

APPENDIX B: SUMMARY OF RECOMMENDATIONS AND PROGRESS REPORT

SUMMARY OF RECOMMENDATIONS		PROGRESS REPORT
Starting Salaries	A1. Provide short-listed Tenure Track Faculty (TTF) candidates with salary and compensation for relevant disciplines during the selection process	Completed
	A2. Conduct annual audits at the Faculty and University level to review past year's starting salaries and revise as appropriate	In progress. We are developing a Faculty Data Dashboard, which will facilitate the analysis of starting salaries.
	A3. Develop UBC principles and guidelines on starting salaries free of gender bias	In progress
Equity Training	B1. Equity training for Deans, Heads and Directors	Training on unconscious bias, equity and inclusion is provided to all search committees through the Equity & Inclusion Office, Faculty Relations, by the Faculty Equity Leads (Associate Deans with responsibility for equity identified in each Faculty), and the Senior Advisors to the Provost on Women Faculty and Racialized Faculty. Additionally, sessions within the Academic Leadership Development Program considers issues of equity and diversity.
	B2. Equity training for P&T Committees	
	B3. Equity Training for Search committees (including Deans and senior administrators)	
Mentoring	C1. Establish UBC-V and UBC-O mentoring offices. Generate and maintain written material describing the UBC mentoring program, with separate packages targeted to individual equity seeking groups	In progress
	C2. Revise the UBC-CV to include a section on mentoring received and mentoring provided	In progress
	D1. Create Senior Advisor to Provost, focusing on women faculty	Professor Rachel Kuske was the inaugural Senior Advisor to the Provost. When she completed her term, Professor

Working Climate and Equity Initiatives at UBC		Jennifer Love was appointed. In addition, in September 2018, Associate Professor Minelle Mahtani became the first Senior Advisor to the Provost on Racialized Faculty.
	D2. Initiate Working Climate/Equity Studies in priority faculties	The Faculties of Science and Applied Science have undertaken working climate/equity studies. The Faculty of Arts has undertaken an Employment Systems Review. In 2008, UBC began conducting a triennial workplace engagement survey.
	D3. Develop an implementation plan for Valuing Difference Strategy, focused on women faculty	UBC has a new strategic plan which has inclusion as a main priority. An Inclusion Action Plan is in development
Monitoring and Accountability	E1. Comprehensive annual employment equity and periodic pay equity audits	Annually, the Equity & Inclusion Office provides an Employment Equity Report. In 2016, a census was undertaken of the UBC workforce which resulted in a significantly improved response rate (from 55% to 72%). In 2018, the Equity & Inclusion Office conducted an Employment Systems Review which will form the basis of the 2019 Employment Equity Plan.
	E2. Reporting by Equity Office/Faculty Relations to key groups (Provost, Deans, Faculty Association)	Annually, the Equity & Inclusion Office shares its Annual Report and the Employment Equity Report with Senior HR Leaders, the Committee of Deans, the Okanagan Leadership Team, and the Board of Governors.
	E3. Review and revise, as appropriate, governance structures for faculty-related gender equity issues at UBC; including (for example) an equity-focused governance body at Senate-Board level	In 2018, the UBC Vancouver Senate created an Ad Hoc Committee on Academic Diversity & Inclusion. The AVP, Equity & Inclusion is a member of this committee.