UBC-Vancouver Faculty Survey on
The Effects of COVID-19:
Tenure Track Faculty Race Analysis

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The survey measured the effects of COVID-19 on UBC-V tenure track faculty’s overall ability to carry out their work, teach, research, provide service, and do caregiving work. It also assessed work climate, and racism, discrimination, and harassment.

The Tenure Track survey was conducted between June 19, 2020 – July 10, 2020
The Non-Tenure Track survey took place July 06 – July 24
1,049 survey respondents or 45% of UBC-V 2020 tenure track population (n=2,323)
862 survey respondents provided gender and ancestry identifying information
All 11 UBC-V faculties represented

This presentation provides a snippet of racial and gender disparities identified in the Tenure Track faculty data, describing how racism materializes in faculty’s lives and impacts their work. Presented quantitative findings are statistically significant (α<0.05)
Sample size for the quantitative analysis = 862 respondents
Some Caveats

• Potential non-response bias: survey respondents may be different from non-respondents

• Small sample size is less than 20 for the majority of racial groups

• Respondents were clustered into four groups for stronger statistical analysis: BIPOC Women (n=87), BIPOC Men (n=123), White Women (n=320), White Men (n=332)

• Experiences of certain racial groups may therefore not be fully reflected here

• Findings are a snapshot in time that may reflect long-standing racial issues, and is overlaid with the effects of pandemic curtailment-induced procedures

• Comments are anonymized to protect identities, and full analysis of findings will be provided in an upcoming report
Racial Demography of Participants

21% of survey respondents are racialized

As of October 2020, 21% of UBC-V tenure track faculty are ‘visible minorities’
Experiences of Racist Insults at UBC in the Past Two Years

- BIPOC women faculty reported the most racist insults.
- White men faculty reported the least.

<table>
<thead>
<tr>
<th>Frequency</th>
<th>BIPOC Women</th>
<th>BIPOC Men</th>
<th>White Women</th>
<th>White Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sometimes</td>
<td>16% (14)</td>
<td>9% (11)</td>
<td>3% (9)</td>
<td>3% (11)</td>
</tr>
<tr>
<td>Often</td>
<td>9% (8)</td>
<td>9% (8)</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>All the Time</td>
<td>2% (2)</td>
<td>2% (2)</td>
<td>0% (1)</td>
<td>0% (0)</td>
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</tbody>
</table>
Experiences of Social Exclusion from Social Interactions with UBC Colleagues in the Past Two Years

Sometimes

- BIPOC Women: 26% (23)
- BIPOC Men: 12% (15)
- White Women: 12% (41)
- White Men: 12% (41)

Often

- BIPOC Women: 29% (91)
- BIPOC Men: 18% (16)
- White Women: 5% (17)
- White Men: 5% (17)

All the Time

- BIPOC Women: 1% (2)
- BIPOC Men: 3% (10)
- White Women: 5% (4)
- White Men: 2% (2)

BIPOC women faculty reported the most social exclusion.
White men faculty reported the least.
Downplaying Racism

“White colleagues that I have interacted with tend to downplay racism in Canada, have inadvertently [displayed] microaggressions and [made] comments that are offensive. This was a problem that existed long before the pandemic.... [Their] comments make racial minorities (like myself) feel as if we don't belong, are not valued, or that our differences should not be openly discussed.” (Biracial Woman Faculty)

Hostile Communication

“I get spoken to in a rude and condescending manner frequently by other faculty to whom you report or are senior to you, even when you hold a leadership role. You notice that other Caucasian faculty are treated with much more respect.” (South Asian Woman Faculty)

Dismissed and Excluded from Decision-Making

“I tried to participate in my department's committee to create a statement of solidarity for the Black Lives Matter protests, [but] felt silenced and dismissed by my department Head.... I was trying to speak up for the necessity of anti-racist work within and by the department, and this was explicitly removed.” (White Woman Faculty)

“[I have] been excluded from any discussion/committee for generating procedure and policy directly related to and affecting the work of myself and my work group... Decisions on individual policy and rules are communicated unidirectional without an open channel to comment back.” (East Asian Man Faculty)
Negative Impact of Racism and Harassment on Work Performance of Faculty

Racism
- Somewhat Reduced My Ability to Perform My Work
  - BIPOC Women: 20% (17)
  - BIPOC Men: 11% (9)
  - White Women: 10% (12)
  - White Men: 6% (18)

- SeVERELY Reduced My Ability to Perform My Work
  - BIPOC Women: 7% (8)
  - BIPOC Men: 1% (4)
  - White Women: 0% (0)
  - White Men: 3% (11)

Harassment
- Somewhat Reduced My Ability to Perform My Work
  - BIPOC Women: 14% (12)
  - BIPOC Men: 4% (5)
  - White Women: 7% (21)
  - White Men: 2% (7)

- SeVERELY Reduced My Ability to Perform My Work
  - BIPOC Women: 4% (3)
  - BIPOC Men: 2% (6)
  - White Women: 0% (1)
  - White Men: 0% (1)
Workload Increase

“[R]acism locally, nationally and internationally [has] had a strong effect on my mental health and anxiety, especially about the safety of myself and my family. It has also led to me taking on a huge load of [anti-racism] work on top of my regular workload; only a very small portion of which is likely to be considered legitimate ‘service’ work.”
(Black Man Faculty)

Unrecognized Anti-Racism Service

“Supporting those who have directly experienced incidents. Supporting those who have been impacted by the fear and stress; supporting increase in media interest through interviews, publicly workshops, private consultations with political and institutional leaders ill equipped to respond appropriately.” (East Asian Man Faculty)

Also Impacts Non-Targets of Racism

“I haven't been the target of racism or discrimination, but hearing about others’ experiences impacts work productivity. If you aren't mad, you aren't paying attention.”
(White Woman Faculty)
N = 80 respondents

Racial Demography of Qualitative Data Respondents

- BIPOC Women: 29% (23)
- White Women: 26% (21)
- BIPOC Men: 18% (14)
- Not Available: 16% (13)
- White Men: 11% (9)
Lack of Racial Diversity

“Lack of diversity on hiring committees and lack of diversity among shortlisted candidates; particularly for a position in African and Caribbean Studies, where no candidates of African or Caribbean descent were shortlisted.” (White Woman Faculty)

“The blow-up of the awareness of the lack of diversity in my field has resulted in an increased burden on BIPOC [faculty].” (East Asian Woman Faculty)

Preferential Treatment

“Get overlooked to teach courses you request because of interest/expertise, instead they are given to other Caucasian faculty whose request came later, and to faculty who come from a different home department. This keeps happening over and over again... This behavior is not unique to gender, I have experienced this from female faculty in decision making positions.” (South Asian Woman Faculty)

Lack of Career Progression Opportunity

“Exclusion of minority faculty from departmental governance; white privilege promoted by the department head.” (N/A Man Faculty)

“Most, if not all, of the racial faculty and staff are on the working side and in lower rankings, rather than leadership positions.”

(East Asian Man Faculty)

Awkward Engagement

“Reluctant, inadequate, and awkward engagement with Musqueam plagues many conversations at UBC. When we prioritize reducing risk, cost, and uncertainty it’s difficult to imagine genuine engagement with a community that has limited capacity to engage.” (Arab Man Faculty)
Silencing

“My Head repeatedly silenced me this year when I brought up important issues related to equity and inclusion... When I brought up [the lack of diversity], I was told by my Head that it was a side-issue. He then turned off my microphone during an online Zoom meeting. It is not acceptable to silence faculty who are raising important issues regarding equity and diversity.” (White Woman Faculty)

Retaliation

“Issues of disproportionate impact on racialized scholars have divided my faculty, with a number of key administrator leaders in the faculty responding in angry, defensive, and harmful way.... A number of junior faculty have been targeted with punishing emails for raising issues around race and identity.”

(White Woman Faculty)

Adverse Impact on Work (Environment)

“A considerable number of faculty members... are being punished for speaking up against discriminatory behaviour. Some of the white faculty members are being punished as well, but the reactions have been disproportionately borne on racialized and Indigenous faculty, and selective treatment on who is ‘forgiven’. This harassment and discrimination has resulted in countless hours lost in productive work.” (N/A)

“[M]any white people in Canada, including ones I know, have revealed themselves to [support] white nationalism; including the [past] Chair of the Board at UBC.”

(White Woman Faculty)
Recent Activities and Next Steps

Recent Activities:

• Held a Virtual Roundtable on March 3, 2021 with EDI experts from eight Canadian Universities to discuss the experience of faculty with COVID-19 curtailment, their needs, and solutions to support their work lives
• Dr. Ismaël Traoré is the new Director, Faculty Equity in the Provost’s Office

Next Steps:

• Focus group interviews to get feedback on action priorities and recommendations
• Completion of full report with recommendations: Impact of COVID-19 on Faculty Members
• Action planning and implementation