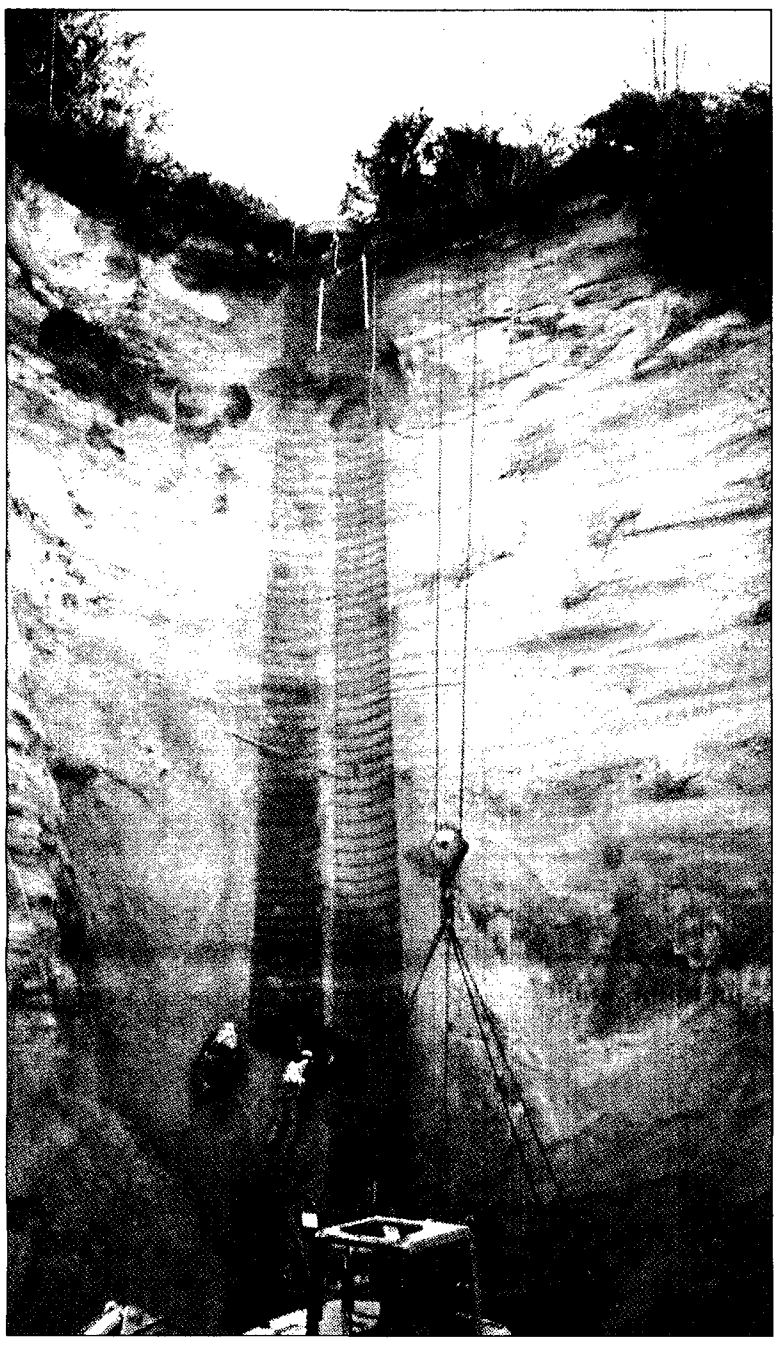
Dr. Andrew Eisen seeks to unravel a puzzling disease

ubc reports

THE UNIVERSITY OF BRITISH COLUMBIA



CLIFF HANGERS A project to restore and preserve the ocean parkland immediately below Cecil Green Park House has now been completed using engineered fill in combination with reinforcing mesh or geogrid on the cliff face. The five-month project, which was managed by Land and Building Services, stabilized the cliff face and protected it with a series of live wattle fences that both re-vegetate the slope and provide areas for planting desirable trees and shrubs. A berm constructed above the cliff is designed to contain excess water in the event of a heavy rainfall to aid in preventing further erosion. *John Percy photo*

Creative educators earn Somerset, Black awards

Scholars devote careers to encouraging appreciation of the arts

by Bruce Mason staff writer

TO GRAEME CHALMERS and Errol Durbach the awards they will receive April 10 have special personal significance — they pay tribute to legendary UBC figures who were mentors and friends.

Chalmers, a professor of Curriculum Studies in the Faculty of Education, has earned the Sam Black Award for Education and Development in Arts.

Durbach, a professor of Theatre and English in the Faculty of Arts, will receive the Dorothy Somerset Award for Performance and Development in Arts.

"Sam was on the search committee that hired me in 1975," says Chalmers. "He was a valued colleague whose passion for teaching and art had a global impact."

Interested in international art education, Chalmers served as chief examiner in Art/Design for the International Baccalaureate Organization, vice-president of the International Society for Education through Art, and is editor of *Studies in Art Education.*

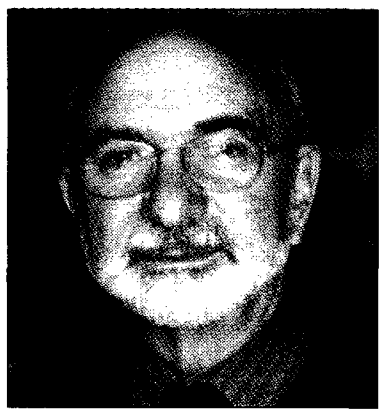
His research focuses on the socio-cultural foundations of art education and includes a study of gender and class in 19th-century art education and the implications of cultural diversity for discipline-based art education.

He has just completed a biography of 19th-century art educator, Walter Smith, and is working on a SSHRC-funded project to examine art education in a 19th-century boys' school, a convent, and a mechanics institute.

"Throughout my career I have encouraged teachers, students and parents to ask questions about the why of art," he says.

"Art keeps culture alive and tells us what is important, what is

see Creative page 2



Theatre Prof. Errol Durbach

Education Prof. Graeme Chalmers

UBC attracts leading diabetes researcher

Donor's $2.5-million gift to fund cutting-edge research

by Hilary Thomson staff writer

AN ALTERNATIVE TO PANCREAS transplant — until now only available in Alberta — will be an option for B.C. diabetes patients within two years, thanks to a $2.5-million gift to the university that will support the work of a leading diabetes researcher and surgeon.

Dr. Garth Warnock, the first diabetes researcher in Canada to successfully transplant healthy insulin-producing cells into a diabetic patient, is coming to UBC to expand his investigative and clinical work with support from the newly established Irving K. Barber Diabetes Research Fund.

"This remarkable gift allows us to consolidate scientific leadership in diabetes research here in B.C.," says UBC President Martha Piper. "By strengthening our capacity in this area, we expect to attract additional outstanding investigators to the university."

see Diabetes page 2

Students counsel community groups

Students are astonished at what they're capable of in innovative course

by Hilary Thomson staff writer

IT'S GOOD MEDICINE and it's easy to swallow — that's what community groups are saying about health-care presentations by Faculty of Pharmaceutical Sciences undergraduates.

To earn 35 per cent of marks in a course called Professional Practice II, second-year students in groups of four are instructed to undertake a communications project as if they were a branch of a pharmaceutical consulting company.

Students are connected with disease support societies, businesses, pharmacies or other groups to provide pharmaceutical and health-care information in the form of reference guides, booklets, videos or workshops.

"This is the first time students engage in hands-on pharmacy counselling work," says Pharmaceutical Sciences lecturer Colleen Brady who instructs the course. "We've found they can handle a lot more than we traditionally give them — students are astonished by what they can actually do."

The course aims to build students' skills in communication, project management and teamwork.

"The profession is changing to include more consultation with patients," says Brady. "Being in a dispensary counting out pills is only part of the job — community groups are hungry for accessible advice."

One group of students, working with staff at the pharmacy at Safeway of Canada's Kingsway location, recently gave a presentation to about 25 seniors with diabetes.

The group, who dubbed themselves the Diabetx Consulting Group, offered information and demonstrations on complications of the disease such as kidney and eye problems. They engaged the audience with a diabetes trivia game and also created a video patterned after a news report about new diabetes research.

"The audience thought it was great and very entertaining," says Shirley Yeats, a health-care counselor at the store's pharmacy who, along with pharmacy manager Munira Karim, served as project partners.

Students (l-r) Hee-Sung Hong, Jessie Lau, Kal Biling and Jenn Stotyn

"The hardest part was breaking down the scientific language of current research data into understandable information," says group member Hee-Sung Hong.

Talking directly to people who really wanted to learn about their disease and feeling helpful were some of the project's highlights, according to group members Kal Biling, Jessie Lau and Jenn Stotyn.

Brady evaluates students' reports to determine research skills and reviews an in-class presentation. She and community partners assess ability to meet deadlines, professional conduct and overall quality of the project.

Other project topics included smoking cessation, eating disor-

see Counsel page 2

LETTERS

Show environmental leadership, says reader

Editor:
I SEE THAT the "protectors" of the University Endowment Lands are about to bulldoze the last remaining stand of trees at UBC in order to build another huge ugly building, of which there are already too many.

Would it not make sense, especially for a so-called "institute of higher learning" to construct this building on the adjoining parking lot which has already been bulldozed and polluted with thousands of parked cars?

Very soon now the campus will look very much like the downtown area of Richmond, B.C.—wall-to-wall blacktop.

And how is it that all university students appear to be able to roar around in the latest model car? UBC looks like the auto mall.

Not only do these students destroy the campus with their cars, they also destroy the communities that they drive through every day.

I trust that it is not taxpayer's dollars that are paying for these luxury items.

With the very large number of buses running into UBC until the early hours of the morning I am surprised at the very large number of cars parked in and around the campus.

One would think that our poor students would be scrimping and saving any way possible to pay for their tuition fees.

I would suggest that the Board of Governors of UBC have a duty to preserve and protect the UBC endowment lands and not to destroy them in the shortest possible time.

One only has to stand in Richmond overlooking the Fraser Valley and to see the dense black fog that smothers the valley each and every day to appreciate the price that we have to pay for progress.

The University of British Columbia should be a leader and an example to us and our children in the way that we treat our earth.

I regret to say that it is neither.
Colin W. Sinclair
Richmond, B.C.

Diabetes

Continued from page 1

Warnock, a recognized world leader in diabetes research, will join the Faculty of Medicine in June as head of the Dept. of Surgery at UBC and Vancouver Hospital and Health Sciences Centre. Annual income from the Barber fund will support the development of his laboratory which has potential to become a world class centre of diabetes research.

Recruiting outstanding faculty and providing for their research support is a key strategy in *Trek 2000*, the university's vision document.

"My motivation in providing this gift is to help create an environment at UBC where new knowledge on diabetes will be generated and made available to the medical community in B.C. I also hope that this will be one small step to reversing the so-called brain drain our province has been experiencing," says Barber, a UBC alumnus and leading B.C. entrepreneur.

Warnock will bring a strong vision to diabetes research in B.C.—his approaches offer less invasive and less expensive alternatives for individuals with this disease, adds UBC's dean of Medicine Dr. John Cairns.

Director of the Division of Surgical Research at University of Alberta Hospital in Edmonton, Warnock led the clinical islet transplant program at the University of Alberta.

In 1989 program researchers performed Canada's first islet cell transplant — isolating healthy clusters of insulin-producing cells or islets from the pancreas and transplanting them into a diabetic patient. The procedure can be done by injection and would be an alternative to pancreas transplant for many patients.

Warnock was also the attending surgeon for the first patient in the world to live insulin-free more than two years following islet cell transplantation.

"I am excited to join diabetes researchers in B.C.," says Warnock, currently a professor of Surgery and chief of General Surgery at the University of Alberta. "I am confident that by concentrating our efforts we can make a significant contribution to diabetes care in this province and in Canada."

Diabetes, which affects more than two million Canadians, is caused by insufficient secretion of insulin by the pancreas. There were eight pancreas transplants in B.C. last year.

Warnock, who as department head will assume the C.N. Woodward Chair in Surgery, also has clinical interests in surgical issues related to endocrine, pancreatic, gastro-intestinal disease and surgical breast diseases. An accomplished instructor, he has earned many honours for teaching excellence in clinical surgery.

Warnock succeeds Dr. Richard Finley who was head of the Dept. of Surgery for 12 years.

Counsel

Continued from page 1

ders, cholesterol and effectiveness of Chinese herbs. Brady uses a lottery system to match student groups to projects. Students reprise their presentations to classmates at the end of the course.

The majority of the 130-140 students who graduate from the faculty each year go on to community pharmacy practice according to Marguerite Yee, the faculty's associate dean, Undergraduate Programs.

Creative

Continued from page 1

changing and needs to be improved."

Durbach, a world authority on Ibsen, joined UBC's English Dept. in 1967. He quickly earned a joint appointment in Theatre. He became active in the Frederic Wood Theatre, which Somerset helped create out of an army canteen hut in 1951.

"I was inspired by Dorothy's view of theatre as an important force for good in the community," he says. "It is quite wonderful to be associated with this great lady, the first person I sought out for advice when I became head of Theatre in 1988."

Durbach is author of *Ibsen the Romantic*, *A Doll's House: Ibsen's Myth of Transformation* and many articles on modern, comparative, and Commonwealth drama.

Last year he was invited with UBC students to perform part of his translation and adaptation of *Peer Gynt* at an Ibsen festival in Norway.

His version of Falstaff, a rearrangement of episodes from Shakespeare's history plays and comedies, will be staged in the Frederic Wood Theatre in November next year.

Sam Black's 41-year association with the university began in 1958 as a professor of Fine Arts and Art Education.

Dorothy Somerset became director of the UBC Players' Club in 1934. She served as first artistic administrative head of the Fredric Wood Theatre until her retirement in 1965.

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Bernie, First Nations counsellor
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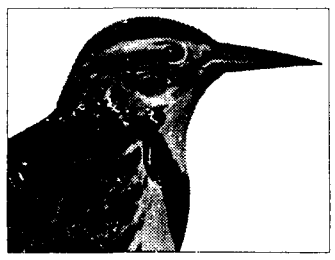
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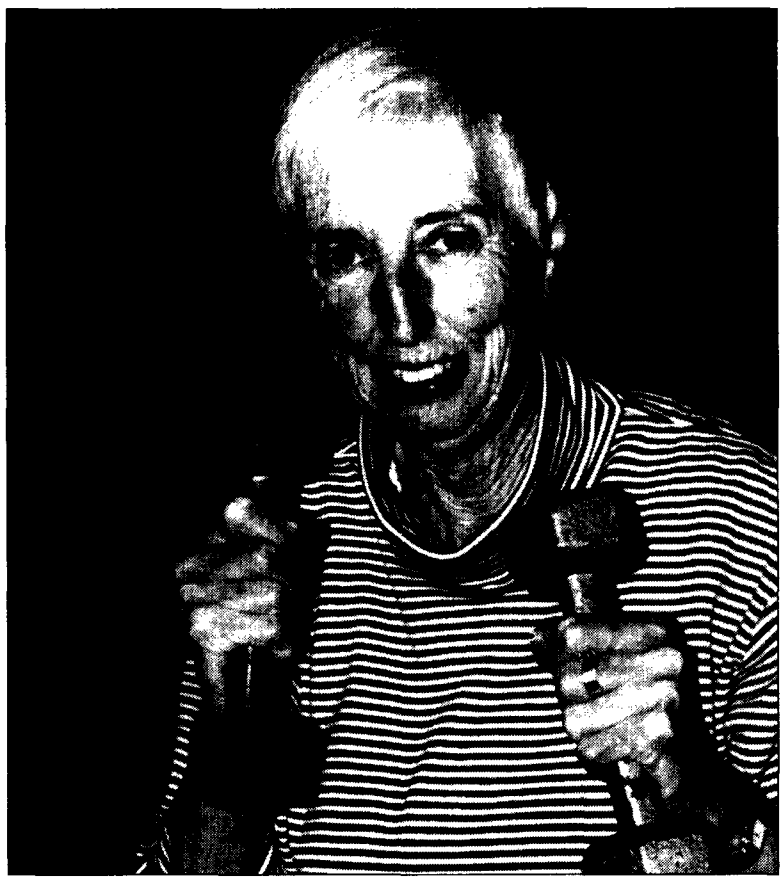

Fending off falls and fractures is a pressing matter for Sylvia Bell, a participant in a multi-disciplinary research study currently underway at UBC and B.C. Women's Hospital and Health Centre. The project will look at ways of boosting bone health. *Karim Khan photo*

Research team sets to work on healthier bones

Program takes holistic approach with high risk group

by Hilary Thomson staff writer

STICKS AND STONES can break your bones and so can stumbles and falls if you are a senior with poor bone strength.

Investigators at UBC and B.C. Women's Hospital and Health Centre in disciplines that include medicine, human kinetics, physiotherapy and bioengineering aim to prevent fractures in elderly people at high risk of falls.

"There's no way one person can pull this off," says Asst. Prof. Karim Khan of the Dept. of Family Practice and the School of Human Kinetics.

"We've combined the expertise of researchers who have a substantial collective understanding of bone health issues."

Called Fracture-Free B.C., the research program sees Assoc. Prof. Heather McKay of the School of Human Kinetics, Asst. Prof. Janice Eng of the School of Rehabilitation Sciences and Tom Oxland, associate professor of Orthopedics, working with Khan in a four-year program that looks at both preventing falls and building bone strength.

Working in the lab and in the community, investigators plan to study 300 women aged 75 years and older who are at high risk for falls and fractures.

"Ours is the first prevention research program to work with such a high-risk group and take a holistic view of this health problem," says Khan.

Risk factors for falls include muscle weakness, joint stiffness, blood pressure or vision problems, medications that impair balance such as sedatives and indoor and outdoor environmental hazards.

Fracture risks include osteoporosis — a bone disease characterized by low bone density and deterioration of bone tissue that leads to increased bone fragility and risk of breaking.

The team was recently funded by the Canada Foundation for Innovation for equipment valued at more than $400,000 that will help them test balance and measure bone strength.

Starting next year, women identified in co-operation with B.C. Women's Hospital and Health Centre will be referred for testing at the UBC Bone Health Laboratory in the School of Human Kinetics.

Physiotherapists will provide participants with home instruction on exercise. Occupational therapists will offer tips in making the home fall-proof.

In addition, family practice physicians will be involved in minimizing the use of medications associated with falling.

Fractures in elderly patients are associated with enormous direct financial costs, says Khan, as well as immeasurable physical and emotional burdens.

In Canada, the annual cost of treatment for hip fractures alone is $280 million with nearly 25,000 osteoporosis-related hip fractures, many of which are the result of falls, according to a recent study in the *Canadian Medical Association Journal.*

As baby boomers age, caring for fractures in elderly people represents an enormous economic burden, says Khan.

"There is no single magic bullet for bone health and we can't undo fractures," he says. "We're fighting a war against physical inactivity and a lifespan approach to better bone health is a powerful weapon."

If the study shows prevention activities to be valuable, researchers aim to expand the program to include all seniors at risk.

Study suggests girls avoiding high-tech

Young women are steering clear of courses despite opportunities

by Bruce Mason staff writer

"COMPETENCE AND CONFIDENCE with a range of technologies is essential for full participation in our culture," says Education Assoc. Prof. Mary Bryson.

Applied technology fields are the fastest growing sectors in the Canadian economy, production, and educational curriculum development. But contrary to popular belief there is no improvement in the numbers of female students enrolled in technology-intensive courses in B.C.'s secondary schools in the past 10 years.

That is the major finding and first surprise in the Gender and Technology in B.C. Schools Study, the most comprehensive analysis of its kind.

Study researchers are sounding a warning that major curricular reforms are required.

"The evidence does not support a pattern of slow and steady change," says Bryson, one of the research team members.

In senior secondary courses, the current percentage of girls enrolled in technology-intensive courses remains extremely low and essentially unaltered despite an explicit Ministry of Education gender equity policy.

Female students who are enrolled in technology-intensive courses continue to earn more A's and B's than their male peers on average, so it's not a question of technophobia say the researchers, who include SFU Education Prof. Suzanne de Castell, UBC Curriculum Studies Assoc. Prof. Stephen Petrina and Marcia Braundy, a graduate student in UBC's Centre for the Study of Curriculum and Instruction.

In computer science and information technology courses, the participation of female students remains significantly below 50 per cent of total students enrolled, and declines precipitously as students move towards Grade 12 where the average is 20 per cent.

Boys continue to exert a pervasive predominance in technology-intensive areas in the curriculum with the exception of keyboarding, information management and clothing and textiles courses.

While total enrolments in the most popular technology courses have dropped by 13 per cent since 1987-88, the percentage of girls increased by just over two per cent. In 1987-88 the percentage of girls enrolled in Grade 11 and 12 technology courses was almost eight per cent. Currently it is 10 per cent.

The study analysed all available B.C. Ministry of Education sex-disaggregated data and contacted all B.C. secondary schools. Of 375 schools, only 13 responded to a request for information on initiatives.

The fact that girls and boys are mandated to take one applied skills course is seen as a milestone in gender relations in B.C. education history. However the result is that a vast majority of boys elect technology and girls elect business education or home economics, says Bryson.

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MORE INFORMATION
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Attention-deficit going undiagnosed, untreated, says student researcher

Current criteria may be overlooking hyperactive girls

by Bruce Mason staff writer

RESEARCH AT UBC is revealing that many girls who suffer from attention-deficit/hyperactivity disorder (ADHD) are not being diagnosed and treated.

"Between six and nine boys for every one girl are currently being referred to services for ADHD but studies indicate that the true ratio is closer to two or three boys to every girl," says Jeneva Ohan, a PhD student in Psychology.

She is conducting tests to identify ADHD behaviours in girls to improve assessment and treatment.

Ohan is also actively spreading the word in the community.

She will conduct a free public workshop on the current status of research, treatments and where to go for help on Tuesday, April 17, at 7 p.m. at the Richmond Cultural Centre.

The workshop is organized by the Richmond branch of the Canadian Mental Health Association.

ADHD, one of the most common psychiatric childhood disorders, is characterized by developmentally inappropriate levels of inattention including distraction and daydreams and/or hyperactive and impulsive behaviour such as having trouble staying seated or awaiting a turn.

Approximately five per cent of children meet the criteria for diagnosis. They often have a higher risk for failing and dropping out of school, adolescent parenthood, driving accidents and arrest.

"ADHD criteria may not identify how girls show these problems because criteria for diagnosis were developed based on research with mostly boys," says Ohan.

In a study designed with her supervisor Psychology Prof. Charlotte Johnston, mothers identified current criteria used to diagnose ADHD as more appropriate for boys and other inattentive and hyperactive behaviours not used in diagnosis as descriptive of girls.

For example, fidgeting or squirming is included as part of the criteria for ADHD, but whispering to classmates and doodling instead of doing work are not.

Girls with ADHD may also be receiving treatments that are more appropriate for boys.

"It is often difficult for ADHD boys to develop solid social relationships and given this information, effective treatment plans have been developed," Ohan says.

PhD student Jeneva Ohan

"We know social relationships are more important to girls but research has looked at interactions that are more typical of boys, such as physical aggression," she adds.

"Little is known about social interactions more typical of girls, such as forming tightly knit friendships."

Because social relationships differ, it makes sense that ADHD girls have different social strengths and weaknesses, says Ohan.

"We need to know what these are. It is crucial to identify children early so that we can help them develop to the best of their abilities."

calendar

APRIL 8 THROUGH APRIL 21

MONDAY, APRIL 9

Applied Ethics Colloquium
Ethical Consumption In A Starving World: Negotiating Partial And Impartial Obligations. Lisa Fuller. Klinck 462 from 2-4pm. E-mail ethics@interchange.ubc.ca. Call 822-8625.

Boehringer-Ingelheim Lecture
Epigenetic Regulation Of Mammalian Development. Shirley M. Tilghman, Howard Hughes Institute, Princeton U. IRC#6 at 3:45pm. Refreshments at 3:30pm. Call 822-3178.

Thematic Lecture Series
The Child As Agent In Family Life. Leon Kuczynski, U of Guelph. Green College at 5pm. Call 822-1878.

TUESDAY, APRIL 10

Museum Of Anthropology Exhibition
Echoes 2001. Emily Carr Institute students. MOA lobby from 11am-5pm. Continues to May 13. Tues. to 9pm (5-9pm free admission). Call 822-5087.

Women And Film Film Showings
Marlene. MOA Theatre Gallery from 2:30-4:30pm. E-mail wmst1@interchange.ubc.ca. Call 822-9171.

Concert
Super Classic Great Performers At The Chan. Dawn Upshaw, soprano; Richard Goode, piano. Chan Centre at 8pm. $15-$78. Call 822-2697.

THURSDAY, APRIL 12

Masterclass
Dawn Upshaw Vocal Masterclass. Chan Centre from 12noon-2pm. $15 adult; $10 student/senior. Call 822-5574.

Earth And Ocean Sciences Colloquium
Shallow Seismic Imaging Of An Andean Paleolake/Salt Flativan. Susan McGeary, U of Delaware. GeoSciences 330-A from 12:30-1:30pm. Call 822-8610.

Earth And Ocean Sciences Colloquium
Detection Of Inner Core Scattering And Rotation With An Antique Seismic Array. John Vidale, UCLA. Geo-Sciences 330-A from 12:30-1:30pm. Call 822-8610.

Law And Society Midday Lecture
Spectacular Politics: Protests Against The World Trade Organization In Seattle 1999. Kate Sullivan, U of California. Green College at 12:30pm. (No outside food or beverage please.) Call 822-1878.

NOTICES

Lactose Intolerant?
Researchers at UBC are interested in learning more about lactose intolerance. Participation will take about 20-30 minutes of your time. If you are 19 years of age or older, experience lactose intolerance, live in the GVRD, and would like more information or to participate in this questionnaire-based study, call 822-2502.

Family Career Development Project
Parents and adolescents are invited to participate together in research that addresses how parents and adolescents talk about the youth's future. If your family faces challenges such as unemployment or illness, call 822-4919 to participate.

Parents With Toddlers
Did you know your child is a word-learning expert? We are looking for children (one to five years old) and their parent(s) to participate in language studies in the Psychology Dept. at UBC. You and your child, and a trained researcher will play a word game using puppets and toys or pictures. As you might imagine, children find these word games a lot of fun. During your visit, you will remain with your child at all times. If you (or someone you know) might be interested in bringing your child for a 30-minute visit to our research playroom, please contact Dr. Hall's Language Development Centre at 822-9294.

Born Between 1930 And 1976?
The Adult Development And Psychometrics Lab at UBC is looking for men and women born between 1930 and 1976 to participate in a series of focus groups looking at what it means to be your age today. Call 822-5250.

Participants Wanted
Are you a postmenopausal woman with Type Two diabetes interested in beginning an exercise program? St. Paul's Hospital Healthy Heart Program and Diabetes Centre are recruiting participants who do not smoke or use insulin for a research project on the effect of exercise on diabetes for women. Call 806-8601.

Morris And Helen Belkin Art Gallery
Stephen Andrews: Likeness. Featuring drawings, bookworks and recent portrait works, by Toronto artist Stephen Andrews. Included is the well-known, "Facsimile" (1991-93), comprised of 147 portraits etched in graphite on wax, of people lost to HIV-related illnesses. Continues to May 13. Tuesday to Friday from 10am-5pm, Saturday 12noon-5pm, Sunday 12noon-5pm. (Closed Mondays and statutory holidays). Call 822-2759.

UBC Birdwalks
Anyone who is interested can meet at the flagpole above the Rose Garden on Thursdays at 12:45pm. Look for a small group of people who are carrying binoculars and bird books, (and bring your own, if you have them). Call 822-9149.

Sage Bistro
To the faculty, students, administration and admirers of the University of British Columbia we present Sage Bistro at the University Centre. Sage is open Monday through Friday from 11am-2pm. Our luncheon menu changes weekly and features a wide selection of wines by the glass. For reservations please call 822-1500.

Premenstrual Asthma Study
UBC/St. Paul's Hospital researchers are seeking females with asthma and regular menstrual cycles for a study of estrogen's effects on asthma symptoms and lung function. Must be 18-50 years of age 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 involves responding verbally to computer screen displays. If you are a healthy person of the age 50 years or older, we are also in need of several people to participate as part of a non-Parkinson's comparison group. Call 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
Echoes 2001. April 10 to May 13. Continuing Traditions. April 17 to 30. Attributed To Edenshaw: Identifying The Hand Of The Artist; Two Case Studies: Northwest Coast Art. Continues to Aug. 31. Conversations: The Tecson Philippine Collection. Continues to Sept. 3. Anthropology 432 Student Projects: What is Missing? Continues to Dec. 31. Winter hours Wed.-Sun. 11am-5pm, Tues. to 9pm (5-9pm free admisssion). Call 822-5087.

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.

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. You can call the Rentsline from any touchtone phone 24 hours a day, 365 days a year. 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 scholar-

Botany Seminar
Dinoflagellate Nuclear SSU Phylogeny Suggests Multiple Chloroplast Losses And Replacements. Juan Saldarriega. BioSciences 2000 at 12:30pm. Call 822-2133.

Equality/Security/ Community Colloquium
The Community Employment Innovation Project: Social Capital, Employment Initiatives And Community Development In Cape Breton, Nova Scotia. Reuben Ford, Social Research and Demonstration Corp. Green College at 4pm. Call 822-1878.

St. John's College Global Change Lecture
The Battle Over Globalization: What's The Fuss About? Marc Lee, research economist, Canadian Centre for Policy Alternatives. St. John's College 1080 from 5-6:15pm. E-mail sjc.events@ubc.ca. Call 822-8781.

Health Promotion In Motion Seminar
Physical Activity And Health: What Do We Know, What Should We Do? Alan Martin, Human Kinetics. Green College at 7:30pm. Call 822-1878.

WEDNESDAY, APRIL 11

Orthopedics Grand Rounds
TBA. Asst. Prof. David Wilson, Mechanical Engineering, Queens U. VGH, Eye Care Centre Aud. at 7am. Call 875-4192.

Open House
International Building Safety Week – Ever Wondered Why Development Or Building Permits Are Necessary? Campus Planning Gardenia Room from 11am-2pm. Call 822-0463.

Obstetrics And Gynecology Seminar
The Discovery Of A New Form Of Gonadotropin Releasing Hormone. Shahram Kosravi. B.C.'s Women's Hosp. 2N35 at 2pm. Call 875-3108.

Art History And Visual Art Lecture
Writing Travels: Power, Knowledge And Ritual On The English East India Company's Early Voyages. Miles Ogborn, Cultural Geography, U of London. Lasserre 102 at 12:30pm. Call 822-2757.

TUESDAY, APRIL 17

Museum of Anthropology Exhibit
Continuing Traditions. MOA Gallery 5 from 11am-5pm, Tuesday to 9pm (5-9pm free admission). Continues to April 30. Call 822-5087.

Botany Seminar
Biochemical And Molecular Analysis Of Entry Point Enzymes Into Poplar Phenylpropanoid Metabolism. Dae-Kyun Ro. BioSciences 2000 at 12:30pm. Call 822-2133.

WEDNESDAY, APRIL 18

Orthopedics Grand Rounds
An Update On Injury Prevention In Canada. Dr. Peter Wing. VGH, Eye Care Centre Aud. at 7am. Call 875-4192.

School Of Nursing Rounds
The Implementation Of Midwifery In BC: Challenges For Midwives, Nurses And Physicians. Prof. Elaine Carty, Jude Kornelsen. UBC Hosp., Koerner Pavilion T-206 from 3-4pm. Call 822-7453.

Senate Meeting
Regular Meeting Of The Senate. UBC's Academic Parliament. Curtis 102 at 8pm. Call 822-2951.

THURSDAY, APRIL 19

India And South Asia Research Seminar
Mother India: Class And Gender At The Birth Of A Nation. Tithi Bhattacharya, CK Choi 120 from 12:30-2pm. Call 822-4688.

Eyeglasses Needed
Recycled eyeglasses/sunglasses are desperately needed in Third World countries. Donors may drop off any eyeglasses at SUB or UBC Hosp. Call 692-5616.

UBC Gardens
The Nitobe Memorial Garden, UBC Botanical Garden and the Shop in the Garden will be open until Oct. 8 from 10am-6pm daily including weekends. For information about the garden call 822-9666 or the Shop 822-4529.

Volunteer Paid Participants Needed
CroMedica Prime is a Phase One research company located in Vancouver General Hospital. Our research studies require that volunteers take one or more doses of an investigational medication. We are currently looking for healthy volunteers, male/female, non-smoking aged 18 and older and not taking any medications. Volunteers are financially compensated upon completion of a study. If you are interested please call our Research Recruitment Co-ordinator, Monday to Friday between 9am-5pm at 875-5122 or e-mail volunteers@cromedica.com.

Research Study
Researchers at the Dept. of Psychology are conducting a study examining sexual functioning in women. The aim of this study is to help women who experience sexual difficulties. Your confidentiality will be assured. All participants will receive a detailed sexual psychophysiological profile for their participation. If you are a healthy, heterosexual, premenopausal woman who is currently in a relationship, please call 822-2952.

Habitat For Humanity UBC
Is looking for volunteers. Come help out on the construction site and build homes for low-income families. No skills required. For more information and to register for an orientation, e-mail habitat@vancouver.net or call 681-5618.

CALENDAR POLICY AND DEADLINES

The *UBC Reports* Calendar lists university-related or university-sponsored events on campus and off campus within the Lower Mainland. Calendar items must be submitted on forms available from the UBC Public Affairs Office, 310 – 6251 Cecil Green Park Road, Vancouver BC, V6T 1Z1. Phone: UBC-info (822-4636). Fax: 822-2684. An electronic form is available at www.publicaffairs.ubc.ca. Please limit to 35 words. Submissions for the Calendar's Notices section may be limited due to space. Deadline for the April 19 issue of *UBC Reports*—which covers the period April 22 to May 12 —is noon, April 9.

THE UNIVERSITY OF BRITISH COLUMBIA

Equity Office Annual Report 2000

Letter from the President

Dear Colleague:

IN COMPLIANCE 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 has produced annual reports since 1995. These reports document our efforts to establish a campus where every student, faculty, and staff member can study and work in an environment free from discrimination and harassment.

I am pleased to provide you with the Equity Office Annual Report 2000. This report describes the University's progress toward educational and employment equity, as well as the University's processing of complaints of discrimination and harassment. In addition, the report describes the Equity Office's educational activities, which promote equity and prevent discrimination on campus.

After reading this report, please discuss it with your colleagues. The Equity Office welcomes your questions and comments.

Sincerely,

MARTHA C. PIPER

Message from the Associate Vice President, Equity

THE EQUITY OFFICE Annual Report 2000 summarizes campus activities that 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 well-trained, hard-working staff. Unfortunately, the Office said goodbye to two valued colleagues during 2000: Wale Adeyinka left his position as Equity Advisor to pursue a private consulting practice; Joan McBain retired early from her position as Administrative Secretary. We wish both Wale and Joan all the best in their new endeavours.

As a consequence of resignation, retirement, and medical leave, the Equity Office was short staffed for several months of 2000. Nonetheless, equity services were always available to the campus community. Skillfully juggling her roles as a Training Administrator in Human Resources and as an Equity Advisor, Maura Da Cruz demonstrated her commitment to developing creative partnerships between the Equity Office and other campus units. Maura's work integrates Equity Office programs into innovative, cross-campus initiatives such as Imagine UBC, the Leadership Program, and Train the Trainer. Meanwhile, Margaret Sarkissian, known across campus for her excellent judgement in case management as well as for the humor and understanding she brings to educational sessions, continued to supervise casework in her role as Senior Equity Advisor. As always, Poh Peng Wong, Equity Office Administrator, worked effectively and efficiently behind the scenes, and thereby kept the Office running smoothly throughout the year.

In the latter half of 2000, the Office welcomed two new advisors. Anne-Marie Long arrived at UBC with experience at Queen's and Dalhousie universities in the provision of disability accommodation and redress of sexual harassment. Natasha Aruliah, a UBC graduate with degrees in Psychology and Counselling Psychology, came to us with previous work experience in student service positions at UBC and in the UK. In 2000, the Equity Office also welcomed a new Administrative Secretary, Chris McKay. In addition to providing secretarial support to the Equity Advisors, Chris also performs reception duties. We are delighted that Chris, who worked previously in many campus departments through Limited Time Only, chose the Equity Office for a permanent assignment at UBC.

The Equity Office collaborates and cooperates with many individuals and other University units. One example of this combined effort is the Equity Office Train the Trainer course. We want to thank Sue Eldridge (Enrolment Services), Pauline Fox (Housing & Conferences), Peter Godman (Human Resources), and Begum Verjee (Women Students' Office) for helping Equity Office Advisors present workshops on discrimination and harassment.

We also thank Penny Dixon (Financial Services) and Kathy Hansen (Human Resources), whose efforts ensure the integration of employment equity data with the Integrated Human Resource Information System. And once again, we applaud Planning & Institutional Research (PAIR), which supports the work of the Equity Office through the development and maintenance of reporting systems and analyses of equity data. Our thanks to Ashley Lambert-Maberly, Louise Mol, Elmer Morishita, Sham Pendleton, Karima Samnani, Ron Siy, and especially, PAIR's Director, Walter Sudmant, for assistance in making UBC's data-driven equity program comprehensible and meaningful.

SHARON E. KAHN

Figure 1: Education and Training by Type
January-December 2000

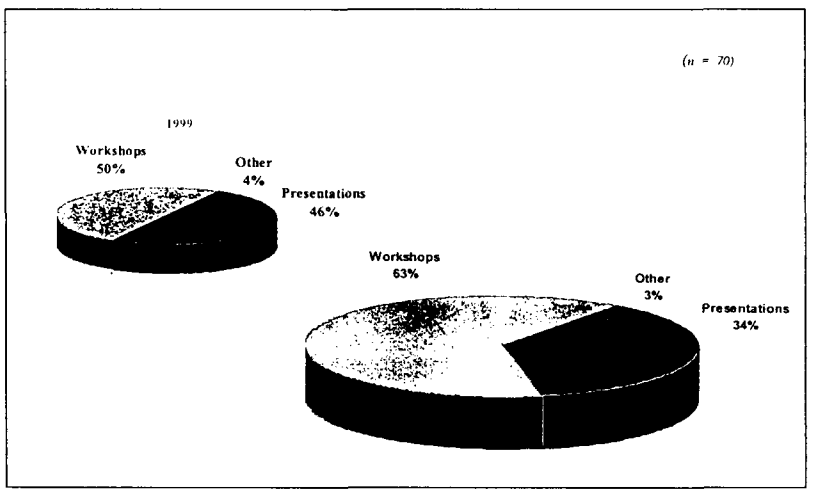
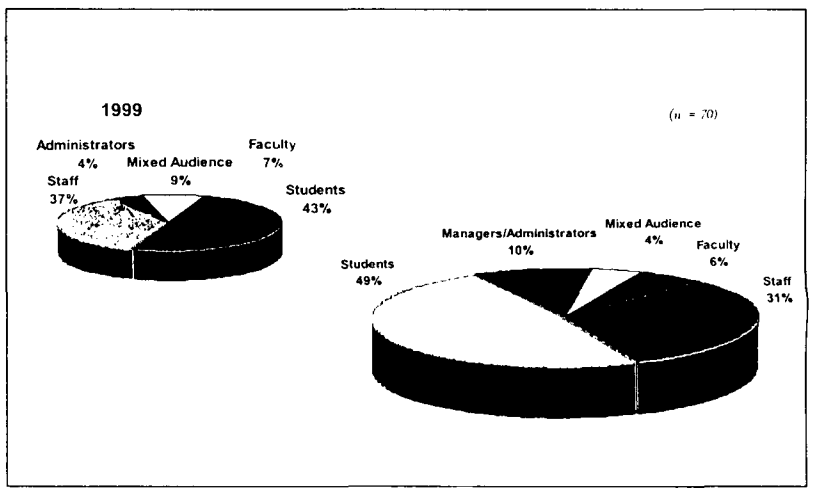


Figure 2: Education and Training by Audience
January-December 2000



Education & 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 achieves its goal through education. In 2000, we delivered 24 presentations and 44 workshops (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).

To serve the educational needs of the UBC community, the Office offers both standardized and specially designed programs. Workshops and presentations cover a wide variety of human rights and equity-related topics, such as diversity, anti-racism, accommodation under human rights law, and employment equity.

Highlights of Equity Office Education and Training Initiatives

Standard Training Workshops

- "Anti-racism" and "Discrimination and Harassment Awarene[illegible] workshops for staff, offered through the MOST Training Program
- "Diversity and Inclusion in the Classroom" workshop for instructors and teaching assistants, offered through the Centre for Teaching & Academic Growth

Custom Workshops

The following workshops were created at the request of campus units to meet the needs of specific audiences:

- "Discrimination and Harassment Awareness" workshops for managers and supervisors in the Bookstore, in Food Services, and in Land & Building Services
- "Discrimination and Harassment Awareness" workshops for Forestry graduate students, Vancouver School of Theology residence advisors, and Bookstore support staff
- "Inclusion in the Classroom" workshop for Forestry faculty

- In partnership with Student Services staff, "Student Success" workshop for Agricultural Sciences students
- "Leadership & Diversity" workshop for Housing & Conferences residence advisors
- "Anti-racism" workshop for Education students
- "Human Rights: Rights & Responsibilities" workshop for international students

Standard Presentations

Several presentations were made at orientation programs for students, staff, and faculty. These audiences included

- Social Work and Dentistry students
- Housing & Conferences residence advisors
- University Orientation staff participants and Centre for Teaching & Academic Growth faculty participants
- Managers enrolled in the MOST course "Selection Interviewing: Ensuring Equity"
- Campus Security support staff

Custom Presentations

- "What is UBC's Equity Office?" for Computer Science and Graduate Studies students
- "Sexual Harassment: Prevention and Remedies" for Family Studies students

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.

Committee for an Inclusive Campus Community

The Equity Office coordinates the Committee for an Inclusive Campus Community (CICC). CICC members include students, staff, and faculty who represent a cross-section of campus units. Participating units include the Alma Mater Society, Anthropology and Sociology, Campus Security, Centre for Teaching & Academic Growth, Disability Resource Centre, English Department, Faculty of Law, First Nations House of Learning, 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.

The committee hosted the following CICC events in 2000:

- "First Nations Stories and the Politics of Identity," a seminar for students, faculty, and staff
- "Pride & Prejudice: the Road to Multiculturalism and Human Rights in BC," a video discussion to commemorate March 21: Elimination of Racial Discrimination
- "Multi-racial Relationships," a panel discussion for students

Dean of Science Ambassador Program

The goal of the Dean of Science Ambassador Program is to give students a larger role in the Faculty of Science and the community. Student volunteers are involved in numerous 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 complete a mandatory requirement, which includes three workshops on leadership and one on diversity.

The Equity Office and the Faculty of Science co-delivered six Diversity Training workshops to over 100 Dean of Science ambassadors.

Imagine UBC

The Equity Office, Women Students' Office, and Imagine staff delivered a module titled "Collaboration and Leadership: A Kernel of Knowledge" to over 400 My Undergraduate Group (MUG) leaders.

Leadership Program

The Leadership Program, a 1999 initiative of the Women Students' Office, is co-sponsored by Counselling Services, Equity Office, Faculty of Science, First Nations House of Learning, International Student Services, Learning Exchange, and Student Health Services.

- "Celebrating Individualism and Collaboration" and "Appreciating Diversity" workshops were offered to students across a number of units, including the Engineering Co-op Program and the Dean of Science Ambassador Program.
- The Equity Office and the Women Students' Office developed a one-day leadership and diversity program, "Diversity, Collaboration and Citizenship Skills." Two sessions were presented to student leaders in programs such as Colour Connected, International House, Safer Campus, and the Wellness Information Network.

First Nations House of Learning: Longhouse Student Leadership Program

The Equity Office and the Women Students' Office worked with First Nations House of Learning staff to present an introductory session to the Longhouse Student Leadership Program "Longhouse Teachings."

Women of Colour Network

The Women of Colour Network, a community building program, received funding and support from the Equity Office and the Women Students' Office to offer the following sessions:

- "Race and Cultural Identity" workshop
- "Women in the Shadows" video presentation
- "Women of Colour in the Arts" seminar

Train the Trainer

Representatives from the Faculty Association, Housing & Conferences, Human Resources, and Land & Building Services participated in a two-day Train the Trainer program on discrimination and harassment awareness. Faculty and staff who complete Train the Trainer co-lead "Discrimination and Harassment Awareness" workshops with Equity Office staff and serve as a training resource for their respective units or campus associations.

Other Initiatives

UBC's Equity Office

- organized display booths for students at Imagine UBC and First Nations orientation programs
- sponsored an end-of-term celebration for the Women of Colour Network
- Responded to 130 inquiries regarding the University's Employment Equity and Discrimination and Harassment Policies, as well as other human rights issues and practices. UBC administrators, faculty, staff, and students composed 85 per cent of these contacts; the other 15 per cent came from media reporters and representatives from government agencies and other educational institutions.

Educational & Employment Equity Report

UBC'S POLICY ON EMPLOYMENT EQUITY (1990; revised, 1995) is based on principles of individual merit and achievement, which means that employment decisions at the University are based on job performance criteria—the 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 2000

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. The Board of Governors approved the Policy on Responsible Use of Information Technology Facilities and Services, which addresses harassment by email.
2. The Board of Governors approved revisions to the Policy on Advertising of Position Vacancies. These revisions permit the Provost to make non-competitive appointments in special circumstances, such as partner positions and Natural Science and Engineering Research Council University Faculty Awards for Women.
3. To enhance UBC's efforts to recruit and retain faculty, the University arranged for the Women's Resources Centre to provide relocation and transition services for incoming faculty recruits and their partners.
4. The University Administration and the Faculty Association agreed to a one-time Professional Development Reimbursement for faculty members, including sessionals (previously, sessionals were not eligible for professional development funds). In addition, the University redressed a long-standing inequity by placing $1 million in a supplemental pension for long-term faculty and librarians who previously were ineligible to join the pension plan.
5. The University Administration revised the guidelines for the Professional Development Reimbursement Fund, thereby providing faculty on the Return to Work Program the same privileges accorded their full-time colleagues.
6. Faculty Relations created an online listing of available faculty positions, including positions for research associates and postdoctoral fellows.

7. Following a 1998 agreement, the University Administration and the Faculty Association conducted a review of long-term sessional faculty. As a result, 15 faculty appointments were converted from sessional to 12-month lecturer positions.
8. Deans approved standardized wording for recruiting senior faculty from designated equity groups: "In order to increase the representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications."
9. The Senior Appointments Committee and Deans adopted a new document, "Guide to Promotion and Tenure Procedures at UBC," to supplement the Agreement on Conditions of Appointment for Faculty.
10. The University Administration negotiated an agreement with the Association of Administrative & Professional Staff, BC Government Employees Union Child Care Services employees, and CUPE 2950 for sick leave to attend ailing children, parents, and spouses, including same-sex partners, and as well, for adoption-leave provisions similar to those previously negotiated for maternity leave. The agreement between the Administration and CUPE 2950 also includes a one day, personal emergency leave.
11. The University Administration negotiated an agreement with CUPE 116 and CUPE 2278 to increase bereavement leave for immediate family members, including same-sex partners. The agreement between the Administration and CUPE 2278 also includes sick leave to attend children, parents, and spouses, including same-sex partners.
12. To ensure that employees in traditionally female jobs are paid wages based on the fair value of their work, the University Administration and CUPE 2950 entered the second phase of the Pay Equity Plan. This phase, which took effect August 2000, consists of a new pay structure with new pay bands. In addition, a new committee—the Job Evaluation Maintenance Committee—was formed to address CUPE 2950 reclassification requests and appeals. The committee consists of management and union representatives. The Association of Administrative & Professional Staff, BC Government Employees Union Child Care Services employees, and CUPE 116 also secured commitments from the provincial government for funds to achieve pay equity.
13. To enhance campus access for those who live or work downtown, UBC opened a Robson Square branch.
14. The Senate approved a new, broad-based admissions policy, which permits use of criteria additional to grade averages when evaluating applications from secondary school graduates who studied full-time outside Canada for at least one year immediately prior to applying to UBC for admission.
15. The Senate approved a policy on prior-learning assessment that enables students to achieve course credit through the formal assessment of competencies that have been acquired through either formal or informal learning. In another initiative to improve university access for adults and other non-traditional students, the Director of Advanced Studies in Continuing Studies was seconded to Student Services to review recruitment and admission programs and services.
16. Deans agreed that Faculties would adopt "Effective Teaching Principles and Practices" from the Senate Report on Teaching Quality, Effectiveness, and Evaluation. These principles and practices include respect for the diverse talents and learning styles of students and sensitivity to intellectual and cultural issues.
17. The Faculty of Graduate Studies approved recognition of certain courses taken by unclassified and non-degree students. In another policy revision, Graduate Studies eliminated restrictions on the number of UBC distance courses that students may take for credit towards a graduate degree (individual departments and graduate programs still may set some restrictions). These policy changes help students with childcare responsibilities or with disabilities to complete their course work in a timely way.
18. The TREK 2000 Operational Timetable set a goal to increase the number of First Nations students by ten percent. Currently, 550 First Nations students are enrolled at UBC.
19. The Student Recruitment Strategy Report calls for increased efforts to recruit First Nations students and enhanced accessibility for students with disabilities. The Recruitment Strategy also affirms UBC's commitment to developing a student body that reflects the multicultural nature of Vancouver's and British Columbia's populations as well as to providing appropriate accommodation and support for students whose first language is not English.
20. Senate approved a Faculty of Arts First Nations Studies Program.
21. In Fall 2000, the first students were admitted to the new MA program in Women's Studies and Gender Relations. The Centre for Research in Women's Studies and Gender Relations continued to work with Simon Fraser University on developing a cooperative PhD in Women's Studies and Gender Relations.
22. In collaboration with Okanagan University College and University College of the Cariboo, the School of Social Work and Family Studies embarked on a three-year, part-time Master of Social Work program through distance education. Distance education programs are particularly important to non-traditional students.
23. The Equity Office offered 44 workshops and 24 presentations to faculty, staff, and students on equity-related issues such as employment equity, anti-racism, diversity, and accommodation under human rights law (see Education & Training Report).

Objective B

Development of special measures and reasonable accommodation to achieve and maintain a UBC workforce representative of qualified applicant pools.

1. For several years, the proportions of designated equity-group members have remained relatively stable: women 52 per cent, aboriginal people 1.5 per cent, visible minorities 23 per cent, and persons with disabilities four per cent (see UBC Workforce Data).
2. Since the academic year 1986/87, UBC has appointed women to 33 per cent of vacant tenure-track positions, a figure consistent with the proportion of women receiving Canadian university doctoral degrees. For the academic year 2000/01, UBC appointed women to 32 per cent of vacant tenure-track positions.
3. Academic departments continued to apply for University funds to increase the representation of members of equity groups (women, First Nations persons, members of visible minorities, and persons with disabilities) and to secure the employment of eminent academics by hiring spouses or partners with outstanding qualifications.
4. The Faculty of Science received three Natural Science and Engineering Research Council University Faculty Awards. These awards are intended to increase the number of women on faculty.
5. The Equipment Accommodation Fund and the Disability Resource Centre's Access Fund were used to facilitate the purchase of ergonomic furniture, hearing aid technologies, and computer enhancements for faculty and staff requiring special accommodation.
6. The Equity Enhancement Fund underwrote a Faculty of Arts initiative to mentor aboriginal students and a First Nations Longhouse initiative to establish a Student Leadership Program.
7. The Health Promotion Program hired a second Return to Work Coordinator. UBC employee groups and the University Administration jointly developed the Return to Work Program to enable ill or injured employees to continue working or to return to work.
8. The University Administration sponsored ten faculty women at a BC Senior Women in Academic Administration in Canada conference at the University of Victoria.
9. For the eleventh year, UBC co-sponsored the Vancouver YWCA's Women of Distinction awards. Ten UBC women were nominated, including two students in the Young Woman of Distinction category. Two faculty members received awards in the categories of Health and Wellness, and Science, Research and Technology.
10. The Faculty Association Status of Women Committee sponsored a retirement planning workshop for women.
11. Canada Foundation for Innovation approved the Centre for Research in Women's Studies and Gender Relations' infrastructure proposal for Studies in Autobiography, Gender, and Age.
12. The Centre for Research in Women's Studies and Gender Relations and the Institute of Asian Research, in collaboration with the Simon Fraser University's Women's Studies Department, held a symposium and participatory forum, "Women's Studies: Asian Connections." Attendees from 21 countries helped Canadian Asian women and Women Studies students develop a network of professional connections.
13. Coordinated through the Alma Mater Society SafeWalk program, a White Ribbon campaign included a pancake breakfast to raise funds for and awareness of efforts to prevent violence against women. The UBC Administration matched the $1,300 raised at this event.
14. As co-sponsors, UBC and Simon Fraser University each granted $50,000 to FREDA Centre for Research on Violence against Women and Children. UBC students complete internships or conduct research at this centre.
15. Along with SWIFT (Supporting Women in Information Technology), Simon Fraser University, the NSERC-IBM Chair for Women in Science and Engineering for BC and the Yukon, and the New Media Innovation Center, UBC sponsored a one-day event to explore opportunities and provide support for girls and women in science and technology.
16. In partnership with the university detachment of the RCMP, Campus Security offered women's self-defense training as a complement to other university safety initiatives such as the Alma Mater Society SafeWalk program, the Security Bus, Blue Light Emergency Phones, and Campus Security bike patrols.
17. The Faculty of Arts held its first Arts Orientation for First Nations Students.
18. In conjunction with the First Nations House of Learning and Committee for an Inclusive Campus Community (CICC), the Equity Office sponsored a seminar, "First Nations Stories and the Politics of Identity."
19. Ninety First Nations women and women of colour participated in a five-part Leadership Workshop. With support from the Equity Office and the Women Students' Office, this project employed several First Nations women and women of colour and established a women's social and professional network.

20. A First Nations House of Learning career fair promoted summer and career employment opportunities for First Nations students. The House of Learning and the Museum of Anthropology co-sponsored a work-study program for native youth.
21. The Faculty Association surveyed its members regarding their disabilities. A committee will analyze the data and thereby provide guidance to the Association and the Administration on the need for additional policies regarding faculty disability.
22. Pride UBC, an Alma Mater Society resource group for the lesbian, gay, bisexual, and transgendered campus community, held a series of events that included speakers, a panel discussion, and a dance to celebrate Out Week.

Objective C

Establishment of a UBC work environment that supports the successful integration of designated-group members.

1. UBC awarded an honorary degree to one of Canada's first deaf persons hired to teach the deaf. This occasion marked the first time in Canada that a deaf person received an honorary degree and the first time a convocation address was delivered in American Sign Language.
2. The University Orientation Program for new employees was presented five times to a total of 170 staff and faculty; in addition, the University President held a reception to welcome new faculty and staff.
3. The Equity Office continued to participate in orientation programs for new employees through Human Resources and the Centre for Teaching & Academic Growth. In addition, the Equity Office participated both in Imagine UBC, an orientation program that welcomed 4,200 new undergraduate students, and in Faculty of Graduate Studies orientation activities for new students.
4. To complement Imagine UBC, the University initiated an orientation program for parents of new students. International Student Services also welcomed over 800 new international students.
5. The Office of the Vice President, Research, developed a Mentoring Network to support and develop special initiatives for new/junior faculty members. A primary objective of the new initiative is to help new/junior faculty better understand academic research procedures.
6. The Faculty of Education distributed equity reference binders to each of its departments.
7. The Equity Office revised "Promoting Equity in Employment at UBC: An Administrator's Guide to Hiring Staff and Faculty" and distributed copies to all academic and administrative units.
8. The Equity Office participated with the Committee for an Inclusive Campus Community (CICC) and other campus groups in sponsoring the third annual one-day conference to commemorate the International Day for the Elimination of Racial Discrimination.
9. The Equity Office, Counselling Services, International House, and the Committee for an Inclusive Campus Community (CICC) sponsored "Multi-racial Relationships," a panel discussion on communication and values among family members with diverse backgrounds.
10. Equity Office staff served on the advisory committee for the Faculty of Education's David Lam Multicultural Chair.
11. Equity Office staff and the Faculty of Science co-delivered six diversity training workshops to over 100 students in the Dean of Science Ambassador program.
12. The Equity Office and Planning & Institutional Research (PAIR) made a presentation on women in UBC's workforce to the Faculty Association Status of Women Committee.
13. Equity Office staff contributed to drafting university-wide surveys on student safety and on the graduate student experience.
14. Equity Office staff presented a session, "Rights & Responsibilities," for international students.
15. In cooperation with the Equity Office, Human Resources offered a workshop, "Selection Interviewing: Ensuring Equity" five times to a total of 68 staff, including administrators and union employees. As of 2000, over 500 UBC staff have received this training.
16. Seeking to enhance their workplace skills, 400 employees logged 640 registrations in Human Resources' MOST Program. Course offerings included workshops on disability issues, anti-racism, and diversity.
17. The BEST Program offered two 12-week workplace language skills programs to 42 employees. BEST is available at no cost to employees wishing to improve their command of English. The program helps employees improve their reading, writing, listening, and speaking skills. In 2000, eligibility for BEST was extended to employees in postdoctoral and research associate positions.
18. The CUPE 2950 Job Skills Training Program offered staff training to improve job performance skills and to enhance opportunities for transfer and promotion. Since August 2000, 134 employees have logged 200 registrations in Job Skills courses.
19. With funding from the Alma Mater Society Innovative Project Fund, the Equity Office and the Women Students' Office delivered a students' leadership training program in citizenship skills. The program explored ways diversity can enhance both collaboration and individualism.
20. The University again received provincial government "Safer Campus" funding for installation of security lights, especially on the north end of campus, where there is higher nighttime pedestrian traffic, particularly along West Mall and in associated parking areas.
21. The Alma Mater Society expanded its SafeWalk program following a student referendum that approved additional funding of $7,752.00. This money will fund an additional team of walkers during peak times.
22. The Women Students' Office Safer Campus Peer Educators continued to offer interactive workshops for students on acquaintance sexual assault and other personal safety issues.
23. With funding from the Alma Mater Society Innovative Projects Fund, the Personal Security Coordinator's Office conducted a personal security mapping survey to determine areas on campus where people feel safe and where they do not. Over 700 respondents provided information that will be used to determine future safety measures.
24. The Health, Safety & Environment Department initiated an office ergonomics improvement program with the objective of preventing repetitive strain injuries associated with improper workstation setup and inappropriate work practices.
25. The Vancouver Institute public lecture series included Virginia Valian, Cecil and Ida Green Visiting Scholar, speaking on "The Advancement of Women: Why So Slow?"
26. Housing & Conferences, in conjunction with the Alma Mater Society and Student Services, hosted three performances of theatrical presentations on cultural diversity.

Objective D

Adoption of monitoring and accountability mechanisms to evaluate and adjust ubc's employment equity program.

1. The Equity Office administered the employment equity census to newly hired faculty and staff. The overall response rate to this census was 71 per cent (8,292 employees—see UBC Workforce Data).
2. The Equity Office produced its fifth 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 1999 was published in *UBC Reports* (April 20, 2000) and appears on the Equity Office's website, http://www.equity.ubc.ca.

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 Managers, 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	Biosafety 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 & 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 & Service Personnel	Assistant Cook, Commissary Cook, Commissary Baker, First Cook, Head Cook, Relief Cook, Second Cook.
9	Skilled Crafts & 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 & Service	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 & Greenhouse Gardener, Printing Operator 2 and 3, Spray Painter, Truck Driver.
13	Other Sales & Service Personnel	Food Services Assistant, Gate Keeper, General Worker, Grocery Clerk, Janitor, Caretaker, Building Supplies Service Worker, Kiosk Attendant, Residence Attendant, Service Worker: Ice Maker.
14	Other Manual Workers	Labourer 2, Labourer 2 (Const & Hvy), Labourer 3 (Special).

3. The Equity Office worked with two university-wide advisory committees—the President's Advisory Committee on Discrimination & Harassment, and the President's Advisory Committee on Equity.
4. Equity Office staff wrote articles, letters to the editor, or were interviewed for articles on UBC's equity program. These materials appeared in the *Ubyssey* and the *Vancouver Sun*. In addition, the Equity Office revised its website, http://www.equity.ubc.ca, adding several reports that provide data on the representation of designated equity groups among Canadian students and doctorate recipients in Canada and the US.
5. Deans agreed to include in their annual hiring plans data on the representation of equity groups among students and tenure-track faculty, as well as on qualified applicant pools for graduate students and tenure-track faculty. In addition, Deans agreed to procedures to be applied in cases where the representation of equity groups in a faculty falls below the level in relevant, qualified applicant pools.
6. Equity Office staff met with the new BC Commissioner for Freedom of Information and Protection of Privacy to review confidential-record management procedures.
7. In conjunction with UBC's Office of Planning & Institutional Research, the Equity Office completed several studies using employment-equity census data (See UBC Workforce Data, Faculty Attrition and Progress Through the Ranks, 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 7 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 31 May 1998, 1999, and 2000.

Figure 4 indicates the representation of male and female employees in all of the EEOGS. Figure 5 shows the representation of aboriginal people, and Figure 6 shows the representation of visible minorities. Figure 7 provides 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 Information 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 on voluntary self-identification. Over 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.

Figure 8 provides the response rate to UBC's employment equity census for the years 1998, 1999, and 2000. Over these three years, the overall response rate has gone down slowly. Although the response rate within EEOGS has been consistent over three years, there has been considerable variation among EEOGS: high response rates are found in EEOGS Senior Managers, Middle and Other Managers, and Administrative & Senior Clerical Personnel; low response rates are found in EEOGS Skilled Sales & Service Personnel, Intermediate Sales & Service Personnel, and Other Manual Workers.

Comparison of the UBC Workforce with the Canadian Labour Force

FIGURE 9 SHOWS the proportion of the four designated employment equity groups in UBC's workforce between 1994 and 2000, 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 9 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 only 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.

Equity-Group Distribution of Tenure-Track Faculty

Figure 10 shows the annual gender distribution of new tenure-track faculty appointments from the 1986/87 academic year through January 2001. UBC met its goal to hire women to fill at least 35 per cent of vacant tenure-track faculty positions several times over these 15 years. As of January 2001, the University has hired women to fill 32 per cent of available positions for the academic year 2000/01. The 35 per cent goal is based on the proportion of women receiving doctoral degrees from Canadian universities.

Figure 11 also shows the number of men and women among new tenure-track faculty appointments for the past fifteen years. Trend lines drawn through both the total number of faculty appointments as well as the number of men hired since the 1986/87 academic year reveal declines. A trend line drawn through the number of women hired over these 15 years reveals a more stable trend.

Figure 12 shows the gender distribution of full-time faculty by rank. Since 1985/86, the proportion of women has risen from 16.4 per cent to 24.3 per cent among all tenure-track faculty—an increase of 114 women in tenure-track positions. In the same period, the number of men has declined by 229. The greatest gains for women faculty have been made at the ranks of Professor and Associate Professor.

Figure 4: UBC Workforce: Gender by EEOG

	Female						Male					
Employment Equity Occupational Group	May 1998		May 1999		May 2000		May 1998		May 1999		May 2000	
	N	%	N	%	N	%	N	%	N	%	N	%
Senior Managers	10	32.26%	9	30.00%	10	31.25%	21	67.74%	21	70.00%	22	68.75%
Middle and Other Managers	139	39.15%	137	37.43%	149	38.30%	216	60.85%	229	62.57%	240	61.70%
University Teachers*	553	26.15%	561	27.18%	569	27.86%	1,562	73.85%	1,503	72.82%	1,473	72.14%
Professionals (excluding University Teachers)	527	50.14%	573	50.35%	631	52.98%	524	49.86%	565	49.65%	560	47.02%
Semi-Professionals & Technicians	743	56.25%	804	58.09%	800	58.14%	578	43.75%	580	41.91%	576	41.86%
Supervisors	57	62.64%	54	59.34%	60	62.50%	34	37.36%	37	40.66%	36	37.50%
Supervisors: Crafts and Trades	3	9.09%	3	7.50%	5	8.47%	30	90.91%	37	92.50%	54	91.53%
Administrative & Senior Clerical Personnel	819	96.35%	799	95.92%	802	95.70%	31	3.65%	34	4.08%	36	4.30%
Skilled Sales & Service Personnel	10	27.78%	11	26.19%	10	21.74%	26	72.22%	31	73.81%	36	78.26%
Skilled Crafts & Trades Workers	4	1.83%	5	2.05%	3	1.26%	214	98.17%	239	97.95%	235	98.74%
Clerical Personnel	615	80.50%	647	82.53%	642	82.31%	149	19.50%	137	17.47%	138	17.69%
Intermediate Sales & Service Personnel	249	64.01%	239	63.56%	251	59.90%	140	35.99%	137	36.44%	168	40.10%
Semi-skilled Manual Workers	5	5.95%	8	8.60%	7	8.43%	79	94.05%	85	91.40%	76	91.57%
Other Sales & Service Personnel	373	57.83%	361	57.12%	343	55.68%	272	42.17%	271	42.88%	273	44.32%
Other Manual Workers	9	15.52%	9	11.84%	7	8.05%	49	84.48%	67	88.16%	80	91.95%
TOTAL	**4,118**	**51.19%**	**4,220**	**51.51%**	**4,289**	**51.72%**	**3,925**	**48.81%**	**3,973**	**48.49%**	**4,003**	**48.28%**

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

Figure 5: UBC Workforce: Aboriginal People by EEOG as a Percent of All Respondents

	Aboriginal People					
Employment Equity Occupational Group	May 1998		May 1999		May 2000	
	N	%	N	%	N	%
Senior Managers	-	0.00%	-	0.00%	-	0.00%
Middle and Other Managers	2	0.62%	4	1.20%	4	1.15%
University Teachers*	21	1.26%	21	1.27%	21	1.29%
Professionals (excluding University Teachers)	9	1.07%	7	0.78%	7	0.79%
Semi-Professionals & Technicians	9	0.95%	10	1.03%	11	1.18%
Supervisors	4	5.26%	3	4.11%	3	3.90%
Supervisors: Crafts and Trades	-	0.00%	-	0.00%	-	0.00%
Administrative & Senior Clerical Personnel	13	1.78%	14	2.02%	14	2.05%
Skilled Sales & Service Personnel	1	5.00%	1	4.35%	1	4.55%
Skilled Crafts & Trades Workers	1	0.88%	2	1.74%	3	2.40%
Clerical Personnel	7	1.22%	7	1.20%	8	1.39%
Intermediate Sales & Service Personnel	4	2.42%	4	2.58%	4	2.80%
Semi-skilled Manual Workers	1	2.00%	1	1.85%	-	0.00%
Other Sales & Service Personnel	9	2.55%	10	2.75%	10	2.87%
Other Manual Workers	2	9.09%	2	6.25%	4	11.11%
TOTAL	**83**	**1.40%**	**86**	**1.44%**	**90**	**1.53%**

* University Teachers includes sessional and extra-sessional 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 who were active on the extract date of 31 May.

Figure 6: UBC Workforce: Visible Minorities by EEOG as a Percent of All Respondents

	Visible Minorities					
Employment Equity Occupational Group	May 1998		May 1999		May 2000	
	N	%	N	%	N	%
Senior Managers	2	6.90%	2	7.41%	3	10.71%
Middle and Other Managers	29	8.95%	29	8.76%	28	8.09%
University Teachers*	202	12.08%	197	11.95%	202	12.46%
Professionals (excluding University Teachers)	200	23.84%	229	25.67%	231	26.22%
Semi-Professionals & Technicians	297	31.26%	317	32.68%	310	33.37%
Supervisors	19	25.33%	19	26.39%	21	27.63%
Supervisors: Crafts and Trades	-	0.00%	-	0.00%	2	6.45%
Administrative & Senior Clerical Personnel	180	24.73%	174	25.22%	170	24.96%
Skilled Sales & Service Personnel	8	40.00%	10	43.48%	10	45.45%
Skilled Crafts & Trades Workers	12	10.53%	12	10.34%	11	8.80%
Clerical Personnel	171	29.74%	177	30.31%	186	32.29%
Intermediate Sales & Service Personnel	66	39.76%	59	37.58%	65	44.83%
Semi-skilled Manual Workers	5	10.20%	5	9.43%	4	8.89%
Other Sales & Service Personnel	121	34.28%	131	36.19%	128	36.99%
Other Manual Workers	5	21.74%	5	15.15%	6	16.22%
TOTAL	**1,317**	**22.19%**	**1,366**	**22.84%**	**1,377**	**23.38%**

* University Teachers includes sessional and extra-sessional 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 who were active on the extract date of 31 May.

Figure 7: UBC Workforce: Persons with Disabilities by EEOG as a Percent of All Respondents

Employment Equity Occupational Group	May 1998 N	May 1998 %	May 1999 N	May 1999 %	May 2000 N	May 2000 %
Senior Managers	1	3.45%	1	3.70%	1	3.57%
Middle and Other Managers	12	3.69%	11	3.33%	10	2.89%
University Teachers*	50	2.99%	53	3.20%	45	2.77%
Professionals (excluding University Teachers)	17	2.01%	21	2.35%	19	2.15%
Semi-Professionals & Technicians	31	3.26%	28	2.89%	28	3.02%
Supervisors	5	6.58%	5	6.85%	4	5.19%
Supervisors: Crafts and Trades	-	0	-	0	-	0
Administrative & Senior Clerical Personnel	26	3.57%	24	3.47%	25	3.65%
Skilled Sales & Service Personnel	-	0	-	0	-	0
Skilled Crafts & Trades Workers	2	1.75%	2	1.72%	3	2.40%
Clerical Personnel	14	2.44%	14	2.41%	16	2.80%
Intermediate Sales & Service Personnel	4	2.40%	4	2.56%	4	2.78%
Semi-skilled Manual Workers	3	6.00%	3	5.56%	3	6.52%
Other Sales & Service Personnel	10	2.80%	11	3.01%	9	2.58%
Other Manual Workers	1	4.35%	1	3.03%	2	5.41%
TOTAL	176	2.56%	178	2.57%	[illegible]	[illegible]

Employment Equity Occupational Group	May 1998 N	May 1998 %	May 1999 N	May 1999 %	May 2000 N	May 2000 %
Senior Managers	1	3.45%	1	3.84%	1	3.57%
Middle and Other Managers	15	4.57%	15	4.70%	14	3.99%
University Teachers*	57	3.39%	64	4.00%	54	3.29%
Professionals (excluding University Teachers)	20	2.36%	26	2.97%	26	2.92%
Semi-Professionals & Technicians	48	4.96%	44	4.68%	43	4.56%
Supervisors	10	12.35%	10	14.68%	8	9.64%
Supervisors: Crafts and Trades	-	0	-	0	-	0
Administrative & Senior Clerical Personnel	46	6.14%	38	5.70%	36	5.16%
Skilled Sales & Service Personnel	1	4.76%	1	4.34%	1	4.35%
Skilled Crafts & Trades Workers	6	5.08%	5	4.38%	5	3.94%
Clerical Personnel	25	4.27%	30	5.28%	31	5.30%
Intermediate Sales & Service Personnel	4	2.40%	5	3.29%	5	3.45%
Semi-skilled Manual Workers	5	9.62%	5	9.79%	4	8.33%
Other Sales & Service Personnel	38	9.87%	32	9.04%	31	8.33%
Other Manual Workers	1	4.35%	2	6.24%	4	10.81%
TOTAL	277	4.58%	278	4.78%	283	[illegible]

* University Teachers includes sessional and extra-sessional 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 date of 31 May.

Figure 8: Response Rate to UBC's Employment Equity Census

	Response Rate 1998	1999	2000
Senior Managers	93.5%	90.0%	87.5%
Middle and Other Managers	91.3%	90.4%	88.9%
University Teachers*	79.1%	79.9%	79.4%
Professionals (excluding University Teachers	79.8%	78.4%	74.0%
Semi-Professionals & Technician	71.9%	70.1%	67.5%
Supervisors	82.4%	79.1%	79.2%
Supervisors: Crafts and Trades	54.5%	52.5%	52.5%
Administrative & Senior Clerical Personnel	85.6%	82.8%	81.3%
Skilled Sales & Service Personne	55.6%	54.8%	47.8%
Skilled Crafts & Trades Workers	52.3%	47.5%	52.5%
Clerical Personnel	75.3%	74.5%	73.8%
Intermediate Sales & Service Personnel	42.7%	41.8%	34.6%
Semi-skilled Manual Workers	58.3%	57.0%	54.2%
Other Sales & Service Personnel	54.7%	57.3%	56.2%
Other Manual Workers	39.7%	43.4%	42.5%
TOTAL	73.8%	73.0%	71.0%

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

Figure 9: Representation of Members of Designated Groups in the Canadian Labour Force

Designated Group	UBC 1994 %	UBC 1995 %	UBC 1996 %	UBC 1997 %	UBC 1998 %	UBC 1999 %	UBC 2000 %	Under the Act Workforce (1996) %	Canadian Labour Force (1996) %
Women	51.00	51.34	51.69	51.26	51.19	51.51	51.72	44.83	46.40
Aboriginal People	1.35	1.42	1.36	1.32	1.40	1.44	1.53	1.22	2.10
Visible Minorities	20.63	20.32	21.01	22.04	22.19	22.84	23.38	9.23	10.30
Persons with Disabilities (inc. IRP)**	4.94	4.83	4.83	4.63	4.58	4.78	4.38	2.67*	6.50*
Persons with Disabilities (excl. IRP)	n.a.	n.a.	n.a.	2.96	2.96	2.97	2.87		

Note: Under the Act Workforce covers both crown corporations and federally-regulated, private sector employers.
* From 1991 Health and Activity Limitations Survey
** IRP: Income Replacement Plan

Figure 10: UBC Workforce: New Tenure Track Faculty Appointments (Jan. 31, 2001)

Year	Total hired	Male #	Male %	Female #	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
1999/00	74	51	69	23	31
2000/01	75	51	68	24	32
Total	1047	703	67	344	33

As shown in Figure 13, patterns of gender distribution differ dramatically in different faculties and schools. For example, women make up 33.3 per cent of faculty in the School of Architecture, 96.7 per cent of faculty in the School of Nursing, and 8.8 per cent of faculty in Engineering. Thus, women make up 27.6 per cent of faculty in the Faculty of Applied Science. Commerce and Science have respectively 8.6 per cent and 13 per cent women in faculty positions; Education has 48.5 per cent women.

Figure 14 shows the distribution of tenure-track faculty by rank and designated equity group for 1998, 1999, and 2000. The number of tenure-track faculty who self-identify as visible minorities increased from 1998 to 2000. The number of tenure-track faculty who self-identify as aboriginal people or as having a disability decreased from 1998 to 2000, though the percentages of these faculty members remained at one per cent and three per cent respectively.

Figures 12, 13, and 14 contain different sets of data. The data in Figure 12—full-time faculty—is drawn from IHRIS and excludes Senior Managers, many of whom retain tenured faculty positions in addition to their administrative roles. The data in Figure 13 also is taken from IHRIS, but includes Senior Managers. The data in Figure 14 is taken from respondents to UBC's employment equity census and, like Figure 13, includes the president, vice-presidents, associate vice-presidents, and deans. The data set in Figures 13 and 14 also differs from Figure 12 because the employment equity census includes some part-time, tenured faculty. Moreover, snapshot data from IHRIS and the employment equity census data are drawn at different points in time: the data in Figure 12 is taken from the University's annual submission to Statistics Canada for 31 October, whereas the data in Figures 13 and 14 is taken from the University's employment equity census snapshot for 31 May.

Faculty Attrition and Progress Through the Ranks

A NUMBER OF QUESTIONS related to equity can be answered by following a specific cohort of newly hired faculty for a period of time. Figure 15 reveals the status ten years later of 183 faculty hired as assistant professors in 1988 and 1989—135 men and 48 women. (Three female faculty members were hired in Nursing and Rehabilitation Sciences in these two years, but were excluded from this analysis because faculty in these Schools may be hired without doctorates. Faculty without doctorates generally do not achieve full professor rank.)

At the end of ten years, 24 (13 per cent) of the group had reached the level of full professor; 76 (42 per cent) were associate professors; 12 (seven per cent) remained as assistant professors; and 71 (39 per cent) had left UBC.

If the rates of attrition were exactly the same for men and women, we would expect 52 men (39 per cent) and 19 women (39 per cent) to have left UBC after 10 years. In actuality, one more man and one fewer woman left than would be expected. Similarly, if the rates of promotion were exactly the same for men and women, we would see 18 men (13 per cent) and 6 women (13 per cent) at the rank of full professor after 10 years. In actuality, 23 men and one woman achieved this rank after 10 years. If the promotion rates for men and women were exactly the same, we would expect 5 fewer men (18) and 5 more women (6) at the full professor rank than actually achieved this rank.

The statistical significance of the difference between the actual and expected numbers was tested using a chi-squared statistic. The result shows a statistically significant difference.

Comparison of the UBC Workforce and UBC Graduates

FIGURE 16 COMPARES UBC's workforce with UBC graduates from the classes of 1991, 1993, 1996, and 1997. 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 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 & Harassment Report

UBC'S POLICY ON DISCRIMINATION AND HARASSMENT (1995; revised, 1996) provides procedures for managing and remedying complaints of discrimination and harassment.

In the context of UBC's Policy, 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 BC Human Rights Code, discrimination and harassment adversely affect both individuals and 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. "Supervisors" may include faculty members, administrators, or managers.

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

The Equity Office divides discrimination and harassment complaints into five categories:

POISONED ENVIRONMENT

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

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 unrelated to performance and protected under the Policy

ALLEGATIONS NOT COVERED BY THE POLICY

Behaviour that offends human rights, but that involves a respondent or takes place at a location not under UBC's jurisdiction, or that falls out-

Figure 11: New Tenure Track Faculty Appointments Over Time

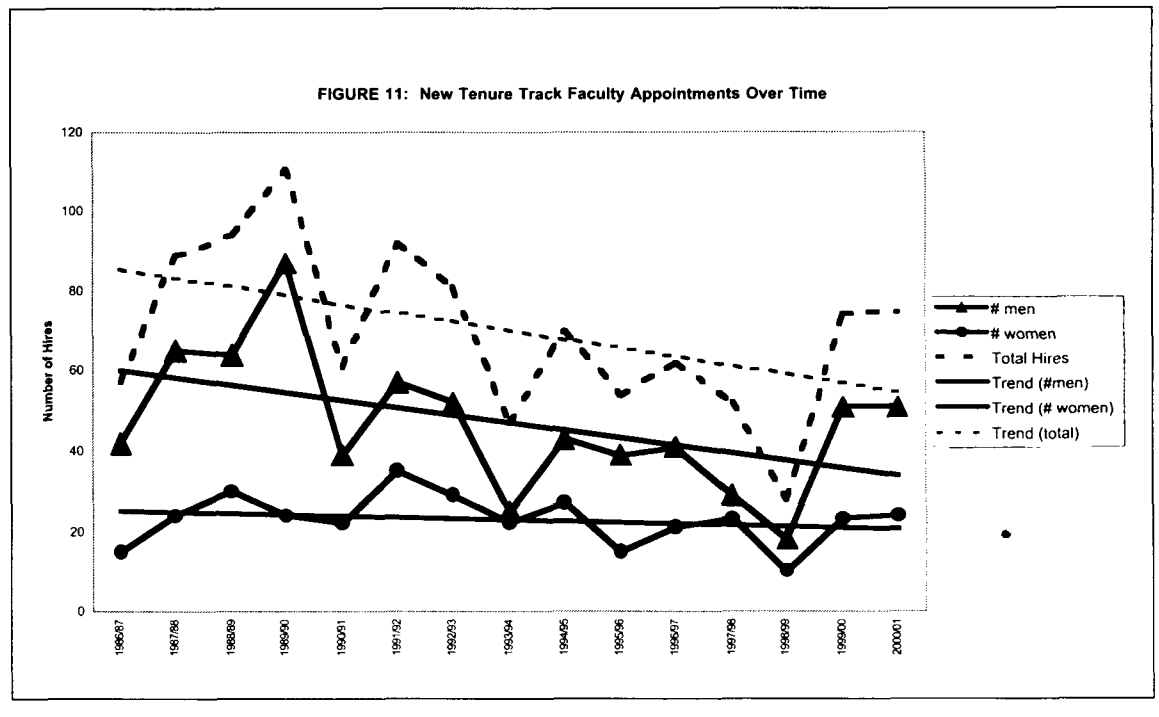


Figure 12: UBC Workforce: Gender Distribution of Full-Time Faculty by Rank (31 October)

	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	79.0%	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%
00/01	676	109	359	135	215	124	27	41	1277	409	75.7%	24.3%	20	34	1297	443	74.5%	25.5%

Note: Excludes President, Vice Presidents, Associate Vice Presidents, and Deans.

Figure 13: UBC Workforce: Gender Distribution of Full-Time Faculty by Faculty and School (May 31, 2000)

	Professor			Associate Professor			Assistant Professor			Instructor I, II, Senior			Total	Total	Total	% of
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Men		Women
Agricultural Sciences	**4**	**19**	**23**	**3**	**12**	**15**	**6**	**2**	**8**	**-**	**-**	**-**	**13**	**33**	**46**	**28.3%**
Applied Science - All	**10**	**57**	**67**	**16**	**30**	**46**	**14**	**24**	**38**	**3**	**2**	**5**	**43**	**113**	**156**	**27.6%**
Engineering	3	55	58	2	27	29	4	21	25	1	1	2	10	104	114	8.8%
Architecture	-	2	2	3	3	6	1	2	3	-	1	1	4	8	12	33.3%
Nursing	7	-	7	11	-	11	9	1	10	2	-	2	29	1	30	96.7%
Arts - All	**32**	**154**	**186**	**48**	**91**	**139**	**35**	**45**	**80**	**12**	**4**	**16**	**127**	**294**	**421**	**30.2%**
Arts	26	138	164	41	80	121	27	38	65	10	4	14	104	260	364	28.6%
School - Journalism	1	-	1	-	1	1	1	-	1	-	-	-	2	1	3	66.7%
School - Library & Archival Studies	1	1	2	3	1	4	1	1	2	2	-	2	7	3	10	70.0%
School - Music	2	12	14	1	4	5	1	4	5	-	-	-	4	20	24	16.7%
School - Social Work & Family Studies	2	3	5	3	5	8	5	2	7	-	-	-	10	10	20	50.0%
Commerce	**1**	**39**	**40**	**2**	**21**	**23**	**4**	**12**	**16**	**-**	**2**	**2**	**7**	**74**	**81**	**8.6%**
Dentistry	**2**	**10**	**12**	**3**	**8**	**11**	**2**	**14**	**16**	**-**	**-**	**-**	**7**	**32**	**39**	**17.9%**
Education - All	**14**	**32**	**46**	**25**	**23**	**48**	**22**	**13**	**35**	**4**	**1**	**5**	**65**	**69**	**134**	**48.5%**
Education	14	27	41	22	19	41	19	12	31	3	-	3	58	58	116	50.0%
School - Human Kinetics	-	5	5	3	4	7	3	1	4	1	1	2	7	11	18	38.9%
Forestry	**1**	**18**	**19**	**1**	**10**	**11**	**3**	**9**	**12**	**1**	**2**	**3**	**6**	**39**	**45**	**13.3%**
Graduate Studies - All	**4**	**28**	**32**	**1**	**7**	**8**	**1**	**3**	**4**	**-**	**-**	**-**	**6**	**38**	**44**	**13.6%**
Graduate Studies	2	24	26	-	2	2	1	2	3	-	-	-	3	28	31	9.7%
School - Comm& Reg Planning	-	4	4	1	3	4	-	-	-	-	-	-	1	7	8	12.5%
School - Occup Hyg Program	2	-	2	-	2	2	-	1	1	-	-	-	2	3	5	40.0%
Health Sciences	**-**	**4**	**4**	**-**	**-**	**-**	**1**	**1**	**2**	**-**	**-**	**-**	**1**	**5**	**6**	**16.7%**
Law	**4**	**17**	**21**	**5**	**7**	**12**	**3**	**1**	**4**	**-**	**1**	**1**	**12**	**26**	**38**	**31.6%**
Medicine - All	**24**	**152**	**176**	**29**	**95**	**124**	**30**	**73**	**103**	**10**	**4**	**14**	**93**	**324**	**417**	**22.3%**
Medicine	21	151	172	25	95	120	25	72	97	1	4	5	72	322	394	18.3%
School - Audiology & Speech Sciences	1	1	2	1	-	1	2	1	3	3	-	3	7	2	9	77.8%
School - Rehab Sciences	2	-	2	3	-	3	3	-	3	6	-	6	14	-	14	100.0%
Pharmaceutical Sciences	**3**	**11**	**14**	**1**	**6**	**7**	**2**	**3**	**5**	**3**	**1**	**4**	**9**	**21**	**30**	**30.0%**
Science	**7**	**149**	**156**	**5**	**65**	**70**	**14**	**32**	**46**	**12**	**9**	**21**	**38**	**255**	**293**	**13.0%**
Grand Total	**106**	**690**	**796**	**139**	**375**	**514**	**137**	**232**	**369**	**45**	**26**	**71**	**427**	**1,323**	**1,750**	**24.4%**

Note: Includes President, Vice Presidents, Associate Vice Presidents, and Deans

Figure 14: UBC Workforce: Equity Group Distribution of Tenure-Track Faculty by Rank as a Percent of All Respondents (31 May)

	1998			1999			2000		
By Visible Minority	VM	Total	% VM	VM	Total	% VM	VM	Total	% VM
Professor	50	636	7.86%	51	643	7.93%	53	638	[illegible]
Associate Professor	46	429	10.72%	48	415	11.57%	53	426	[illegible]
Assistant Professor	70	348	20.11%	66	318	20.75%	61	303	[illegible]
Instructor I, II, Senior	5	66	7.58%	6	62	[illegible]	9	68	[illegible]
	171	1,479	11.56%	171	1,438	[illegible]	176	1,435	[illegible]

	1998			1999			2000		
By Aboriginal	Aborig	Total	% Aborig	Aborig	Total	% Aborig	Aborig	Total	% Aborig
Professor	7	638	1.10%	7	645	1.09%	5	641	[illegible]
Associate Professor	5	427	1.17%	4	413	1.07%	4	424	[illegible]
Assistant Professor	4	350	1.14%	6	320	[illegible]	6	305	[illegible]
Instructor I, II, Senior	2	66	3.03%	1	62	1.61%	1	68	[illegible]
	18	1,481	1.22%	18	1,440	1.25%	16	1,438	[illegible]

	1998			1999			2000		
By Self-Identified Disability	Dis	Total	% Dis	Dis	Total	% Dis	Dis	Total	% Dis
Professor	20	637	3.14%	18	644	2.80%	16	640	[illegible]
Associate Professor	12	429	2.80%	12	415	2.89%	12	425	[illegible]
Assistant Professor	9	349	2.58%	10	320	3.13%	9	305	[illegible]
Instructor I, II, Senior	6	66	9.09%	6	62	9.68%	6	68	[illegible]
	47	1,481	3.17%	46	1,441	3.19%	43	1,438	[illegible]

	1998			1999			2000		
By Self-Identified Disability (+IRP*	Dis	Total	% Dis	Dis	Total	% Dis	Dis	Total	% Dis
Professor	20	637	3.14%	19	645	2.95%	17	641	[illegible]
Associate Professor	15	432	3.47%	17	420	4.05%	16	429	[illegible]
Assistant Professor	11	351	3.13%	13	323	4.02%	12	308	[illegible]
Instructor I, II, Senior	6	66	9.09%	6	62	9.68%	6	68	[illegible]
	52	1,486	3.50%	55	1,450	3.79%	51	1,446	[illegible]

Note: Includes President, Vice Presidents, Associate Vice Presidents, and Deans
* IRP: Income Replacement Plan

Figure 15: Status of Newly Hired Faculty After 10 Years
(excludes Nursing and Rehabilitation Sciences)

		men	women	total
Actual				
	left UBC	53	18	71
	Assistant	4	8	12
	Associate	55	21	76
	Full Prof	23	1	24
	Total	135	48	183
Expected				
	left UBC	52	19	71
	Assistant	9	3	12
	Associate	56	20	76
	Full Prof	18	6	24
		135	48	183
Actual - Expected				
	left UBC	1	-1	
	Assistant	-5	5	
	Associate	-1	1	
	Full Prof	5	-5	
		chi-square(	0.000992	

The difference between the distribution of final ranks for men and women is statistically significant. The probability of such differences occurring by chance are less than 1 in 1000.

Figure 16

UBC Bachelor's Degree Graduates
by Equity Group

	1991	1993	1996	1997
Women	54.3	55.5	56.4	57.9
Aboriginals	1.0	1.2	1.4	1.5
Visible Minorities	25.9	25.2	29.5	32.0
Disabled	2.8	2.6	2.1	2.2

UBC Faculty & Staff
by Equity Group

	1994	1996	1999	2000
Women	51.0	51.7	51.5	51.7
Aboriginals	1.4	1.4	1.4	1.5
Visible Minorities	20.6	21.0	22.8	23.4
Disabled	n.a.	2.5	3.0	2.9
Disabled (IRP)	4.9	4.8	4.6	4.4

IRP: Income Replacement Plan

side the one-year 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 behaviour includes bullying and "personal harassment" that take place in either an academic or employment context. Interpersonal conflicts in this category nevertheless remain the responsibility of UBC managers and supervisors.

Complaints Received in 2000

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 department equity committees.

Complaints accepted by the Equity Office were resolved by complainants themselves, through the intervention of Equity Advisors or administrative heads with complainants and respondents, 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 Equity Office interventions. Some complainants sought information and advice on how they might address problems themselves. Others reported being too fearful of retaliation to confront respondents or to inform administrative heads.

The Equity Office categorizes complaints as either "consultations" or "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. This report combines "cases" and "consultations" under the term "complaints."

As in the past three years, no case went to a formal investigation in 2000. One complaint, in which a student alleged that a disability had not been appropriately accommodated, was resolved through the services of an external mediator.

In 2000, the Office participated in efforts to resolve 69 fewer complaints than in 1999, a drop that can be accounted for partly by revised methods of record keeping: this past year, Equity Advisors did not record inquiries that required little time, such as single telephone calls or email letters consisting of a few questions. During 2000, Equity Advisors responded to approximately 50 inquiries about complaints that, if added to the recorded complaints, would bring the number of complaints in 2000 close to the number of complaints handled in 1999.

Other reasons for the drop in number of complaints may be due to the Equity Office offering educational sessions and networking with other campus service organizations; another contributing factor may be the introduction of UBC's Policy on Academic Accommodation for Students with Disabilities. Additionally, due to staff turnover and staff illness, which required extensive sick leave, the Office was understaffed for several months. Although the Office did not turn anyone with a complaint away during this time, difficulty in reaching an advisor may have led some people to seek help in other avenues.

Complainants brought 136 new complaints to the Equity Office. Of these, 85 (63 per cent) were consultations in which the Office was not asked to intervene, and 51 (37 per cent) were cases which involved the Office in attempts to address and resolve concerns. Of the 136 complaints, 61 (45 per cent) were covered by UBC's Policy on Discrimination and Harassment. Of the 136 complaints, 75 (55 per cent) fell outside of the Policy's mandate for reasons previously discussed in "Allegations Not Covered by the Policy." Figure 17 tracks the number of complaints of discrimination and harassment presented to the Equity Office in 1999 and 2000, during which time the proportion of complaints covered by the Policy increased from 86 out of 205 (42 per cent) to 61 out of 136 (45 per cent).

The leading causes of human rights problems at UBC in both 1999 and 2000 were discrimination and harassment on the basis of sex/gender, ethnicity, and disability. Of the 61 complaints in 2000 that fell under the mandate of the University's Discrimination and Harassment Policy, 36 (59 per cent) involved allegations of sexual or gender discrimination or harassment, an increase from 54 per cent of complaints in 1999. As in 1999, next came ethnicity, which in 2000 comprised 20 per cent of complaints. The third most frequent type of complaint involving human rights issues covered by UBC's Policy on Discrimination and Harassment was complaints of discrimination on the ground of disability. In 2000, seven complaints (11 per cent) related to disability.

One category of complaints of discrimination and harassment that reflected a change from the 1999 figures was that of complaints on the ground of sexual orientation—5 of 61 complaints (eight per cent). In 1999, one complaint on the ground of sexual orientation comprised one per cent of all complaints covered by UBC's Policy.

In addition to the 61 complaints that involved human rights issues covered by the Policy on Discrimination and Harassment, 75 complaints brought to the Equity Office in 2000 involved allegations not covered under UBC's Policy. Figure 17 also tracks the number of complaints that did not fall under the Policy. From 1999 to 2000, the proportion of complaints not covered by the Policy decreased slightly from 119 out of 205 (58 per cent) to 75 out of 136 (55 per cent).

Figure 17: Discrimination and Harassment Complaints Covered by UBC's Policy

	1999 Out of 205 total complaints, 86 covered by Policy		2000 Out of 136 total complaints, 61 covered by Policy	
Age	1	1%	0	0
Disability	11	13%	7	11%
Ethnicity (ancestry/colour/race)	24	28%	12	20%
Family Status	1	1%	1	2%
Marital Status	0	0	0	0
Political Belief	0	0	0	0
Religious Belief	2	2%	0	0
Sex/Gender	46	54%	36	59%
Sexual Orientation	1	1%	5	8%
Unrelated Criminal Offense	0	0	0	0

Not Covered by UBC's Policy

	1999 Out of 205 total complaints, 119 not covered by Policy		2000 Out of 136 total complaints, 75 not covered by Policy	
Behaviour covered under other UBC policy or procedure	63	53%	38	51%
Event outside one-year limit	1	1%	2	3%
Respondent and/or context not under UBC jurisdiction	13	11%	13	17%
Personal Harassment	42	35%	22	29%

In 2000, 53 out of 136 (39 per cent) complaints concerned human rights issues not covered by UBC's Policy: the behaviours or events were outside the one-year limit, were covered by other University policies or procedures, or involved a complainant or respondent not under UBC's jurisdiction. The remaining 22 complaints that were not covered by the Policy concerned personal harassment involving interpersonal conflicts between peers, between supervisors and their employees, or between faculty and students.

Of complaints not covered by UBC's Policy, the largest group, 38 of 75 (51 per cent), fell into the category of "behaviour covered under other UBC policy or procedure." Personal harassment followed at 22 of 75 (29 per cent). These figures are similar to those of 1999 when 53 per cent of the complaints not covered by UBC's Policy on Discrimination and Harassment involved behaviour covered under other UBC policies or procedures and 35 per cent of complaints not covered by UBC's Policy involved personal harassment.

Figure 18 describes the contexts of the events that gave rise to complaints of discrimination and harassment in 1999 and 2000. The proportion of complaints that occurred in academic contexts stayed consistent at 54 per cent in 1999, and 55 per cent in 2000. At the same time, the proportion of complaints that occurred in employment contexts fell from 39 per cent in 1999 to 35 per cent in 2000.

Figure 19 provides a gender breakdown of parties involved in the discrimination and harassment complaints. As in previous years, women were much more likely to be complainants (70 per cent) and men were much more likely to be respondents (49 per cent). Women brought the largest group of complaints against men (38 per cent), followed by complaints by women against a department or the University (15 per cent), and complaints by women against other women (13 per cent). Men brought complaints against other men (11 per cent), against women (7 per cent), and against a department or the University (6 per cent). Complaints by women against men rose from 33 per cent in 1999 to 38 per cent in 2000; complaints by men against women decreased from 12 per cent in 1999 to 7 per cent in 2000. Complaints by women against a department or the University rose from 10 per cent in 1999 to 15 per cent in 2000; complaints by men against a department or the University fell from 11 per cent to 6 per cent over the same period.

The gender of some complainants and respondents was unknown, and some complainants and respondents were in groups containing both men and women. Examples of complaints where the respondent is unknown are allegations of harassment by anonymous email, notes, or phone calls, or stalking by a stranger. As well, administrators or other third parties who seek assistance from the Equity Office may not reveal the gender of a complainant or respondent, and when the respondent is a group, department, or an association, gender cannot be designated. In both 1999 and 2000, three per cent of the complaints involved complainants either in a group comprised of both genders or an individual whose gender was unknown.

Figure 20 shows that students continue to bring the largest number of complaints to the Equity Office. In 2000, undergraduate students brought 38 per cent of all complaints; graduate students, 18 per cent. The combined figure for undergraduate and graduate students as complainants increased from 54 per cent of all complaints in 1999 to 56 per cent in 2000. The next two largest groups bringing complaints were support staff and faculty. In 1999, support staff brought 16 per cent of all complaints; in 2000, support staff brought 18 per cent. In 1999, faculty brought 15 per cent of all complaints; in 2000, faculty brought 13 per cent.

Figure 21 indicates the position of complainants at the University relative to respondents. In 1999, the largest group of complaints—57 out of 205 (28 per cent)—were brought against undergraduate and graduate students, with 21 per cent of the complaints brought against undergraduates as respondents. In 2000, faculty made up the largest group of respondents—25 out of 136 (26 per cent), with students a close second (25 per cent).

Figure 18: Context of Discrimination and Harassment Cases January to December 1999 and 2000

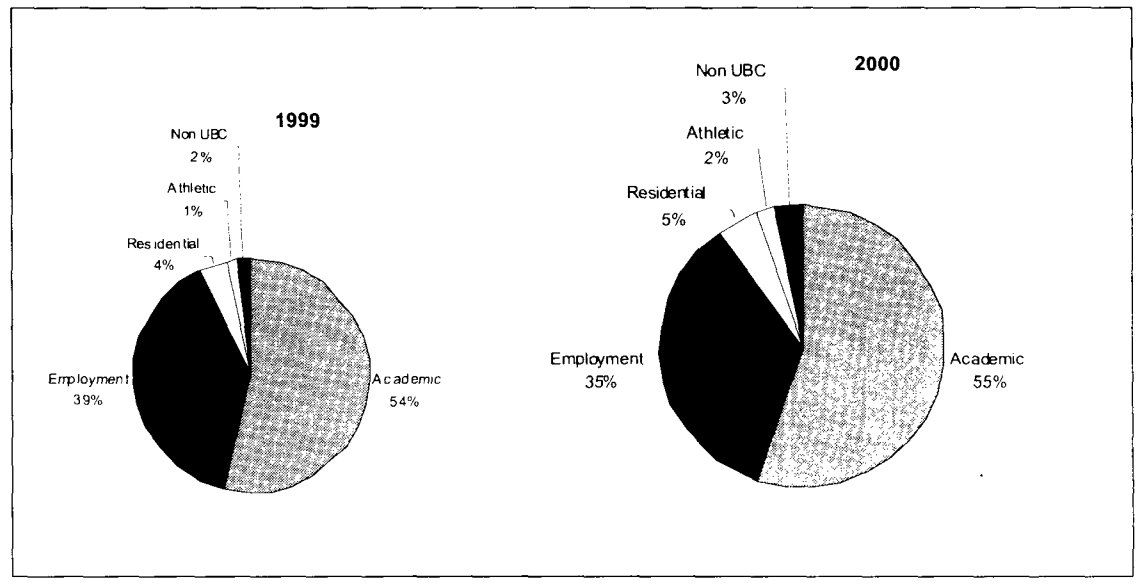


Figure 19: Gender of Complainants and Respondents

	1999 n=205		2000 n=136	
Female complainant Female respondent	26	13%	18	13%
Female complainant Male respondent	68	33%	52	38%
Female complainant Both respondent	8	4%	2	1%
Female complainant Department/University respondent	20	10%	21	15%
Female complainant Unknown respondent	1	<1%	2	1%
Male complainant Male respondent	20	10%	15	11%
Male complainant Female respondent	25	12%	10	7%
Male complainant Both respondent	2	1%	0	0
Male complainant Department/University respondent	23	11%	8	6%
Male complainant Unknown respondent	6	3%	4	3%
Both complainant Male respondent	1	<1%	0	0
Both complainant Department/University respondent	2	1%	1	<1%
Unknown complainant Department/University respondent	2	1%	2	1%
Unknown complainant Unknown respondent	1	<1%	1	<1%

Figure 20: Complaints by Campus Groups January to December 1999 and 2000

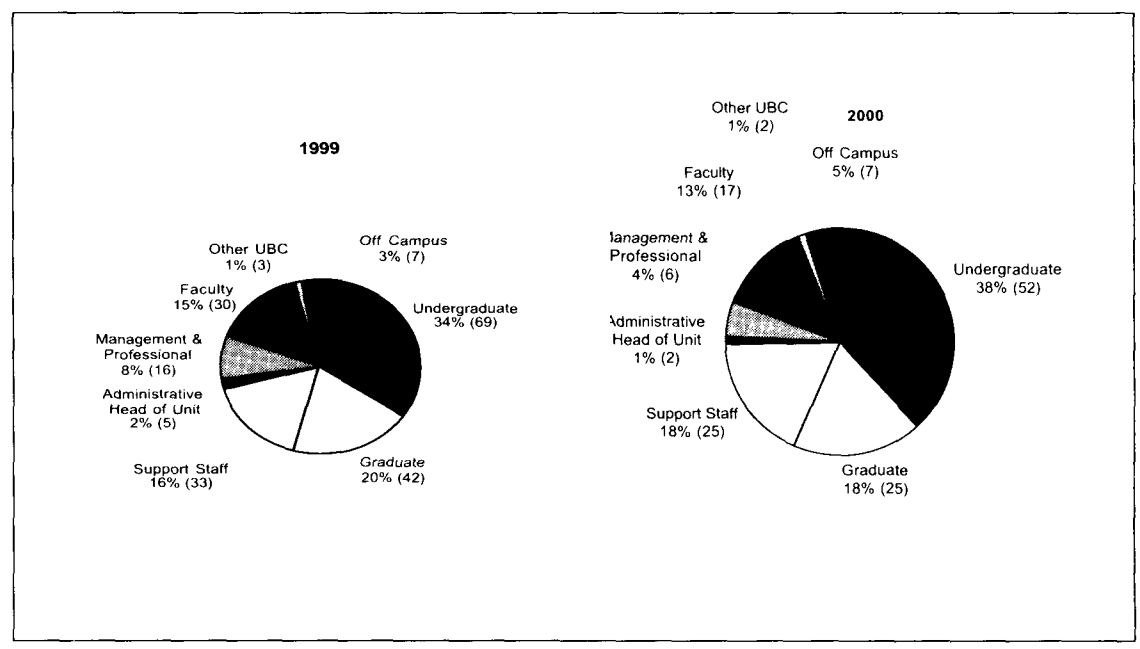


Figure 21: Position of Complainants and Respondents

COMPLAINANT POSITION / Respondent Position	1999		2000	
UNDERGRADUATE STUDENT	n=69		n=52	
Undergraduate Student	24	35%	20	38%
Graduate Student	3	4%	2	4%
Support Staff	4	6%	2	4%
Administrative Head of Unit	3	4%	0	0
Management & Professional	5	7%	1	2%
Faculty	12	17%	15	29%
Other UBC Campus	2	3%	2	4%
Off Campus	6	9%	4	8%
Department/University	8	12%	5	10%
Unknown	2	3%	1	2%
GRADUATE STUDENT	n=42		n=25	
Undergraduate Student	9	21%	1	4%
Graduate Student	3	7%	4	16%
Support Staff	2	5%	1	4%
Administrative Head of Unit	2	5%	0	0
Faculty	14	33%	10	40%
Other UBC Campus	0	0	1	4%
Off Campus	1	2%	1	4%
Department/University	10	24%	7	28%
Unknown	1	2%	0	0
FACULTY	n=30		n=17	
Undergraduate Student	6	20%	4	24%
Graduate Student	5	17%	2	12%
Administrative Head of Unit	5	17%	0	0
Faculty	7	23%	5	28%
Off Campus	1	3%	0	0
Department/University	4	13%	4	24%
Unknown	2	7%	2	12%
SUPPORT STAFF	n=33		n=25	
Undergraduate Student	0	0	1	4%
Support Staff	9	27%	5	20%
Management & Professional	8	24%	10	40%
Faculty	2	6%	0	0
Other UBC Campus	0	0	1	4%
Department/University	12	36%	7	28%
Unknown	2	6%	1	4%
MANAGEMENT & PROFESSIONAL	n=16		n=6	
Undergraduate Student	2	13%	0	0
Graduate Student	1	6%	0	0
Support Staff	3	19%	2	33%
Administrative Head of Unit	1	6%	0	0
Management & Professional	2	13%	2	33%
Faculty	6	38%	2	33%
Department/University	1	6%	0	0
ADMINISTRATIVE HEAD OF UNIT	n=5		n=2	
Graduate Student	1	20%	0	0
Support Staff	1	20%	0	0
Faculty	2	40%	1	50%
Department/University	1	20%	1	50%
OTHER UBC CAMPUS	n=3		n=2	
Undergraduate Student	1	33%	0	0
Other UBC Campus	0	0	2	100%
Off Campus	1	33%	0	0
Unknown	1	33%	0	0
OFF CAMPUS	n=7		n=7	
Undergraduate Student	1	14%	0	0
Graduate Student	1	14%	0	0
Management & Professional	1	14%	0	0
Faculty	0	0%	2	29%
Off Campus	0	0%	3	43%
Department/University	3	43%	1	14%
Unknown	1	14%	1	14%

In 1999 and 2000, student complaints about other students remained stable (19 per cent in 1999 and 20 per cent in 2000). Student complaints about support staff also remained stable (three per cent in 1999 and two per cent in 2000). However, student complaints about management and professional staff dropped from seven per cent in 1999 to two per cent in 2000, while student complaints about faculty rose from 13 per cent to 18 per cent during the same period. Complaints about a department or the University comprised nine per cent of student complaints in both 1999 and 2000.

In 2000, 40 per cent of complaints brought by support staff named management and professional staff as respondents, followed by complaints against a department or the University (28 per cent). Support staff brought complaints against other members of support staff 20 per cent of the time. Support staff had named these same three groups in the majority of their complaints in 1999 as well.

After students and support staff, faculty members comprised the third largest group of complainants. Faculty complaints against students remained stable at 37 per cent in 1999 and 36 per cent in 2000. Faculty complaints against other faculty members rose from 23 per cent in 1999 to 28 per cent in 2000. The third largest category of respondents to faculty complaints in 2000 was the department/university category in which complaints rose from 13 per cent in 1999 to 24 per cent in 2000.

Figure 22: Behavioural Description of Complaints

	1999 n=205		2000 n=136	
Poisoned Environment				
Insults/slurs/unacceptable jokes	35	17%	15	11%
Following/staring/stalking	7	3%	7	5%
Unwelcome verbal/written advances	14	7%	7	5%
Verbal/written threats	8	4%	5	4%
Offensive visual material	5	2%	2	1%
Quid Pro Quo				
Coercive romance	0	0	2	1%
Coercive sex	2	1%	1	<1%
Retaliation	5	2%	2	1%
Assault				
Unwelcome touching/fondling	8	4%	5	4%
Physical threat or force	9	4%	0	0
Sexual threat or force	4	2%	5	4%
Other Forms of Discrimination				
Biased academic decisions	34	17%	8	6%
Biased employment decisions	0	0	6	4%
Exclusion or denial of access	21	10%	9	7%
Systemic	13	6%	8	6%
Allegations Not Covered by Policy				
Interpersonal Conflict - Academic	22	11%	21	15%
Interpersonal Conflict - Employment	18	9%	10	7%
Bullying	0	0	13	10%
Work/Studyplace harassment	0	0	10	7%

Figure 22 categorizes the types of behaviours people complain about when they come to the Equity Office. In 1999, one-third of all complaints involved Poisoned Environment, but in 2000 this figure dropped to 26 per cent. Similarly, reports of Other Forms of Discrimination dropped from 33 per cent in 1999 to 23 per cent in 2000. Reports of Quid Pro Quo (coercive sexual behaviour and retaliation) remained stable (three per cent in 1999 and three per cent 2000), and reports of Assault decreased slightly from 10 per cent in 1999 to eight per cent in 2000. Reports of Interpersonal Conflict rose dramatically from 20 per cent in 1999 to 40 per cent in 2000.

Examples of Complaints

THE FOLLOWING EXAMPLES describe typical complaints received by the Equity Office. To protect the individuals involved, all distinguishing details of persons and circumstances have been modified.

Complaints of Sexual Harassment

A female graduate student complained that male students in her lab asked her to do their photocopying, make coffee, and clean up afterwards. The supervising faculty member who had witnessed this behaviour had not admonished the other students. The Equity Advisor agreed to talk with the supervisor and work with him to remedy the concern.

A female student who worked part-time on campus reported that she was sexually harassed by a co-worker who made unwanted sexual comments and jokes. The Advisor discussed ways the student might be able to address this behaviour with her supervisor and/or the respondent, and the Advisor met with the respondent to discuss why the behaviour, if true, was inappropriate and must stop.

A Complaint on the Ground of Sexual Orientation

A staff member who complained of homophobic behaviour in the workplace was unable to object because he feared that by doing so he would reveal his sexual orientation. Shielding the identity of the complainant, the Equity Advisor brought the concern to the Administrative Head of Unit, who agreed to an Equity Office education session for unit staff members and management.

A Complaint of Racial Harassment

An Administrative Head of Unit called to discuss a faculty member's complaint that a male exchange student racially harassed him. The Equity Advisor offered to meet with the complainant and discussed strategies for the Administrative Head to handle the complaint.

A Complaint on the Ground of Disability

A female undergraduate sought advice on ways to talk to her professor about her disability. Initially, the professor was unwilling to accommodate the student by allowing her to record lectures because doing so would give the student "unfair advantage." The Equity Advisor suggested the student register with the Disability Resource Centre where an advisor would help her and the professor to reach agreement over appropriate accommodations.

Complaints outside the Equity Office's Mandate

An employee reported that she was having problems with her supervisor. She complained she was not fairly remunerated for her work or recognized for her contributions to group projects. After she complained to her supervisor, he began to find fault in her work, denied her professional development activities, and said that she was neither motivated nor a team

player. The Equity Advisor explored with the employee whether her conflict with her supervisor was related to one of the grounds protected from discrimination by human rights legislation. As the conflict appeared to be "personal harassment," the Equity Advisor suggested the employee bring her concern to the attention of her supervisor's Administrative Head or her employee association.

A female student complained that her ex-partner, who had no association with UBC, insisted they resume their relationship and stalked her when she refused. The Equity Advisor referred the student to the Police, who issued a restraining order. As well, the Advisor talked about strategies to protect her safety and arranged for counselling and support services.

A Complaint by One Student about Another

A male student reported harassment by a female student in one of his classes. The Equity Advisor met with both parties and, after the first attempt to stop the behaviour did not fully succeed, worked with the Administrative Head to remove the female student from the classroom. The harassment stopped.

A Complaint by a Support Staff Member about a Manager

A male staff member, an immigrant with English as a second language, complained of bias in shift allocation and professional development opportunities. He also complained of other staff members' culturally insensitive remarks. Afraid of retaliation, the complainant did not want to press a complaint against his supervisor. The Equity Advisor agreed to talk in confidence with the Administrative Head and to arrange an educational session in the unit.

A Complaint by a Faculty Member about Another Faculty Member

A faculty member complained he was receiving communications of a personal nature from a colleague. The Equity Advisor discussed ways in which he could communicate to his colleague that the messages were unwelcome and inappropriate.

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 direct intervention by 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 of Unit on actions taken.

During 2000, the Equity Office intervened directly in 33 human rights cases under UBC's Policy on Discrimination and Harassment. As of December 31, 2000, the Equity Office had referred four cases which did not fall under UBC's Policy on Discrimination and Harassment to other University departments or outside agencies; judged 22 of these cases to be resolved, and was continuing to monitor two ongoing cases.

The Equity Office or the complainant notified the Administrative Head of Unit in 25 of the 33 cases; as a result, the Administrative Head worked with the Equity Office in the resolution of the majority of these complaints. To achieve resolution, Equity Advisors and Administrative Heads engaged in one or more of the following informal procedures:

- referral of complainant to Victim Services, Women Against Violence Against Women, the RCMP, or Vancouver Police
- provision of accommodation for a student with a disability
- advice and recommendations to enhance safety for a complainant who was being stalked
- letter from a complainant to a respondent advising the respondent to cease all contact with the complainant
- intervention from the Equity Advisor advising a respondent of the potential consequences of continued harassment
- mediation between a complainant and a respondent
- arranging for a respondent to apologize to a complainant
- termination of a supervisory relationship where a student was harassing a professor
- education and training in bias-free interviewing techniques for all members of a selection committee
- education and training in anti-racism for managers and staff in a unit where there were allegations of racism

In 29 of these 33 cases, the Equity Office or the Administrative Head informed respondents of the allegations against them. In the remaining four cases, the respondent was not contacted. In one case, the complainant decided to pursue a grievance through the union; in another case, the complainant decided to take the allegations through the criminal justice system; in two cases, complainants decided to withdraw their complaints.

Members of the President's Advisory Committees on Discrimination & Harassment, and Equity

Martin Adamson	Faculty Association
Joost Blom	Law
Lisa Castle	Human Resources
Jim Gaskell	Curriculum Studies
David Green	Economics
Jim Horn	Human Resources
Sharon Kahn	Equity Office
Madeleine MacIvor	First Nations House of Learning
Paul Marantz	Faculty Association
Janet Mee	Disability Resource Centre
Robert Nugent	International Union of Operating Engineers
Dennis Pavlich	President's Office
Elizabeth Pinnington	Graduate Student Society
Moura Quayle	Agricultural Sciences
Margaret Sarkissian	Equity Office
Richard Spencer	Student Services
Begum Verjee	Association of Administrative and Professional Staff

Equity Office Staff Profiles

Associate Vice President, Equity

SHARON E. KAHN, PhD, 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, and charged with directing UBC initiatives in employment and educational equity, and prevention of discrimination and harassment.

Senior Equity Advisor

MARGARET SARKISSIAN, MA, is a UBC graduate 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, she develops and implements 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

NATASHA ARULIAH, MEd, is a UBC graduate with degrees in Psychology and Counselling Psychology. She worked as a Counsellor and Advisor at UBC before leaving Canada for the UK, where she worked in universities and as an independent consultant and trainer in Equal Opportunities. When she returned to UBC in 1999, she assisted the David Lam Chair in Multicultural Education and worked with the Intercultural Studies certificate through Continuing Education. In September 2000, Ms. Aruliah joined the Equity Office, where she manages complaints, delivers training, and coordinates the activities of the Committee for an Inclusive Campus Community.

MAURA DA CRUZ, MA, is a part-time Equity Advisor who works with students, faculty, and staff to promote and coordinate Equity Office training and educational programs. Ms. Da Cruz conducts awareness and skill-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.

ANNE-MARIE LONG, MA, joined the Equity Office at UBC as an Equity Advisor in July 2000. With degrees in Psychology and Women's Studies, Ms. Long was involved in equity and social justice issues at Queen's, Dalhousie, and Mount Saint Vincent universities. Most recently, she worked for the Sexual Harassment Office at Dalhousie University, where she was responsible for implementing its sexual harassment policy and procedures. At UBC, she works with students, staff, and faculty to help resolve complaints of discrimination and harassment, facilitates

educational sessions, and helps create educational materials and equity initiatives.

Administrator

POH PENG WONG has a background in commerce from the London Chamber of Commerce and Industry. Widely experienced in office and organizational systems, Ms. Wong has been at UBC since May 1989. Presently, she oversees the employment equity census, as well as office administration and budget, and assists the Associate Vice President, Equity.

Administrative Secretary

At UBC since 1998, CHRIS MCKAY has worked in various departments as a Limited Time Only temporary employee and most recently as Administrative Secretary in the Board of Governors Office. In her current position, she performs reception duties for the Office and provides secretarial and clerical support to the Equity Advisors.

To make an appointment with an Equity Advisor, please contact the Equity Office, in Room 2306, Brock Hall, or call (604) 822-6353. The Equity Office Web site address is www.equity.ubc.ca.

Field hockey team co-captain Jen Dowdeswell (right) was named a UBC Athlete of the Year at last week's annual Big Block awards. Dowdeswell led UBC this year in a battle for the Canadian Interuniversity Athletic Union (CIAU) conference title. Olympic swimmer Mark Versfeld was also named Athlete of the Year. The women's and men's swim teams, the only teams to win four consecutive dual titles in CIAU history, took the teams of the year award. UBC Athletics photo

ships. There are 19 different interest groups within the club, ranging from art appreciation and bridge to hiking. Do come and join us. Call Elizabeth Towers, president 224-5877 or 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, e-mail tmacbeth@cortex.psych.ubc.ca or call 822-4826.

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).

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.

Chronic Fatigue Syndrome (CFS) Research
Infectious Diseases researchers from VGH seek volunteers diagnosed medically with CFS to participate in a study about managing symptoms. Call Kenna Sleigh 875-5555 ext. 62366.

Sustainability Co-ordinators
The World Is what You Make It! The UBC Sustainability Office is seeking outgoing volunteers to act as departmental Sustainability Co-ordinators. In this role, the volunteer will get training and support in their efforts to raise awareness of sustainability within their unit. With only a limited time commitment, our co-ordinators are affecting changes by sharing work environment specific information on energy conservation, waste reduction, and transportation alternatives. For more information visit www.sustain.ubc.ca/20urintiatives/sust_coord.html or call 822-3270.

UBC Fencing Club
UBC Fencing Club meets every Monday and Thursday from 7-9pm in the Osborne Gym. Learn decision-making, poise and control. Newcomers welcome. Drop-in fee. Leave message at 878-7060.

Chan Centre Tours
Free tours of the Chan Centre for the Performing Arts are held every Thursday. Participants are asked to meet in the Chan Centre main lobby at 1pm. Special group tours can be booked through www.chancentre.com or at 822-1815.

Fire Hydrant Permits Now Required
Campus Planning and Development (CP&D) and UBC Utilities have jointly implemented a permit program for fire hydrants which is effective November 2000. Permits have become necessary to comply with provisions of the BC Plumbing Code and the BC Fire Code. Permit applications must be submitted a minimum of 24 hours in advance. Application forms will soon be available at www.lbs.ubc.ca. Users wanting to connect to a fire hydrant should pick up application forms at CP&D Regulatory Services located at 2206 West Mall. Call CP&D at 822-2633 or for further information, UBC Utilities at 822-4179.

Call For Evening Volunteers
Crane Production Unit (a division of the UBC Disability Resource Centre) needs volunteers to narrate textbooks onto tape. We are looking primarily for those who can read between 4:30-8:30pm for a two-hour session once a week. An audition will be required. For more information, call 822-6114 Monday-Thursday from 4:40-8:30pm.

Religion And Spirituality Drop-Ins
Every Wednesday you can join the chaplains in a relaxed environment to explore a variety of topics related to religion and spirituality. Drop in or call International House at 822-5021 or e-mail ihouse.frontcounter@ubc.ca.

Lunch Hour Drop-Ins
Every Thursday you can join fellow international students in a relaxed, social environment to explore a variety of topics designed to help you succeed at UBC. Topics include health, safety, arts and literature, and music throughout the world. Drop in or call International House at 822-5021 or e-mail ihouse.frontcounter@ubc.ca.

UBC Zen Society
Zazen (sitting meditation) each Tuesday from 1:30-2:30pm while classes are in session. Asian Centre Tea Gallery. All are welcome. Call 822-2573.

BC SMILE
The British Columbia Service For Medication Information Learning And Education (BC SMILE) is a medication information program for the public in BC. It is located at the Faculty of Pharmaceutical Sciences at UBC, and is staffed by licensed pharmacists to educate the public of all ages about the safe and effective use of medications. The free telephone consultations include complicated inquiries on medication issues such as interactions, contra-indications, allergies, medication reviews, herbs, and alternative therapies. SMILE pharmacists also provide public presentations on a variety of medication-related topics. All presentations contain valuable practical, unbiased, and up-to-date research information. Call (800) 668-6233 or 822-1330.

Retiring Within 5 Years?

Don Proteau
B.Comm, CFP, RFP
dproteau@hlp.fpc.ca
638-0344

Frank Danielson
B.Ed., CFP
frank@mellor.bc.ca
688-1919 ext. 15

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M. Dale Kinkade, Professor Emeritus of Linguistics, UBC

"Frank and Don made me feel very comfortable with their advice and long range planning. Their knowledge of the faculty pension plan is also a plus for UBC professors."
Dr. J. H. McNeill, Professor, Pharmaceutical Sciences, UBC

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GREEN COLLEGE THEMATIC LECTURES

Green College is pleased to announce two new Thematic Lecture Series for 2001-2002:

"The Shifting Culture of Conflict: Perspectives on Conflict Prevention, Management and Resolution"
Co-convenors: John Hogarth, Director, and *Sharon Sutherland,* Co-Director, Dispute Resolution Program, Faculty of Law

"The Nature of Creativity: Biology, History and Socio-Cultural Dimensions"
Co-convenors: Anna M. Kindler and J. Scott Goble, Department of Curriculum Studies, Faculty of Education and *Christopher A. Shaw,* Department of Ophthalmology

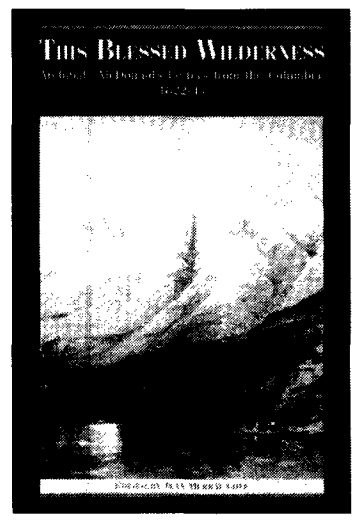
These series will begin in September 2001 and run throughout the academic year. Speakers and schedules will be announced in late summer.

For further information:
cmtander@interchange.ubc.ca or 822-1878

This Blessed Wilderness
Archibald McDonald's Letters from the Columbia, 1822-44

Archibald McDonald was one of the most important fur traders on the west coast. He is particularly remembered as a factor at Forts Langley, Kamloops, and Colvile, and as one of the traders who enabled the Hudson's Bay Company to gain control of the vast region west of the Rockies.

In this informative and entertaining collection of letters, his life as a factor, family man, amateur naturalist, and observer provides an invaluable glimpse of both the man and the west coast between 1822 and 1844.



Jean Murray Cole, ed.

Available through the UBC bookstore, or Raincoast Books:
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DIGEST

Pools on wheels

A free carpool ride-matching system is available via the UBC TREK Program Centre Web site at www.trek.ubc.ca. Students, staff, and faculty can find rides and passengers easily and instantly to share and reduce their commuting costs and stress.

The university's goal is to reduce single occupancy vehicles coming to campus by 20 per cent.

The envelope please

A new professorship in the Faculty of Applied Science will help prepare future architects and engineers for the challenges in design and construction of building envelopes.

The Polygon Adjunct Professorship in Building Science will build on existing strengths at UBC and is aimed at forging closer ties with the activities and research of professionals in the provincial building industry.

It is funded by a partnership between UBC, Polygon Homes Ltd., and Forintek Canada Corp. Both industry partners have been active in helping to seek solutions to the envelope failure issue that affects so many B.C. homeowners.

The initiative will be led by the Civil Engineering Dept. and the School of Architecture in the Faculty of Applied Science. The Dept. of Wood Science in the Faculty of Forestry will also be involved.

Polygon donated $135,000 and Forintek provided $60,000 to establish the position.

So accommodating

The name of the UBC Conference Centre has changed to Conferences and Accommodation at the University of British Columbia.

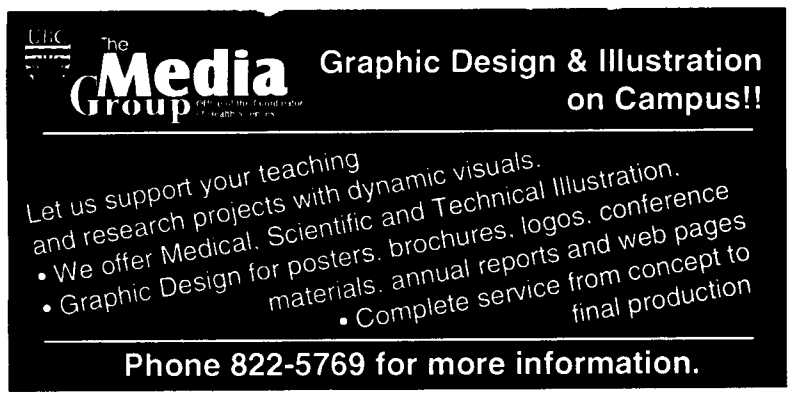
The name change accompanies a refreshed visual identity for the accommodation properties which include Walter Gage Commons and Towers, Totem Park and Place Vanier Residences. They will now be promoted as the West Coast Suites, The Gage Towers at UBC, The Residences at UBC and Pacific Spirit Hostel respectively.

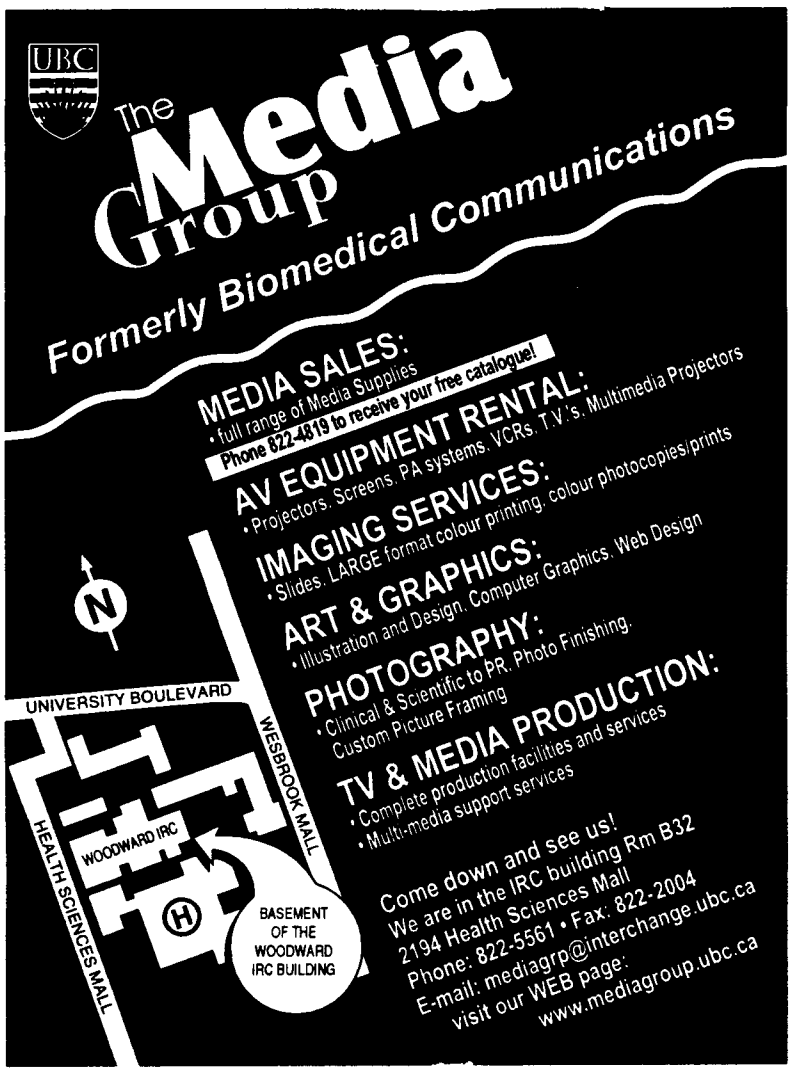
The West Coast Suites are available year-round. The other facilities are open to the public from May to August, when students have moved out of the residences.

"We provide extensive on campus accommodation, meeting space and exhibit facilities for visitors and groups," says Trish Brown, director of sales and marketing.

Accommodations range from dormitory or hostel-style rooms to full suites. Group rates are available as are UBC discounts for individual visitors on some room types.

For more information call (604) 822-1000, or visit www.ubcconferences.com.





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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. Minutes 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.

WEST COAST SUITES An affordable fully-equipped suite right on campus. Spacious one BR suites with kitchen, balcony, TV and telephone. Ideal for visiting lecturers, colleagues and families. 2001 rates from $119/night. UBC discounts available. Visit www.westcoastsuites.com. Call 822-1000.

ST. JOHN'S COLLEGE GUEST ROOMS Private rooms on campus for visitors to UBC on academic business. Private bath, double bed, telephone, TV, fridge, in-room coffee. Dinner five days per week. Breakfast seven 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 www.pwias.ubc.ca. Call 822-4782.

Accommodation

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

CAMILLA HOUSE in Kitsilano area, furnished suites or rooms avail. Kitchen and laundry facilities. Close to main bus routes, shopping and dining. Weekly and monthly rates avail. Call 737-2687.

FRANCE Ultimate vacation central Paris one br apt. Close to Paris one br apt. Close to Avignon Provence two br house. Accommodates six people. All fully furnished. Call 738-1876.

LUXURIOUSLY ONE BR and den apartment. Large patio facing Van Dusen gardens, master and guest bath, full security, 1105 sq. ft., 2 parking stalls, easy commute to UBC. Immediate occupancy. $1,200/mo. E-mail feyonawa@interchange.ubc.ca. Call Marina Au 261-0661.

OCEAN VIEW TOWNHOUSE in Kits. Stellar location. Three BR and den. Gourmet kitchen with gas stove. Available May 24 to Aug. 24. $2,000/mo. incl. util. not phone. Dog welcome. E-mail gkonantz@everesttrekking.com. Call 731-7650.

FAIRVIEW SLOPES First floor townhouse. Great view of water/city, close to seawall, restaurant, stores, sleeps four, sunny roof deck. Available for rent in July four to six weeks. $420/wk. incl. util. Call 732-7444.

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B & B BY LOCARNO BEACH Walk to UBC along the ocean. Quiet exclusive neighbourhood. Near buses and restaurants. Comfortable rooms with TV and private bath. Full breakfast. Reasonable rates. N/S only please. Web site www.bbcanada.com/locarnobeach. Call 341-4975.

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PLACING CLASSIFIED ADS

Deadline: for the April 19 issue: 12 noon, April 9.

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.

Accommodation Wanted

PROFESSIONAL COUPLE with 13-year-old seeks new home as of June 1. Prefer three BR house or apt. in Vancouver proper with easy drive to UBC. N/S, N/P, exc. ref. E-mail joyce.hinton@ubc.ca. Call 822-8195.

YOUNG PROFESSIONAL COUPLE looking to share lovely character home in the heart of Kerrisdale. Large kitchen, bath., L/R, D/R, attic, studio. Bright home with high (12 ft.) ceilings, new oak floors, windows in closets, fenced yard with fruit trees, dog, deck, D/W, M/W, W/D, F/P. Two blocks to UBC and downtown buses, walk to all amenities. Avail. April 1. $600 plus one-third util. E-mail vocalize@home.com. Call 454-0414 or 842-0414.

Services

TRAVEL-TEACH ENGLISH 5 day/40 hr. TESOL teacher certification course (or by correspondence). 1,000s of jobs avail. 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 place or yours! Don Proteau, BCOMM, CFP, RFP. E-mail: dproteau@hlp.fpc.ca or call 687-7526.

UBC FACULTY AND STAFF Retirement income and financial planning. Edwin Jackson, Certified Financial Planner. Ascot Financial Services Limited. Investments, life insurance, annuities, know-how. Call 224-3540.

DONNA'S TRANSCRIBING Will pick up, copy, and transcribe data according to your needs. Reasonable rates, efficient, confidential, accurate, and flexible. Excellent ref. Greater Vancouver area. E-mail donna_bucsis@telus.net. Call 826-5477 or 302-3128.

MEDICAL DENTAL CLINIC Located in the University Village, #207 – 5728 University Blvd. Dr. Chris Hodgson (physician), for appointment call 222-2273 (222-CARE). Dr. Charles Borton (dentist), please call 838-6684 (83-TOOTH).

Recreation

OPEN HOUSE Sunday, April 29 from 2-4pm. West Point Grey Lawn Bowling Club, Sixth Avenue and Trimble. Come out and try! Qualified coaches. It's a fun, challenging, inexpensive sport for all ages. If you can't make the Open House, come any Sunday at 1:30pm. Call 224-6556.

Next calendar deadline:

noon, April 9

Winning Law teams lead way in making their case

Up and coming lawyers from UBC face off in international competition

IT IS NO MOOT POINT—UBC Law students excel in national and in international competition.

Three of six national moot competitions have been won this year by teams from UBC and members of the teams have won numerous individual honours. Two of the teams are now competing at the international level.

UBC teams earned first place in the Corporate/Securities competition and the Wilson and Jessup national moot competitions in February. The client counselling team also won the regional competition and as the top Canadian team will compete internationally in New Zealand next week. The Jessup team is taking part in the international round in Washington, D.C this week.

"This unprecedented success is a source of tremendous pride among the entire faculty and university," says Law Dean Joost Blom. "It is a result of hard work and talent, but also the fact that we enjoy enthusiastic support from the bench and the bar."

Local judges and lawyers devote time to practise with and talk to UBC teams, says Elizabeth Edinger, the associate dean of Law. Practitioners who are former competitive mooters have a tradition of passing on their experience, she adds.

"For the students themselves and their coaches from the faculty and legal profession, preparing for moot competitions is very intense," she says. "They often miss classes and work through the night in the Law library."

For the members of the Wilson team, it is well worth the effort.

Named for Justice Bertha Wilson, the competition revolves around charter issues of equality. In the final, the team argued against the University of Toronto before Supreme Court Justice Louis Lebel on criminal code provision for the protection of private records.

Team members, affectionately know as the 'Wilson mooters,' say it's as close as it gets to the real thing and winning both the oral and written competition was a real bonus. They stayed up for three and four days at a time and gave up December break.

The Corporate/Securities team comprises Gera Grinberg, Jay Kesten, Brooke Jamison, Monica Rakhinshteyn and Amandeep Sandhu. The faculty adviser is Assoc. Prof. Barry Slutsky. It is sponsored by Borden Ladner Gervais.

The Wilson team includes Ali Kanji, Jason Kuzminski, Jen Brough, Micheal Vonn and Robert Diab. The faculty advisers are Prof. Robin Elliot and Lindsay Lyster. It is sponsored by Heenan Blaikie.

The Jessup team is made up of Don Montrichard, Monique Pongracic-Speier, Brian Sims and Danielle Topliss. The faculty adviser is Assoc. Prof. Ian Townsend-Gault. It is sponsored by Fasken, Martineau, DuMoulin.

The Client Counselling team members are Christopher Young, Parmjit Singh Pawa, Toireasa Jespersen-Nelson. The adviser is Doug Cochran. The team is currently unsponsored.

Dream comes true with community book drive

Lecturer Graham Mallet set some wheels in motion when he heard of a graduate student's dream

AN EMPTY SPACE in children's lives and a library room in Oaxaca, Mexico will be filled by 10,000 children's books from Delta, B.C.

The 3,800 kilograms of books were donated by children and adults and collected by Delta schools through the Tsawwassen Rotary Club which stored, packaged and arranged for the books' transport.

The idea for the project began when Mario Lopez, a teacher from Oaxaca, was presenting his master's thesis in children's literature in the Faculty of Education last May. In attendance was Graham Mallet, who teaches in the faculty's Language and Literacy Education Dept.

Mallett became intrigued by a major goal mentioned by Lopez—to set up a children's library in Oaxaca, a city of one million people, where illiteracy among children is a major problem.

The dream moved closer to reality when Mallett, a member of the Tsawwassen Rotary Club, arranged for Lopez to speak to the club. Lopez explained that the library had given him space, but he didn't have any books.

Club members rolled up their sleeves and began spreading the word. Storage space was offered by Tsawwassen dentist Frank Donis. Mexicana Freight Lines kindly agreed to transport the books to Oaxaca free of charge. In addition, the Rotary Club donated $1,000 for the purchase of Spanish language books.

Honour Roll

Zoology Prof. **Carl Walters** has been selected as one of 10 "guardians of the oceans" for his work in developing multi-species fisheries harvesting models for improved global fisheries management.

Zoology Prof. Carl Walters

Walters, who works with the Fisheries Centre, has been chosen as a 2001 Pew Marine Conservation fellow. He has been awarded $150,000 from the Pew Fellows Program in Marine Conservation, an initiative of the Pew Charitable Trusts operated in partnership with the New England Aquarium.

Each year, 10 outstanding ocean champions are supported by the program to undertake pioneering projects that tackle urgent conservation challenges in four areas: sustainability of marine ecosystems; fisheries management; marine contamination; and coastal conservation.

Since the program was launched in 1990, fellows have been chosen from more than 20 countries.

. . .

Two UBC scholars have been appointed scholars-in-residence in Women's Studies for 2002.

Gwen Chapman, associate professor in Agricultural Sciences, and **Shauna Butterwick**, assistant professor in Education Studies, have been appointed.

The visiting scholar program is an integral part of the Centre for Research in Women's Studies and Gender Relations. Scholars who are accepted spend leave time of one to six months in affiliation with the centre.

The goal of the centre is to stimulate feminist research and to facilitate interchange of ideas and collaboration among scholars at UBC and elsewhere.

The visiting scholar program is open to faculty, both untenured and tenured, as well as to independent scholars who are engaged in critical work on women and gender.

UBC scholars-in-residence for 2000-01 are: **Ruth Buchanan**, assistant professor, Faculty of Law; **Nancy Frelick**, chair, Comparative Literature and associate professor, Dept. of French, Hispanic and Italian Studies; and **Gloria Onyeoziri**, associate professor, Dept. of French, Hispanic and Italian Studies.

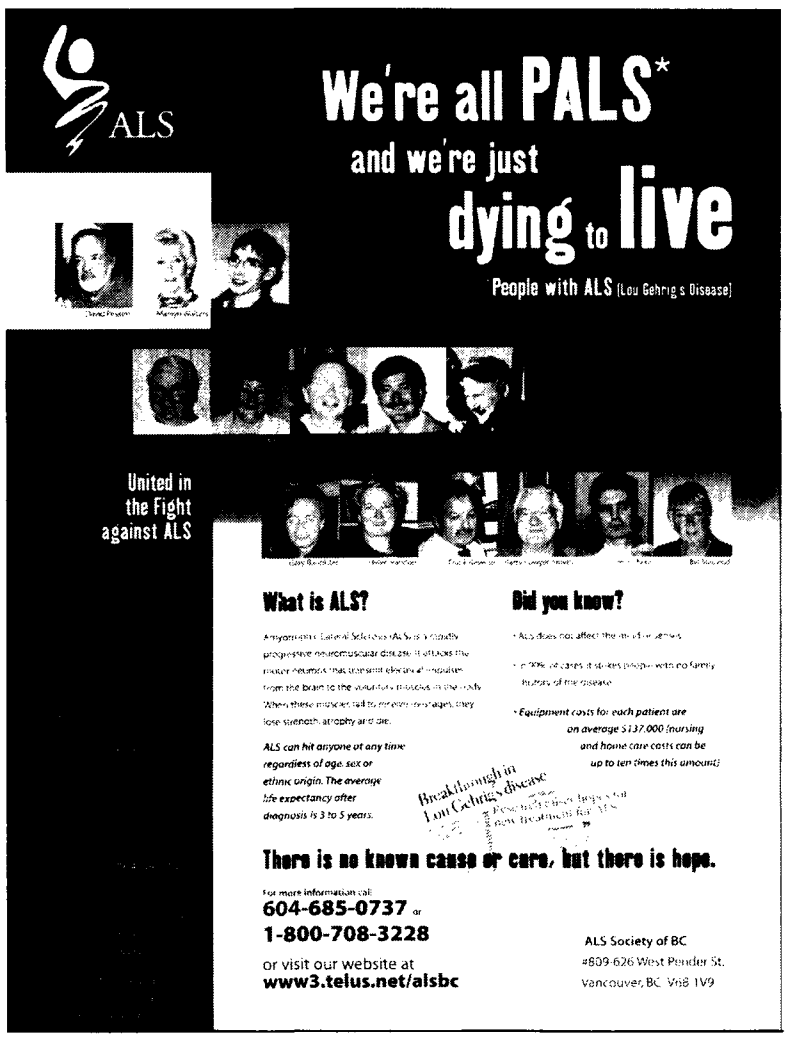
. . .

Lloyd Axworthy, director and chief executive officer of the Liu Centre for the Study of Global Issues, has received the Madison Medal for 2001 from his alma mater, Princeton University.

The medal is given annually to a graduate school alumnus who has had a distinguished career, advanced the cause of graduate education or has achieved a record of outstanding public service.

Axworthy, who obtained his PhD in political science from Princeton in 1972 and spent almost 27 years in government, was Canada's minister of Foreign Affairs until last fall.

Architect of the Ottawa Treaty that outlawed land mines, he has also campaigned vigorously for the creation of a permanent international criminal court that would try people accused of genocide, war crimes or crimes against humanity.



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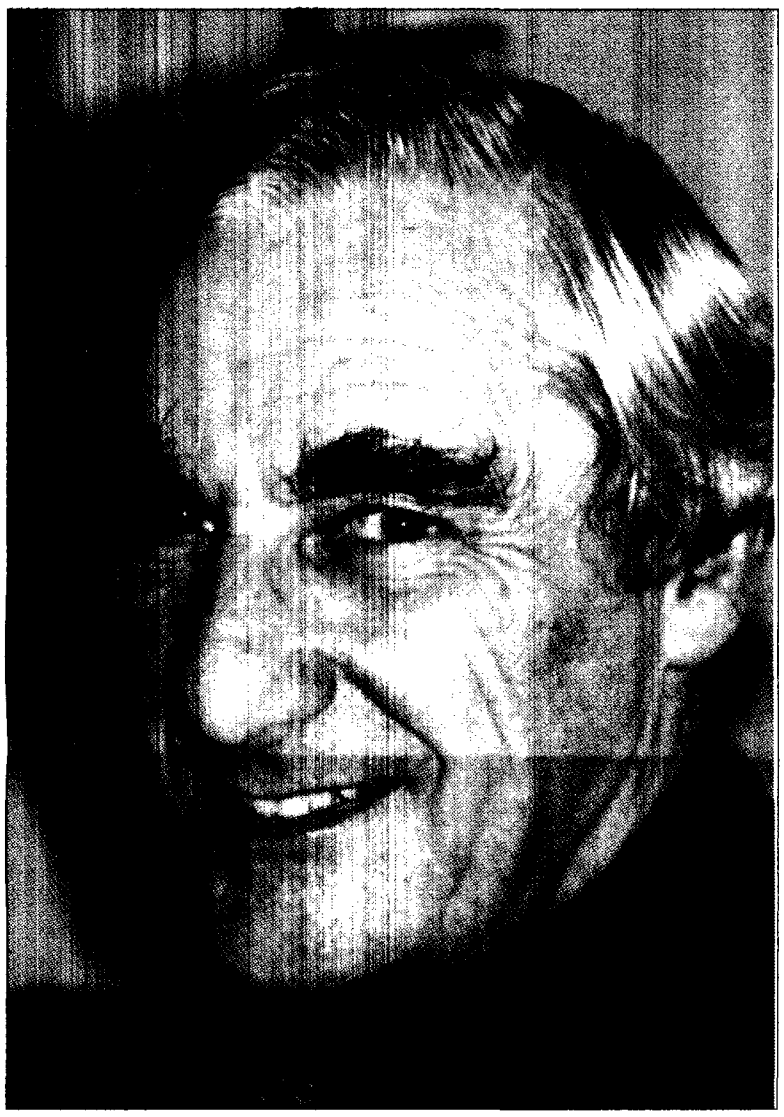
PROFILE

Dr. Andrew Eisen is hot on the trail of a disease that paralyses its victims

On the track of a killer



Ultimately fatal, amyotrophic lateral sclerosis (ALS) is both a baffling and simple disease, says world-renowned expert Dr. Andrew Eisen. Hilary Thomson photo

by Hilary Thomson staff writer

THE DISEASE IS MYSTERIOUS.

It appears in clusters in unlikely places that range from a California football team to a South Pacific island.

Long believed to be a disease of the spine, it may actually be a disease of the brain.

It has no cure yet patients are known to have a remarkably positive outlook.

The disease is amyotrophic lateral sclerosis (ALS). It has been the fascination of Dr. Andrew Eisen for more than 30 years.

"Working with this disease is like unravelling a detective story," says Eisen, the director of Vancouver's ALS Clinic and head of UBC's Dept. of Neurology. "It's baffling and simple at the same time."

Eisen originally studied neurosurgery before going on to neurology. He obtained his medical degree at the University of Leeds in England and completed his residency in Neurology at the Montreal Neurological Institute. He was appointed to staff there in 1968, and later taught at Montreal's McGill University.

By that time, he was captivated with understanding human motor function and with ALS, also known as Lou Gehrig's Disease after the U.S. baseball player who died of the illness in 1936.

Eisen joined UBC in 1980 to direct the Neuromuscular Disease Unit and the ALS Clinic — both located at Vancouver Hospital. An internationally recognized expert, his patients come from all over North America.

"If you are lucky and your neurologist is on the ball you'll be referred to Dr. Eisen," says Sue Lewis-O'Halloran, president of B.C.'s ALS Society. "He's reputed to be the top ALS diagnostician in the world— and this disease is hard to diagnose."

Monitoring almost one-third of the 3,000 Canadians with the disease, the ALS clinic is the only one in B.C. and the largest in Canada. Its database tracks an illness that is rapidly progressive and fatal.

Early symptoms often include difficulty swallowing or slurred speech, tripping and falling and loss of power in hands and arms. Complete paralysis can occur at any time within two to five years of diagnosis. About 20 per cent of those diagnosed live for more than five years and up to 10 per cent survive more than 10 years.

The disease attacks the motor neurons that transmit electrical impulses from the brain to voluntary muscles throughout the body. Over time, muscles lose strength and cease to function. Brain activity remains healthy but support is required to move, breathe, eat and communicate.

Most people with ALS are between 50 and 75 years old. Between ages 40-50 twice as many men as women get the disease. After 50 years of age the incidence is equal but increases for women over 75 years.

As the baby boomer population ages, pressure to understand this disease and its cause is increasing.

"There are many theories and just as many questions," says Eisen. "We're now exploring the idea that the disease starts in the brain and then kills cells in the spinal cord."

Mysterious aspects of the disease include the fact that although old cells appear to be more vulnerable to the disease, accounting for its late onset, it does not seem to be a degenerative disease. Many patients are fit rather than frail.

Also, only the motor cells in the brain and spinal cord are affected. It is a human disease only, not known in other primates. And two groups of muscles, those operating eyes and the bladder, are untouched by the disease.

"This is an important clue about the origin of ALS," says Eisen. "These two areas are not directly connected to the brain. Since they are unaffected it supports the theory that ALS is a brain disease."

Eisen has used cortical magnetic stimulation to better understand how and where ALS might affect the brain. The painless technique uses a magnetic stimulator to assess the function of the motor pathways.

Eisen's research has earned him the prestigious 1999 Forbes Norris award, an international recognition sponsored by the Motor Neuron Disease/ALS Association of England and Wales. In 1998, he was also named a distinguished researcher by the American Association of Electrodiagnostic Medicine and was the recipient of the Distinguished Medical Research Lecture at UBC.

"The level of funding for ALS in Canada is not good with about six to seven new grants awarded annually," says Eisen. "We hope the situation may improve through the new Canadian Institutes of Health Research."

But tracing the disease to its source is only part of the detective work. Another is finding the cause of the malfunction.

RESEARCHERS HAVE EXPLORED environmental factors such as the presence in water of lead, mercury, aluminum or calcium. These elements are found in areas where there is high incidence of the disease, such as the South Pacific island of Guam, in western New Guinea and on the Kii peninsula in Japan.

Other clusters for the disease include patients serving in the merchant navy in Halifax in the 1950s. Three members of the San Francisco '49ers football team were also diagnosed. The cause or mechanics of the clustering is not known and it is very difficult to prove that they are statistically significant, says Eisen.

Family history of ALS is very rare — less than five per cent of patients have family members with the disease. Mutations in at least two genes have been discovered in relation to ALS and one of those occurs in about 20 per cent of familial ALS.

"A single genetic factor is unlikely," says Eisen. "It may be a multi-gene problem connected with aging genes, but I suspect the answer may come from a whole different source — one we haven't even explored."

Diagnosing patients who have a fatal disease with no known cause isn't easy.

"Breaking the news is the hardest part," says Eisen who recommends compassion and understanding as an antidote to burnout. "The diagnosis may take 10 minutes but I usually spend hours with the family — it's very draining emotionally."

Although there are few therapeutic options and limited time for treatment because of the disease's rapid progression, Eisen finds that ALS patients are a joy to work with and surprise him with their positive outlook.

"This man is so determined to find answers for these patients," says Lewis-O'Halloran. "Now there's hope because of people like him."

Patients at the ALS clinic were part of the initial trial for the only drug yet developed for the disease, Rilutek. It had some modest effects. Interventions such as providing stomach tubes and non-invasive ventilation allow patients to stay at home comfortably.

Future therapy will likely explore the effectiveness of infusing human stem cells — the precursor cells that produce the wide variety of mature cells — into the motor cortex and spinal cord of ALS patients. The goal is to replace damaged and dying motor neurons.

Eisen also shares his knowledge with undergraduates and over his 30-plus-year career he has worked with almost 100 fellows and residents. He has some concerns about teaching, however.

"There are pressures on students having to cover too much ground today. It's not possible to match the necessary time with the advances that have taken place."

A SOFT-SPOKEN MAN, Eisen offsets the demands of his work with many activities, including photography. In the hallway leading to his office hang pictures that document travels to exotic locales. Iguanas, rhinos and domed sepulchres all have been captured by his lens.

He is also a runner, skier, golfer and opera buff, but does not hesitate to cite his long and sustaining marriage as a primary source of balance and renewal.

For students contemplating a career in neurology he has some advice.

"Neurology is a spectacular specialty. It is a continuous detective story involving the workings of the brain and mind and muscles. ALS and all neurodegenerative diseases are not going away — if I were to start my career now I would look at molecular biology and genetics of ALS."

Next year Eisen will preside at the World Congress of Neuromuscular Diseases being held in Vancouver. It will be a concentration of global experts all seeking to solve the mysteries of ALS. It is doubtful that Canada could find a better representative.