



# INTERCULTURAL UNDERSTANDING

## GOAL 2: REMOVE BARRIERS TO GREATER DIVERSITY WITHIN THE UNIVERSITY, INCLUDING THOSE FACED BY HISTORICALLY DISADVANTAGED GROUPS

### Objective: Reducing Barriers to Greater Diversity at UBC

**Purpose:** UBC welcomes responsibility for promoting intercultural understanding on its campuses. Working to build community in diversity, the University strives to increase access for all and particularly for historically disadvantaged groups.

**Definition:** There are two metrics selected to measure this goal at UBC.

The first is the Campus Climate for Diversity Scale, which is the average percentage of undergraduate students responding positively to a set of 9 items relating to the climate for diversity on the Undergraduate Experience Survey. These items are detailed below in the “Explanation of results” section.

The second metric selected to measure this goal is the number of students with disabilities supported on each campus, by Access and Diversity in Vancouver and the Disability Resource Centre in the Okanagan. In keeping with UBC’s Policy on Academic Accommodations for Students with Disabilities, academic accommodations are determined on the basis of a student’s documentation of disability and the essential learning outcomes of the course or program.

#### Overall Metrics:

	Okanagan				Vancouver			
	2011/12	2012/13	2013/14	2014/15	2011/12	2012/13	2013/14	2014/15
Campus Climate for Diversity	94%	92%	Not asked	92%	Not asked	Not asked	Not asked	91%

Note: The Undergraduate Experience Survey was not conducted in 2013/14 due to UBC’s participation in the National Survey of Student Engagement. The items used to calculate the metric are new on the Vancouver campus for 2014/15.

	Okanagan			Vancouver		
	2012/13	2013/14	2014/15	2012/13	2013/14	2014/15
Number of students with disabilities supported	181	287	372	1808	1860	Pending

#### Explanation of the Results and Next Steps:

**Campus Climate for Diversity:** This metric was calculated only for our Okanagan campus previous to 2014/15, with results from the Undergraduate Experience Survey. Our Vancouver campus added the question set for the most recent edition of the Undergraduate Experience Survey, conducted in March 2015.

The scale is comprised of 9 survey questions about our students’ perceptions of how they feel students are

respected at our campus, regardless of their personal or background characteristics. These items are the following: Students are respected at UBC regardless of their economic or social class; Students are respected at UBC regardless of their gender; Students are respected at UBC regardless of their race or ethnicity; Students are respected at UBC regardless of their religious beliefs; Students are respected at UBC regardless of their political beliefs; Students are respected at UBC regardless of their sexual orientation; Students are respected at UBC regardless of their disabilities; I feel free to express my political beliefs on campus; and, I feel free to express my religious beliefs on campus. The overall percentage presented is the average percentage of students responding favourably to each of the 9 items.

**Next Steps:** We will continue to monitor these results each year, and the programs related to these metrics in strengthening our efforts to promote student well-being and campus life at UBC.

In addition to current work across Human Resources, faculties and central programming in support of a respectful campus environment, UBC Vancouver has recently developed a new Building Respectful and Inclusive Communities module to be part of the orientation process. In 2014, the module was piloted with 1500 orientation leaders, and this year, the module will be piloted with first year incoming students.

**Students with Disabilities Supported:** On the Vancouver campus, Access and Diversity currently supports approximately 1900 students with documented disabilities, while the Disability Resource Centre on the Okanagan campus supports 372. These centres coordinate disability-related accommodations such as specialized exam arrangements, alternate format materials, note-taking, interpreting, captioning, and facilitates access to funding for specialized equipment. Access and Diversity on the Vancouver campus and the Disability Resource Centre on the Okanagan campus also coordinate eligibility for early registration, U-pass exemptions, disability-related priority parking passes on campus and room changes.

An important issue when interpreting this data is the level of support: while there is overall growth in the number of students supported, the level of support for students is also increasing. For example, the number of exams invigilated by Access and Diversity increased from 5130 in 2010/11 to 8043 in 2013/14.

**Next Steps:** Currently, UBC is accommodating disability well, and has been able to provide services to more students with disabilities. However, there are pressures on the services, and so UBC will be investing additional resources into access supports starting in 2015/16. Policy 73 on Disability Accommodations was approved in 1999 and is a priority for review and revisions for the summer of 2015.

We will monitor these results each year, and the programs related to these metrics in strengthening our efforts to ensure students are supported to succeed.

*Metrics related to the reducing of barriers to greater diversity in the workplace can be found in the Outstanding Work Environment section. Metrics specifically related to the removal of barriers for the participation of Aboriginal Peoples at UBC can be found in the Aboriginal Engagement section of this report.*