EMPLOYMENT EQUITY SURVEY – 2005

Summary Report, May 2006

The university’s employment equity program has been in operation since 1990 when UVic conducted its first workplace survey of all employees. Since then the composition of our workforce far better reflects the diversity of our labour markets, equity principles are incorporated into our Strategic Plan, we have an Equity Policy for Employees at the University of Victoria (UVic Policy #1100), a University Employment Equity Plan, and equity goals have been established and are monitored at the university, faculty and departmental levels. We have made progress, but there is still work to be done.

In order to be able to measure our progress and to comply with the requirements of the Federal Contractor’s Program (FCP), which regularly reviews the implementation of our employment equity plan, a new workplace survey of all employees was undertaken to update all of our employee information. The purpose of the survey is to understand the composition and diversity of the University’s workforce and to measure our progress towards creating an equitable workplace and building a diverse workforce.

The re-survey project began, after consultation and wide communication across campus, in October 2005. Three mailings were sent to obtain maximum return of the employment equity self-identification survey. The final mailing went out in January. Our aim was to get a return rate of 80 per cent or more. The response to date has been 81.6 per cent. Of those, approximately 92 per cent completed the survey questions.

Information collected is stored in a secure database, which may only be accessed by designated staff in the equity and human rights office (EQHR) and the programmer who has access for the purpose of database maintenance only. Comments made on the survey by individual staff are kept in a separate database in an anonymous form. The university reports aggregate data results to the university community and will use this information to further employment equity goals as required under the FCP.

EMPLOYEE REPRESENTATION

The following discussion and representation data are the baseline results of the new survey. Further analysis of these results can help suggest trends and provide some indication of areas where attention can be given over time.

In the UVic workforce representation of designated group members (Aboriginal Peoples, members of visible minority groups, persons with disabilities, and women where they are underrepresented) has increased since our last report to the Federal Contractors Program in 2003. Representation of those identifying as persons with disabilities has surpassed the labour force availability. However, representation of members of visible minority groups remains significantly below their representation in the national labour force.

<table>
<thead>
<tr>
<th></th>
<th>Report to FCP:</th>
<th>Survey results reported</th>
<th>Labour Force</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nov 2003</td>
<td>*March 2006</td>
<td>Availability (%)</td>
<td>Canada</td>
</tr>
<tr>
<td>Total Employees</td>
<td>100%</td>
<td>100%</td>
<td></td>
<td>52.7</td>
</tr>
<tr>
<td>Male</td>
<td>46.1</td>
<td>45.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>53.8</td>
<td>54.7</td>
<td></td>
<td>47.3</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>1.0</td>
<td>1.5</td>
<td></td>
<td>2.6</td>
</tr>
<tr>
<td>Visible Minorities</td>
<td>7.1</td>
<td>7.8</td>
<td></td>
<td>12.6</td>
</tr>
<tr>
<td>Disabled</td>
<td>2.8</td>
<td>5.6</td>
<td></td>
<td>5.3</td>
</tr>
</tbody>
</table>

* Denotes employees working at UVic on September 30, 2003 and still employed as of March 31, 2006
All jobs at UVic are classified according to the National Occupational Classification system (NOC). Each job is assigned to one of 14 Employment Equity Occupational Groups (EEOG) by its NOC code and reported in this way to the Federal Contractors Program. In addition to the 14 EEOGs, UVic also reports on Faculty representation, making a total of 15 occupational groups. Representation in each EEOG is compared with the labour force availability derived from StatsCanada data. If all employment systems are operating fairly and without barriers, the assumption is that the representation of our workforce would reflect the representation of the labour market from which we draw our employees.

The following discussion compares current representation EEOG data with our data reported to the Federal Contractors Program in late 2003. [See Representation By FCP Employment Equity Occupation Group Tables below.]

ABORIGINAL PEOPLES
Based on new survey returns, representation of Aboriginal employees who have self-identified has increased. The percentage of Aboriginal peoples who have identified as full-time faculty members has increased from the last report to the FCP (2003 data) as has the percentage of Aboriginal peoples in management, professional, clerical, crafts and trades, and sales and service positions. The percentages of Aboriginal employees in all of these positions except clerical are higher than the labour force availability of Aboriginal Peoples. There are no Aboriginal full-time, part-time or temporary employees listed in 7 out of 14 occupational categories.

PERSONS WITH DISABILITIES
New survey returns indicate an increase (to 5.6%) in the percentage of employees who have self-identified as persons with a disability. This raises the representation of UVic employees above the Canadian labour force availability figure. Not included in the numbers of people self-identifying a disability were those who responded to the survey indicating they do not consider they meet the definition of a person with a disability, but chose to disclose (without identifying as a person with a disability) their medical conditions or health issues. Compared with the last report submitted to the FCP showing 2003 data, there is an increase in the percentage of full-time employees with disabilities in 13 EEOGs, including faculty members. Representation of employees with disabilities is above the Canadian labour force availability in 11 occupational categories, including management, faculty, professional, technical, supervisory, clerical and sales and service positions. There are now persons with disabilities as full-time, part-time or temporary employees in all but 2 occupational categories, compared with five categories without representation in 2003.

MEMBERS OF VISIBLE MINORITIES
Currently, members of visible minority groups who have self-identified constitute 7.8% of UVic's workforce, based on the returns of the new survey. This figure is up slightly from 7.1% prior to the new survey. However, fewer members of visible minority groups who are full-time employees self-identified in five occupational groups, while more self-identified in eight compared with 2003 data. There are increases in the numbers of faculty, professional, technical, supervisory, crafts and trades, clerical, and sales and service positions. There are no members of visible minority groups identifying in four categories, but the percentage of members of visible minority groups in four other categories is higher than the labour force availability for those occupations. However, because our representation of members of visible minority groups is still significantly below their
labour force availability overall and in 11 specific categories, we need to focus more attention and work in removing any potential barriers.

<table>
<thead>
<tr>
<th>Those who identified as a member of a visible minority group, identified with these groups:</th>
<th>% of those identifying as a member of a visible minority group</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Asian</td>
<td>45.0</td>
</tr>
<tr>
<td>South Asian</td>
<td>12.0</td>
</tr>
<tr>
<td>Black</td>
<td>6.25</td>
</tr>
<tr>
<td>South East Asian</td>
<td>5.8</td>
</tr>
<tr>
<td>Mixed</td>
<td>5.4</td>
</tr>
<tr>
<td>West Asian</td>
<td>2.9</td>
</tr>
<tr>
<td>Other Visible Minority Group</td>
<td>25.0</td>
</tr>
</tbody>
</table>

WOMEN
Compared with the last representation report submitted to the FCP, the percentages of full-time women employees in senior manager positions, middle manager and faculty positions have all increased and are higher than the Canadian labour force availability percentage. There has also been an increase in full-time women employees in professional jobs. There are, however, no women in the category of Supervisor: Crafts and Trades. There has been a slight increase in the percentage of men in clerical positions and administrative/senior clerical positions, but men are still significantly underrepresented. A goal in keeping with equity principles would be to achieve a better balance.

OTHER MINORITY GROUPS
In the new survey, employees were invited to self-identify whether they are a member of any other identifiable group they believe has been disadvantaged in the workplace, based on factors such as religion, age, family status or other categories protected by the Human Rights Code. This is the first time identification with these groups has been tallied and there are no available comparisons with data from other jurisdictions. However, these data may be useful to build a database to compare over time as well as to look at issues raised by these groups to determine whether there are barriers that may be blocking equal opportunity.

<table>
<thead>
<tr>
<th>Those who self-identified as a member of a disadvantaged group:</th>
<th>% of those responding to the survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Gender/Minority Sexual Orientation/Transgender</td>
<td>4.1</td>
</tr>
<tr>
<td>Age</td>
<td>2.9</td>
</tr>
<tr>
<td>Marital/Family Status</td>
<td>2.4</td>
</tr>
<tr>
<td>Employment/Education Status</td>
<td>2.0</td>
</tr>
<tr>
<td>Race, Place of Origin</td>
<td>1.9</td>
</tr>
<tr>
<td>Gender</td>
<td>1.5</td>
</tr>
<tr>
<td>Religion</td>
<td>1.3</td>
</tr>
</tbody>
</table>
## REPRESENTATION BY FCP EMPLOYMENT EQUITY OCCUPATION GROUP
### FULL TIME EMPLOYEES

Note: in very small EEOG categories where individuals might be identifiable, some designated group information is not reported.

<table>
<thead>
<tr>
<th>Employment Equity Occupational Category (EEOG)</th>
<th>UNIVERSITY OF VICTORIA</th>
<th>Labour Force Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2003</td>
<td>March 31, 2006</td>
</tr>
<tr>
<td><strong>01 Senior Managers</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>56.0</td>
<td>53.8</td>
</tr>
<tr>
<td>Female</td>
<td>44.0</td>
<td>46.1</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>02 Middle-Other Managers</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>62.5</td>
<td>51.7</td>
</tr>
<tr>
<td>Female</td>
<td>37.5</td>
<td>48.2</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>1.78</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>6.5</td>
<td>6.25</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>2.5</td>
<td>6.25</td>
</tr>
<tr>
<td><strong>03 Professionals</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>57.5</td>
<td>56.7</td>
</tr>
<tr>
<td>Female</td>
<td>42.5</td>
<td>34.2</td>
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<td>1.84</td>
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<td>V. Minorities</td>
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<td>9.47</td>
</tr>
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<td>Persons with disabilities</td>
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<td>4.9</td>
</tr>
<tr>
<td><strong>03A (NOC 4121) – Faculty</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>62.5</td>
<td>61.4</td>
</tr>
<tr>
<td>Female</td>
<td>37.4</td>
<td>38.5</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>1.2</td>
<td>1.9</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>8.8</td>
<td>10.6</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>1.9</td>
<td>4.4</td>
</tr>
<tr>
<td><strong>03B (Other) - Professionals</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>50.5</td>
<td>44.5</td>
</tr>
<tr>
<td>Female</td>
<td>49.4</td>
<td>55.4</td>
</tr>
<tr>
<td>Aboriginal</td>
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<td>1.7</td>
</tr>
<tr>
<td>V. Minorities</td>
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<td>6.5</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>2.5</td>
<td>6.1</td>
</tr>
<tr>
<td><strong>04 Semi-Prof-Technicians</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(includes jobs such as Library assistants, Computer operators, Coaches, ECE, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>34.8</td>
<td>50.3</td>
</tr>
<tr>
<td>Female</td>
<td>65.2</td>
<td>49.6</td>
</tr>
<tr>
<td>Aboriginal</td>
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<td>0.0</td>
</tr>
<tr>
<td>V. Minorities</td>
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<td>5.03</td>
</tr>
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<td>Persons with disabilities</td>
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<td>7.5</td>
</tr>
<tr>
<td>Category</td>
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<td>Female</td>
</tr>
<tr>
<td>-----------------------</td>
<td>------</td>
<td>--------</td>
</tr>
<tr>
<td>05 Supervisors</td>
<td>30.6</td>
<td>69.4</td>
</tr>
<tr>
<td>British Columbia</td>
<td>11.8</td>
<td>88.1</td>
</tr>
<tr>
<td>06 Supervisors: Crafts &amp; Trades</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Victoria</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>07 Admin. &amp; Senior Clerical</td>
<td>7.1</td>
<td>92.9</td>
</tr>
<tr>
<td>Victoria</td>
<td>7.16</td>
<td>92.8</td>
</tr>
<tr>
<td>08 Sales &amp; Service</td>
<td>50.0</td>
<td>50.0</td>
</tr>
<tr>
<td>(includes jobs such as buyers, cooks, etc.)</td>
<td>47.3</td>
<td>52.6</td>
</tr>
<tr>
<td>Victoria</td>
<td>64.8</td>
<td>35.2</td>
</tr>
<tr>
<td>09 Skilled Crafts-Trades</td>
<td>98.0</td>
<td>2.0</td>
</tr>
<tr>
<td>Victoria</td>
<td>98.2</td>
<td>1.7</td>
</tr>
<tr>
<td>10 Clerical Workers</td>
<td>14.9</td>
<td>85.1</td>
</tr>
<tr>
<td>Victoria</td>
<td>16.7</td>
<td>83.2</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Intermediate Sales &amp; Service</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>(includes jobs such as retail sales, sales clerks)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>12.5</td>
<td>66.6</td>
</tr>
<tr>
<td>Female</td>
<td>87.5</td>
<td>33.3</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>0.0</td>
<td>33.3</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

| 12 Semi-Skilled Manual Work    | 100.0 | 100.0 | Victoria |
|                                |       |       |          |
| (includes jobs such as printing operators, drivers, equipment operators, etc.) |       |       |          |
| Male                           | 87.5  | 87.5  | 84.6     |
| Female                         | 12.5  | 12.5  | 15.4     |
| Aboriginal                     | 0.0   | 0.0   | 2.7      |
| V. Minorities                  | 0.0   | 0.0   | 7.8      |
| Persons with disabilities      | 0.0   | 6.25  | 65.0     |

| 13 Other Sales & Service       | 100.0 | 100.0 | Victoria |
|                                |       |       |          |
| (includes jobs such as security officers, cashiers, janitors, etc.) |       |       |          |
| Male                           | 59.4  | 75.2  | 50.0     |
| Female                         | 40.6  | 24.7  | 50.0     |
| Aboriginal                     | 0.7   | 3.8   | 4.2      |
| V. Minorities                  | 18.9  | 15.2  | 12.5     |
| Persons with disabilities      | 3.5   | 9.5   | 65.0     |

| 14 Other Manual Workers        | 100.0 | 100.0 | Victoria |
|                                |       |       |          |
| (includes jobs such as grounds workers, food & beverage workers, etc.) |       |       |          |
| Male                           | 67.8  | 78.2  | 86.0     |
| Female                         | 32.3  | 21.7  | 14.0     |
| Aboriginal                     | 0.0   | 0.0   | 4.2      |
| V. Minorities                  | 3.2   | 0.0   | 8.0      |
| Persons with disabilities      | 9.7   | 0.0   | 65.0     |

| Totals                         | 100.0 | 100.0 | Canada |
|                                |       |       |        |
| Male                           | 45.9  | 46.5  | 52.7   |
| Female                         | 54.1  | 53.5  | 47.3   |
| Aboriginal                     | 0.8   | 1.5   | 2.6    |
| V. Minorities                  | 6.8   | 7.4   | 12.6   |
| Persons with disabilities      | 2.4   | 5.9   | 5.3    |

* Denotes employees working at UVic on September 30, 2005 and still employed as of March 31, 2006
# Representation by FCP Employment Equity Occupation Group

## Part Time Employees

<table>
<thead>
<tr>
<th>Employment Equity Occupational Category (EEOG)</th>
<th>UNIVERSITY OF VICTORIA</th>
<th>Labour Force Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2003</td>
<td>* March 31, 2006</td>
</tr>
<tr>
<td><strong>02 Middle-Other Managers</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Male</td>
<td>0.0</td>
<td>50.0</td>
</tr>
<tr>
<td>Female</td>
<td>100.0</td>
<td>50.0</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>03 Professionals</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Male</td>
<td>33.8</td>
<td>37.0</td>
</tr>
<tr>
<td>Female</td>
<td>66.1</td>
<td>62.9</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>1.5</td>
<td>1.2</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>6.15</td>
<td>8.6</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>4.6</td>
<td>8.6</td>
</tr>
<tr>
<td><strong>03A (NOC 4121) - Faculty</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Male</td>
<td>40.6</td>
<td>48.8</td>
</tr>
<tr>
<td>Female</td>
<td>59.3</td>
<td>51.2</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>3.1</td>
<td>2.4</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>3.1</td>
<td>7.3</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>0.0</td>
<td>9.75</td>
</tr>
<tr>
<td><strong>03B (Other) - Professionals</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Male</td>
<td>25.7</td>
<td>25.0</td>
</tr>
<tr>
<td>Female</td>
<td>74.2</td>
<td>75.0</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>5.7</td>
<td>10.0</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>8.5</td>
<td>7.5</td>
</tr>
<tr>
<td><strong>04 Semi-Prof-Technicians</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>(includes jobs such as Library assistants, Computer operators, Coaches, ECE, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>20.8</td>
<td>36.8</td>
</tr>
<tr>
<td>Female</td>
<td>79.1</td>
<td>63.1</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>15.7</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>4.2</td>
<td>0.0</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>0.0</td>
<td>15.7</td>
</tr>
<tr>
<td><strong>05 Supervisors</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Male</td>
<td>100.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Female</td>
<td>0.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Aboriginal</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>V. Minorities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Category</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------</td>
<td>-----------</td>
</tr>
<tr>
<td><strong>07 Admin. &amp; Senior Clerical</strong></td>
<td>6.8</td>
<td>2.4</td>
</tr>
<tr>
<td><strong>08 Sales &amp; Service</strong></td>
<td>80.0</td>
<td>20.0</td>
</tr>
<tr>
<td>(includes jobs such as buyers, cooks, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>10 Clerical Workers</strong></td>
<td>12.5</td>
<td>12.9</td>
</tr>
<tr>
<td><strong>11 Intermediate Sales &amp; Service</strong></td>
<td>33.3</td>
<td>66.6</td>
</tr>
<tr>
<td>(includes jobs such as retail sales, sales clerks)</td>
<td></td>
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<tr>
<td><strong>12 Semi-Skilled Manual Work</strong></td>
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<td>0.0</td>
</tr>
<tr>
<td>(includes jobs such as printing operators, drivers, equipment operators, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>13 Other Sales &amp; Service</strong></td>
<td>7.1</td>
<td>92.8</td>
</tr>
<tr>
<td>(includes jobs such as security officers, cashiers, janitors, etc.)</td>
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</table>
### TEMPORARY EMPLOYEES

It is not possible to accurately compare 2003 data with current survey data. In 2003, employment equity surveys were sent to sessional employees only. Since then, improvements are being made to the human resources information system and more sessional, term and casual employees are being added to the database. When the new HRIS is fully operational, we should be able to gather information and report on all “temporary” employees, that is, those who are not permanent full-time or part-time, but who work for UVic for 12 weeks or more per year.

<table>
<thead>
<tr>
<th>Sessional/term/temporary employees</th>
<th>March 2006</th>
<th>Canada availability %</th>
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<tr>
<td>Male</td>
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<td>Visible Minorities</td>
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</tr>
<tr>
<td>Disabled</td>
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Report on COMMENTS FROM FCP SURVEY

UNIVERSITY OF VICTORIA
EMPLOYMENT EQUITY SURVEY- 2005
EMPLOYEE COMMENTS

The Employment Equity Survey of UVic employees, initiated in October 2005 to gather information on the representation and diversity of our workforce, invited respondents to offer comments in addition to identifying their designated or other group status. Approximately 16% of survey respondents commented on a variety of issues on their survey forms. Fifty-six percent of comments were made by women, 36% by men, and almost 1% by those who identified as Other gender. The largest self-identified group offering comments were those with disabilities who made approximately 13% of the comments, followed by members of visible minorities who provided 9% of the comments. The next largest group were those who identified themselves as a member of a disadvantaged group because of their age, followed by those of minority sexual and gender identity.

Comments have been classified into three broad categories: self-identified group status/issues (approximately 43% of comments); the survey and survey process (32% of comments); workplace issues (25%). All comments are listed in the appendix. Any potentially identifying information has been altered or removed. The following report presents a summary of the nature of the comments with a few examples based on the particular topics covered by the comments.

SELF-IDENTIFIED GROUP STATUS/ ISSUES

Comments on age constituted the largest category of comments in this section with mandatory retirement being the biggest issue identified. Most comments in each category spoke of disadvantage because of affiliation with that particular group.

AGE:
Within the protected categories of the Human Rights Code, age was identified most frequently [37 comments] as a disadvantage or an area where discrimination is experienced. The largest single concern in this category was mandatory retirement which was an issue for 40% of those commenting on age issues. Comments generally noted the loss of expertise and skills by the University, the discriminatory nature of mandatory retirement, and called for its abolition.

“UVic loses a lot of the skills developed over a career/ lifetime through forced retirement.”

“Mandatory retirement is inconsistent with the Strategic Plan - should be abolished or plan revised to say we are an inequitable employer.”

“I would strongly support any activity challenging mandatory retirement.”
Comments were made on the adverse impact of being older noting, for example, the difficulty of transferring elsewhere within UVic, lack of opportunity for mature students to apply for certain funded employment opportunities available for those under 30, exclusion from career opportunities, difficulty in finding jobs if over 55 since “retirement is lurking.”

“There is a trend to document out some of our older workers in favour of younger, quicker workers.”

“Not a lot of consideration for older (+55) returning mature students as employees.”

Age can be a particular problem for women employees, particularly because of the impact of coming into the workplace after time out to raise children:

“...a woman in her fifties who stayed home to raise her children - difficult to find a secure spot in the workplace.”

“...must retire at 65 years of age -- this is AGEISM -- Especially unjust for women, like me who started their academic career after raising a family and do not have enough years of service to earn a decent pension!”

For the majority of those commenting, discrimination was experienced by older people. However, four people felt disadvantaged because of their relative youth.

“Age, I’m 21 and people do look at that as a lack of ability thus a disability or disadvantage.”

And for two:

“My age has not been a disadvantage in this workplace.”

**GENDER**

Thirty-six comments dealt with gender issues. Of these, 64 per cent discussed women as a disadvantaged group, while the remaining 36 per cent suggested men are being disadvantaged and/or question why women are a designated group.

“Today, women are no more a minority or disadvantaged group than men. (A quick look at scholarships available to men vs. women is an illustration of this). Time to stop calling women a designated group!”

“By all accounts - Caucasian male. Although we are by no means a minority we may be experiencing reverse discrimination.”

On the other hand, for women, there were issues of pay (19% of comments in this group), representation, lack of respect.

“I am a woman. Women are still paid significantly less than equivalent level men at UVic. This is shocking given the equity rhetoric.”

“As a woman academic I have personally felt no discrimination although I am aware that women are woefully underrepresented in upper administrative & sr. faculty positions.”

“This University is a poor example of equality for all employees. I feel and have been treated as a second class non-entity and feel discriminated as per my gender!”

Maternity leave was an issue noted by several, at least in the past, with mixed comments now:

“Note: I have taken two maternity leaves & have found the university extremely accommodating of my needs as a mother. Additionally my career advancement has never been adversely impacted. Thanks UVic.”

“Why is disability resulting from pregnancy not covered by our disability insurance? I find this discriminates against female employees.”

**VISIBLE MINORITY STATUS**

As noted on the UVic FCP website:

“The definition of ‘visible minority’ in the Employment Equity Act speaks of those who are ‘non-Caucasian in race or non-white in colour.’ This group is not based on place of birth, citizenship or religion. ... The rationale for including ‘visible minorities’ in the law is rather straightforward: people who are visibly in a minority because of their
skin colour or identifiable ‘racial’ background may face various types of employment barriers. This does not mean that anyone believes that ‘race’ is a valid scientific category. It means that we recognize that belonging to a visible minority still has social implications, and that the creation of a truly integrated society must start with the efforts to identify and address these consequences in a direct and systematic manner. Researchers in this area ... suggest that a single ‘visible minority’ group fails to recognize greater disadvantages in employment faced by some groups within the category.”

Thirty-three comments on the survey dealt with various issues pertaining to race, colour, ancestry. In this group, the largest number of comments dealt with the semantics or the need to identify people in this way.

“Politically, I refer to myself as a woman of colour and specifically a South Asian or Indian-Canadian person. The tem ‘visible minority’ is outdated and problematic.”

“Racialized woman – There is no such thing as ‘Caucasian' race. Racial categories have no basis in scientific fact!”

“How can you possibly identify/track all the possible blends - better yet - does it matter?”

“Where are INVISIBLE minorities? E.g. Italian, German, etc. Your initial pamphlet did not identify group behind this survey, so I could not provide input prior to this pamphlet/survey.”

Some however believed their ‘race’ or non-Canadian background is a disadvantage, a few suggested that it is not a disadvantage, and some comments indicated that being white is a disadvantage.

“I am an Asian and can witness first-handedly that I have been stereotyped if not discriminated many times by a few colleagues.”

“I was born in Asia. I worry that my ability is under-estimated in Canada.”

“Even though I've identified myself as a Moslem and a visible minority, I have not experienced any disadvantages, not even once, caused by these criteria, in my workplaces.”

“Being "white" now days is an employment disadvantage - reverse discrimination.”

Some offered suggestions for improvement:

“As University we still have to make an effort to make it a safe place for visible minorities. There are many cases of unfairness. White males still have lots of advantages. For example: they are pushed into going for tenure earlier than non white females.”

“Just a friendly suggestion: As a recent immigrant from Europe,, I find certain features of Canadian academia quite different from European Academia: - 'Management of marks', and the commodification of Higher education are examples. It might be helpful if employees with immigrant background could get a formalized ‘Basic’ introduction to how universities operate in Canada. I stress that I have been very well received at UVic, but beginning my new role might have been a little smoother if I had had a thorough introduction, e.g. to how marks are ??? or assessing students performance here.”

DISABILITY
Disability is a category where many people are reluctant to self-identify. Many employees who have medical conditions do not consider themselves to be disadvantaged in employment. Many people with disabilities have adapted and devised new ways to perform their work and do not consider that their disability is a barrier that keeps them from excelling at whatever they undertake. Often, however, because of others' perceptions, people with disabilities can be disadvantaged in the workplace. For this survey, an employee with a condition that he/she believes to be an impairment or that the employer is likely to consider a disadvantage in employment was invited to identify as a person with a disability.

A number of respondents chose to not identify on the survey as a person with a disability, but did comment on their particular medical conditions. In all, approximately 29 comments pertained to disability. Of the comments relating to accommodation, several were complimentary about the accommodations and treatment they had received, whether informally or through formal policy and implementation, such as :
“I have always been impressed and pleased with the willingness of the University & my Department to respond to any requests for accommodation by staff that I have been involved with.”

However, this view was not shared by all, as some expressed their concern about accommodation:

“I have found in the past that patience among supervisors/mgrs is not given to me, despite disabilities.”

Several comments explained the impact of particular disabilities in their workplace and how these are dealt with;

“The level of ignorance & intolerance toward people with hearing and visual impairment is nothing short of shocking.”

“It is still very difficult to disclose a disability. I felt afraid to disclose because of fear of losing my job. I wanted to be open but the workplace still limits and looks differently at employees with disabilities.”

The disability most often cited was mental health issues. Sentiments are generally reflected in this comment:

“I have not told anyone about my [disability] because I believe this institution is deeply prejudiced against perceived mental illnesses.”

Another area of comment offered recommendations for improvements:

“I would like to see the University attend more to partial disability situations requiring accommodations short term or long term (e.g. work load flexibility etc.). Support is highly variable across campus.”

“More consultation with 4 core groups. Develop an office for dealing with various issues affecting the disabled (Staff & Faculty)”

“I think that the University of Victoria could work on being more inclusive in hiring & supporting employed with a disability.”

And finally:

“In an age when many aspects of life seem to becoming more problematic for the disabled, UVic should be commended for their ongoing & increased awareness of the value of employment equity & for their constant striving to improve working conditions for everyone. Thanks!”

**FAMILY STATUS**

Twenty-four comments dealt with family status or family responsibilities – primarily the impact of children on the job/careers, especially for women and single parents.

“I think you should include a category related to single-parents. I believe single-parents to be disadvantaged in the work place (especially single parent mothers)”

“I think parents have a huge disadvantage – lack of daycare spots on campus!”

“The University likes to promote itself as a family friendly employer, however it is particularly inflexible in accommodating needs for employees with dependants.”

On the other hand:

“Single mother when I was hired. It did not make a difference to my career - which is great.”

A few others felt adversely affected because of other aspects of their marital or family status:

“I am single without children, but I have other family dependants which are not recognized in my workplace.”

“I have no children. Colleagues with children constantly take extra time off work to look after them. I work more as a consequence.”

**SEXUAL AND GENDER IDENTITY**

There were ten comments on this topic: a few objected to the inclusion of the category, for example,
“Your question #5 under supplementary info is actually quite offensive. The term "queer" went out in the 70's didn't it? Hopefully, so.”

Some disputed the terms:

“heterosexual - one can engage in heterosexual relations & still be part of all these categories. This question has no reliability or validity.”

But others had different views:

“I was glad to see the list of sexual categories included. It was 'inclusive'."

“This survey will hopefully evolve to include sexual minorities as designated groups.”

**ABORIGINAL**

In terms of Employment Equity, the definition of an Aboriginal person is an individual who is a North American Indigenous person, including a person such as a member of a First Nation, a Métis, an Inuk, a status or non-status Indian, a registered or non-registered Indian, and a treaty Indian.

Eight comments covered topics of definition, recognition, accommodation, representation, for example:

“As an Aboriginal woman, I am exhausted by the amount of time & energy I am forced to exercise in simply educating & informing other classmates & professors or instructors re Aboriginal experience in Canada.”

“Why are there so few Native people on campus?”

**RELIGION**

Three comments were received, denoting a mixed experience:

“As a Jew, I'm constantly battling Saturday meetings, non-kosher food, etc. Even with notification. This is especially a problem with Jewish holidays.”

“I feel that religious and family considerations are not addressed in an inclusive manner at UVic..... It also assumes, through its unwillingness to deal with religious holidays, that everyone is Christian. This University could be much more inclusive and could support and celebrate diversity.”

“I am one of Jehovah's Witnesses but was treated with amazing consideration esp. concerning my refusal to celebrate certain holidays. Thanks very much!”

**DESIGNATED GROUPS/ OTHER CATEGORIES**

Twenty-one comments dealt with designated groups in general, or other categories not included in the legislated “designated groups”, for example, immigrants or language groups.

“Perhaps future efforts towards curbing/eliminating the systemic racism, sexism, ageism, ableism & religious discrimination at UVic is in order. It is not enough just to identify "minorities" for quota purposes.”

“You need to be asking what position (tenure etc.) & salary people hold. UVic may “employ” disadvantaged groups but we don’t promote them.”

“Re. 6: place of origin: Not born in Canada brings out prejudice (sometimes positive, as in '... Work Ethics’; sometimes negative, as in '... stubbornness’). I've head both from supervisors at UVic.”

“UVic should promote bilingualism and revise services accordingly.”

“What about equity amongst the different "groups" of employees on campus? As long as we have different policies or contract wording for Faculty, PEA, CUPE, UVic will never be equitable.”

On the other hand, a few noted other groups such as those who aren't “politically correct” in addition to those normally considered part of the majority group.

“Generation X - we got left the dregs by the boomers!”
“As a person who does not fit any of these categories I find this offensive. Reverse Discrimination.”

STUDENTS
Several comments were received pertaining to equity for students such as International students, students with a disability, and students in an employment situation, for example:

“Thanks for caring enough to want to make UVic an equitable workplace. There is literature to suggest that International students experience discrimination while they’re here. I hope that this survey is going out to the student too.”

“Though not the focus of this survey, I wanted to raise the issue of the disadvantaged position of students who are also employed by/supervised by faculty in employment. Faculty with academic power over students in their employ can (and sometimes do) engage in unfair and exploitive employment practices. I feel that this abuse of power creates a serious barrier to equitable and fair employment practices at UVic.”

SURVEY AND PROCESS
Approximately one-third of the all the comments dealt with the survey itself. Of those, 36 dealt with the confidentiality issues, 29 were positive about the survey and its intent. More than half objected to various aspects of the survey, such the process, choice of questions or purpose.

Positive comments: Some just said “Thank you” for conducting this survey.

Others appreciated some of the questions or explained why the survey is part of the process leading to a more equitable workplace:

“I am impressed with how you handled “delicate” languaging issues. Also, the “other” category besides male and female. Very sensitively done!”

“I think equity surveys and employment equity is an important issue and I hope this survey will encourage discussion and awareness about equity in the workplace at UVic. I hope that sensitivity awareness may be included in training and professional development as I have found that they are very needed.”

Survey confidentiality:
Concerns about confidentiality were expressed by 36 of those commenting on the survey. The survey is confidential, but it is not anonymous. Access to the information is highly restricted and is not part of the employee’s personnel records. However, the university must ensure that there is a means of identifying, on the workforce survey questionnaire, the employee who returns it, whether by name or otherwise. (Employment Equity regulations section 4). This provision ensures that the university can monitor progress and report, as required, to the FCP on the representation and career progress of designated group members in each job category. For some respondents, the difference between anonymity and confidentiality was not clear:

“Your ability to follow up indicates that this is not an anonymous questionnaire.”

“If this was a truly confidential survey I would respond but as it is not I will not answer these very personal questions.”

“This seems very unnecessary. How can this be confidential if I give you my employee number?”

Others felt the questions were too personal and should not be asked:

“I feel uncomfortable filling out this survey. Not even the people close to me would ask me those personal questions.”

“I am not comfortable with having information about my gender, ethnicity, religion, ability or sexual orientation stored anywhere in personally identifiable form.”

Others objected to the use of their employee number:

“My employee number is on this. As a result I do not feel my comments can be made in confidence.”
“I did not appreciate confidential employee # on the outside of the envelope.”

The inclusion of the employee number with the employee’s name on the survey packet followed procedures used since the original survey project and has continued when mailing surveys to new employees. However, after the first mail-out for this 2005 census survey, due to considerable objection to the employee number being on the envelope, the employee number was removed from the envelope for the remaining two mail-outs. As noted on the UVic FCP website and information included in the mail-outs, a privacy impact assessment was conducted and rigorous rules instituted to protect the confidentiality of this information to ensure that the collection, use, disclosure, retention, annotation/correction and security procedures comply with the BC Freedom of Information and Protection of Privacy Act.

Survey process
Fifty-nine comments in this general section dealt with various aspects of the survey process. These included those who object to the survey and those who believe it is unnecessary.

“I do not participate in surveys of ‘equity’ on the grounds that they do not address equity and serve only to perpetuate the division of peoples in our community by illustrating a division that may only be culturally perceived.’

“This kind of survey is unnecessary. The hiring policy at UVic should be to hire the best qualified candidate.”

“What nonsense!! It’s 2005, let’s get on with it.”

Ten of those who were concerned about the mandatory nature of the survey felt the option to decline to answer in Question 7 should have been nearer the front in spite of a statement in the first section of the survey saying: “Responses to the survey questions are voluntary; however, the return of the survey is mandatory. [Please refer to Question 7 on the back panel.]”

“I didn’t realize that not responding was an option. The form s/b reformatted so this information is known upfront.”

“I didn’t realize the survey was voluntary until I got to the last question. I do not want my answers used in the survey.”

Fifteen comments on the topic of the survey itself concerned the use of paper and called for an on-line survey in the future. These are reflective of most comments on this topic:

“Why the two envelopes? It appears as a costly waste of stationery.”

“Glossy pamphlet was unnecessary and excessive. This survey could have been conducted online to reduce expenses and save paper.”

There was interest expressed by several about seeing the results of the survey:

“I would appreciate receiving some sort of a summary regarding the results of this summary. I think in general most people would appreciate being notified about the results.”

Survey questions
Finally, 29 comments in this section had objections, concerns or suggestions about the survey questions:

“Shame on you. The last time I was asked questions like this was by the Nazis in 1942!”

“I seriously question the language used in this questionnaire. I would have thought that, by now, racial terminology and sexual stereotyping would be something that we should be unlearning, rather than institutionalizing as a way of categorizing people. I cannot in good conscience participate in this survey.”

“I feel adding the term “disadvantaged” was a mistake and does not reflect the many positive and proactive changes in this work place.”

“It would be useful on a form like this to ask for identification of barriers people have experienced.”
Workplace Issues

One-quarter of all comments dealt with specific workplace issues, working conditions or work group. The largest single topic of comment was pay, followed by issues of morale or respect.

Working Conditions: Pay/Wages, Respect/Morale, Hiring Practices and Training

In all cases, comments on pay/wages came from staff members. Almost all felt they have been treated differentially in terms of pay increases, with one notation on differential treatment between union and non-union staff:

“In our "Vision for the Future", the first objective is to recruit & retain exceptionally talented staff, among others. If we believe in equitable treatment for all, I am hopeful this will translate into salary increases consistent with those offered to other employee groups on campus, including Faculty and Management.”

“I'd like to see the same flexibility (flex hours) offered to all staff across campus (whether union or non-union). Pay for overtime work is also an issue for non-union staff. At present we are ‘expected to work overtime and not be paid for it because its our job!’”

Lack of respect and poor morale are expressed by a number of support staff employees. The concern of many who commented in this area is reflected by the following:

“I find UVic to be an hierarchical institution and find inequitable treatment between the employee groups. The UVic Strategic Plan espouses hiring & retaining top quality staff, but other than the annual 'pat on the head' Presidents Awards, staff are forced to fight not to have benefits taken away and no pay increases while faculty and administration manage to get increased pay and benefits. This leads to an unhealthy "us vs. them" scenario and poor morale.”

“I believe support staff are discriminated against and treated as second class citizens.”

There was general agreement in the comments on hiring practices that the best person should be hired for the job, with some concerns that minority status or favoritism gets in the way.

“I should like to think that in an institution that values excellence, suitability for the position is the only factor determining whether or not a person is hired.”

“As a white male I am not considered as valuable as an employee. I find the principle of preferential and limited hiring offensive and discriminatory.”

“You should examine positions of appointment, especially those appointed by colleagues or friends.”

“This seems to be a head count. What evidence is there that the University is making an attempt to fulfill the 1st objective of ‘A Vision of the Future’? Where are the new female hires at the faculty level?”

Comments on training and education dealt with training for better performance and with tuition coverage:

“I want to feel as part of my shop by the wording of job description and by pay scale. - I want the training that is warranted for the changing industry I work in.”

“We should have free tuition for staff.”

Employee Groups

Perspectives were given from within and outside various employee groupings at UVic:

“I feel that part time sessional instructors are not treated equitably. Less office space, no funding for computers, must bring our own computers from home to use at work for teaching.”

“Sessional instructors are exploited & discriminated against. Their situation is deplorable given the privileges of regular faculty. This is the most pressing employment equity issue & to ignore it here is disgraceful.”

“There are so many other dimensions to "fairness" that need to be addressed in the workplace, beyond the 4 designated groups. Adhering to the “Framework Agreement” is one area that may benefit from your attention.”
“Faculty need proper work-hours per week protection, the way CUPE/staff/TA’s have. No one represents us when our teaching/work load has us working 50-60 hrs/week. This is a serious problem 7-9 months of the year for many of us.”

“Oppression can take many forms and people who have unregulated power are prone to abuse it. Perhaps you should also be looking at and reviewing accountability in management.”

“Affiliation with a Union which is predominantly women - easier for employer to marginalize and dominate.”

“I don’t belong to a union and find the unionized atmosphere here oppressive and intimidating.”

**IN CONCLUSION**

Some see the equity program as discrimination itself:

“*Please treat people based upon skills and abilities not some ?? ‘equity’.***”

“I feel affirmative action is discrimination.”

Others gave examples of the lack of equity:

“I do not find UVic an equitable employer - everything for Faculty but NOTHING for other classes (Lower in Faculty eyes)”

But some wished to see more action:

“I hope this survey might improve employment conditions for individuals in the future. It will not, I anticipate, redress past harms to UVic employers or students.”

Still others commented positively about UVic and their personal experience.

“Though I am a non-minority (white male), I am a minority in my office ...... I have never been discriminated against and find the atmosphere to be incredibly open and accepting.”

“I honestly think that UVic is a fair and civil place to work. It is only the odd individual that creates a problem in an environment. Overall I think a person is very lucky (from any background) to work at UVic.”

These comments reflect a wide variety of experience and perspectives on one hand, but on the other, a commonality of views expressed by a number of employees. Key issues are differential adverse (“inequitable”) treatment perceived by many staff members, the inequity of age discrimination, feelings of discrimination by members of various minority groups, and a sense of pending threat by some majority group members.

Based on the number of comments on the survey process itself, it seems clear that plans for communication and explanation did not succeed in some cases and that the purpose, intent, and use of the survey was misunderstood by some (and perhaps understood but disapproved of by others).

These comments provide an opportunity to be aware of and pay attention to problem areas and concerns as well as to clarify and share information on the work that is being done to enhance dignity and respect for all employees.
In all 427 (16%) respondents to the survey provided comments on a variety of issues on the survey form. Comments are grouped into three broad areas: self-identified group status and issues, the survey process and workplace issues.

Comments are, for the most part, listed as they were written on the survey. Where any information might have named or led to the identification of any individual, the information has been altered or deleted from this list.

**PART I – SELF-IDENTIFIED GROUP STATUS / ISSUES**

**AGE/ MANDATORY RETIREMENT**

1. Age in this department - difficulty for this department's employees to transfer elsewhere within UVic.
2. While not covered, age will/or is placing persons in the disadvantaged classification.
3. A woman in her fifties who stayed home to raise her children - difficult to find a secure spot in the work place.
4. I have been discriminated against because I am a woman & over 60 years of age, even though I have a doctorate from xxxx.
5. Women over 35 who UVic doesn't consider promoting or giving cost of living increases.
6. Age: assumptions made such as lack of work experience based on age and appearance affecting job reclassifications.
7. Younger employees are not treated in a consistent manner.
8. Age - lack of opportunities for young people.
9. Age, I'm 21 and people do look at that as a lack of ability thus a disability or disadvantage.
10. My age has not been a disadvantage in this workplace.
11. Question 6 - age discrimination exists, but I have not experienced it. I didn't really know how to answer the question. It seemed general since it said "the workplace" not "your workplace" but perhaps it was meant to be specific and personal.
12. Sometimes I have encountered ageism, but more attitude than disadvantage.
13. Age - clearly have been excluded from group due to age, another e.g. - org chart released with those over 55 marked in yellow.
14. There is a trend to document out some of our older workers in favour of younger, quicker workers.
15. I believe that our faculty (xxxxxxx) and department (xxxxxxx) practice age discrimination.
16. Over 60; differential treatment of retiring sessionals re pension & benefits
17. Students of age are kept from applying for certain employment opportunities that have funding based on age - under 30.
18. Mature student/TA *most others doing this work are much younger
19. I regret how many interesting opportunities are limited to students & staff under 30 years or 29 depending on the job or research fellowship/grant.
20. Not a lot of consideration for older (+55) returning mature students as employees.
21. There needs to be a more proactive approach to employment of personnel over 65 yr. They have much to offer but tend to be expected to do things on a purely volunteer basis. I could elaborate further if wished. This is a national issue not just local.
22. It is difficult for women over 55 to obtain qualified jobs because retirement is lurking.
23. I do believe that 65 is a ridiculously low age for retirement - if one is capable - Why not continue? We have lost good teachers (with time for fellowship/grant.
24. Age: retired @ 65 but continued to work for University (courses & committee work) at a miniscule salary!
25. I hope you look into the issue of Human rights in connection with forced retirement at 65 years of age - this creates situations of inequality & is AGEISM!
26. Blatant age discrimination. UVic is otherwise a very equitable employer. Mandatory retirement is inconsistent with the Strategic Plan - should be abolished or plan revised to say we are an inequitable employer.
27. I identify with the group that must retire at 65 years of age - this is AGEISM - Especially unjust is the rule of forced retirement in the 65th year if a person has the 65th birthday before June 30 - colleagues whose birthday is after June 30th are allowed to teach one more academic year. This creates a situation of inequality!! Especially unjust for women, like me who started their academic career after raising a family and do not have enough years of service to earn a decent pension!
28. Also, mandatory retirement policy should be re-organized to take into account women's career paths and familial responsibilities as well as women's typically longer life-spans.
29. I believe that individuals that are 65 years and older are disadvantaged with mandatory retirement. Given our mandate at UVic to promote equity it is an increasingly serious equity issue with the policy of mandatory retirement
30. UVic loses a lot of the skills developed over a career/lifetime through forced retirement.
31. Age, mandatory retirement at 65 is discriminatory.
32. Age - discrimination - compulsory retirement - become invisible & undervalued.
33. What about getting rid of mandatory retirement at 65?
34. Age - compulsory retirement. (Question 6)
35. I am concerned over the age discrimination of persons over 65 whom we would like to hire because of their expertise.
36. Single parent status ex: mandatory retirement disadvantages a subgroup of women, esp. single parents
37. I would strongly support any activity challenging mandatory retirement.

Report on Survey Comments • May 30, 2006 (final edit for privacy issues)
GENDER ISSUES
1. Being a woman
2. It should be noted that women expressed a greater concern than men in a recent Faculty Association workload survey. The most affected were in Business, Education, Fine Arts, HSD, Humanities and the Libraries, but they were higher for women everywhere.
3. As a woman academic I have personally felt no discrimination although I am aware that women are woefully underrepresented in upper administrative & sr. faculty positions.
4. This University is a poor example of equality for all employees. I feel and have been treated as a second class non-entity and feel discriminated as per my gender!
5. I am a woman. Women are still paid significantly less than equivalent level men at UVic. This is shocking given the equity rhetoric.
6. Women paid less than men on campus.
7. Although I am not a visible minority, I am a woman working in a field dominated by women. I feel by not providing child care services, raises or cost of living increases I am, we are, being devalued as a work force. For 6 months I was a part time employee, working full time hours and being paid approx. $5.00 less an hour for those additional hours. Is this equity?
8. Single women - there is the assumption that women are married & thus don’t “need” salary increases, that someone else is supporting them.
9. Why are women generally paid less than men in our society? After so many years of equity talk...
10. CUPE 951 is primarily female in composition. Zero wage increases over recent years have eroded pay equity gains. I understand our pension plan is under attack at bargain. Both issues contribute to poverty for women, now and later in their lives.
11. As a woman, I feel inequity as support staff in terms of pay.
12. I came here ... when there was no maternity leave policy. All my kids (3) were born between 83-87 and I received no assistance.
13. Note: I have taken two maternity leaves & have found the university extremely accommodating of my needs as a mother. Additionally my career advancement has never been adversely impacted. Thanks UVic.
14. Why is disability resulting from pregnancy not covered by our disability insurance? I find this discriminates against female employees.
15. Re: #6 - I lost 1.5 yrs. Service (+salary!) because of no maternity benefits from UVic. UVic does not seem willing to discuss compensation.
16. I have experienced negative responses from administration. My chair even informed me “whatever you do, don’t get pregnant” which is invasive and a human rights issue. Beyond equity, power-over and corruption in our university should be addressed, especially with regard to nepotism.
17. This university continues to disadvantage women and treats their workers at the lower levels like dirt. The “good ole boy’s club” still exists in full force. Shame.
18. Identifying women in faculty positions should be included.
19. ... female faculty ... are contract. All tenure faculty (tenure track) positions are held by males. 50-60% of students are female. There is a need for long term female faculty to be mentor.
20. Being a woman in science is still a barrier.
21. By not supporting the CUPE union, UVic actively unsupports women. Unions have given women the ability to enter the workforce and has give stability to women in the workforce for the last 150 years.
22. I feel that when it comes to treating working women the Equity office don’t have the power to pursue some issues/problems.
23. As a female clerical worker I feel that, as a group, we are not treated with respect. We are not allowed any privacy at our workstations & management seems to think we are all interchangeable although our specific jobs are unique.
24. I have provocatively checked ‘yes’ because I believe that in some areas of the University, males are now disadvantaged & may require some form of affirmative action.
25. It is time we stopped ghetto-izing women as being a ‘designated’ group. People are people. When we classify certain groups (“minorities”), then we perpetuate the problem we set out to solve. As a white, married male, I have always been a minority member in my department.
26. Today, women are no more a minority or disadvantaged group than men. (A quick look at scholarships avlb to men vs. women is an illustration of this). Time to stop calling women a designated group!
27. Fully support women achieving equality but believe this is now the case and pendulum is swinging the other way for young male scholars - consider too 60:40 F:M undergrad ratio.
28. It seems that some areas and jobs are sexist to me. The administrative workforce seems to be purely women. Just an observation.
29. Question 4: are "MEN" considered as a designated group?
30. Men are currently the minority students at UVic!
31. I was refused the right to apply for a teaching position in the xxxxxxxxx Department several years ago because I am a man.
32. Your survey is very dated (1960). It ignores current reality such as long term (20 yrs) discrimination against males in our university.
33. Bald old white male with mild hearing and visual impairment
34. By all accounts - Caucasian male. Although we are by no means a minority we may be experiencing reverse discrimination
35. Being a white male is a disadvantage as minorities and women are being promoted.
36. White male and a 917 union member with zero wage increase.
VISIBLE MINORITY

1. I am a Canadian Muslim, from Africa, married with children - I have not encountered any discrimination as a result of belonging to these groups.
2. Even though I've identified myself as a Moslem and a visible minority, I have not experienced any disadvantages, not even once, caused by these criteria, in my workplaces.
3. Politically, I refer to myself as a woman of colour and specifically a South Asian or Indian-Canadian person. The term 'visible minority' is outdated and problematic.
4. Racialized woman - There is no such thing as 'Caucasian' race. Racial categories have no basis in scientific fact!
5. I am a mother and I am ESL but I feel it has not been a disadvantage working in the xxxxxx Department.
6. Though I do not appear to be black, I am a third generation mixed race male with aboriginal blood (third generation) in me. My family since the late 1800's, was moved beyond the temptation to categorize humans according to race. While the intentions behind this form may be honourable, at face the questions are inadequate.
7. Canadian from the Caribbean. I do NOT use the term person of color as it is another label used by the dominant culture to marginalize other. I take a plane to the Caribbean & in 8 hours this term becomes irrelevant as I am a majority there. These social constructs serve only the dominant status quo.
8. I am an immigrant from xxxxxx - dark skinned with an unusual name. When employers see my name they don't even go to the extent of reading my qualifications. This could even happen at employer receptionist's desk.
9. I have very dark skin & although European, I am sometimes mistaken for Pakistani or Arabic. Racial Stereotyping.
10. Place of origin in Muslim country. ... sometimes people look differently.
11. I am an Asian and can witness first-hand that I have been stereotyped if not discriminated many times by a few colleagues.
12. As University we still have to make an effort to make it a safe place for visible minorities. There are many cases of unfairness. White males still have lots of advantages, for example: they are pushed into going for tenure earlier than non white females.
13. I am still a student. Right now I do not have any experience on racial discrimination on employment. But I suffer from the same by seeing what is happening to my husband. He is an engineer but unable to get a job at very low levels in his field just because he is dark. This should be stopped in Canada immediately.
14. There is no interest to help access permanent employment for Black Scholars. Always the institution creates reasons why we (blacks) can't access. It shows how racist this community is. All the UVic does is talk and plan no action.
15. We say we are equitable? How come all HR Consultants, managers & Directors are white? When that changes I will answer a survey. All HR hires for full time are white people!
16. The survey is too simple. I don't think it makes any sense to improve the disadvantage of visible minority group of professionals in Canada. Foreign Orientals are hardly recognized in Canada.
17. I don't worry about racial/stereotyping, but my educational background. I received PhD in Asia, where educational level overall can be under-valued by people in developed countries.
18. I was born in Asia. I worry that my ability is under-estimated in Canada.
19. It would be nice to see a more visibly diverse university community, but it's great to see that UVic is trying!
20. Just a friendly suggestion: As a recent immigrant from Europe, I find certain features of Canadian academia quite different from European Academia: 'Management of marks', and the commodification of Higher education are examples. It might be helpful if employees with immigrant background could get a formalized "Basic" introduction to how universities operate in Canada. I stress that I have been very well received at UVic, but beginning my new role might have been a little smoother if I had had a thorough introduction, e.g. to how marks are??? or assessing students performance here.
21. Could someone help me apply for status?
22. How can you possibly identify/track all the possible blends - better yet - does it matter?
23. I resent some of the questions: racism is not the result of a difference between races; racism CREATES a difference between "races".
24. "Ancestry" would be preferable to "race" in question 3, as the latter notion is objectionable in connotation.
25. Where are INVISIBLE minorities? E.g. Italian, German, etc. Your initial pamphlet did not identify group behind this survey, so I could not provide input prior to this pamphlet/survey.
26. I actually don't like the term "visible minority". But I guess for the sake of affirmative action this is as good a term as any. Although, I am not white, I see myself as Canadian.
27. My skin colour is white, but I came from North Africa. I don't know how to describe myself. "Normal".
28. Can't really understand what/how/why it happens/needs to be done because of language and/or culture barriers.
29. Being "white" now days is an employment disadvantage - reverse discrimination.
30. The equity should include white males as a minority group because we are.
31. Take care. Caucasian males will soon be the new "visible minority".
32. By all accounts - Caucasian male. Although we are by no means a minority we may be experiencing reverse discrimination.
33. Being a white male is a disadvantage as minorities and women are being promoted. White male and a 917 union member with zero wage increase.
DISABILITY / ACCOMMODATION ISSUES

1. Depression induced by psychological terrorism.
2. Depression etc. induced by politically motivated bias.
3. Last year, a former colleague of mine was harassed by human resources, who denied the validity of the doctor's and psychologist's notes regarding sick leave. My colleague was left with two choices: divulge the details of the (mental) illness to parties who controlled job security, or refuse and protect the job and privacy. My colleague refused: sick leave was cut off by UVic, and felt there was no option but to resign. Were equitable, compassionate and inclusive treatment true policies of the University of Victoria, this situation never would have occurred. I am ashamed to work at a public institution which has the power to be so inequitable.
4. I have not told anyone about my [mental disability] because I believe this institution is deeply prejudiced against perceived mental illnesses.
5. I do not fear for my job because of my mental illness, although I wonder whether I might have been able to keep my job if I had taken fewer courses; it is difficult to handle the pressure sometimes.
6. I believe that the university needs to have a better way of dealing with mental health accommodations. My partner was harassed into quitting the job last year when the doctor provided a medical note indicating that my partner was unable to work for mental health reasons. This is obviously not acceptable, and it frightens those of us who know that we might one day find ourselves in similar circumstances.
7. "Persons with disabilities" includes persons with psychiatric impairment. I believe we should be careful in distinguishing between organic impairments and ones that a person has a responsibility for treating. I do not, for example consider a drug addiction a disability. That is a choice, albeit an 'addict' needs support, compassion and counseling.
8. I have [medical condition] - disability difficult to assess, I self-manage by working part-time. ...require special (i.e. ergonomic) chair not provided to sessionals.
9. Not exactly, but I have been excused from tasks such as crawling around under furniture (to reconnect after planned power outages) & such things because of arthritis - nothing formal or frequent.
10. Physical impairment: very minor, can't do stairs very well - bending at knees etc. is pretty hard (arthritis).
11. Although [various medical conditions], do not significantly affect my work, they nevertheless affect how I plan my day. I need a meal at department events, and need to alternate sitting & moving to keep joints flexible. Memory problems mean I need notes & may not be able to think of right words when needed, or get emotional (sad) easily.
12. Multiple chemical sensitivity - scent free policy crucial to continued employment.
13. I work part time only, due to medical issues. I have been accommodated, thankfully.
14. I have always been impressed and pleased with the willingness of the University & my Department to respond to any requests for accommodation by staff that I have been involved with.
15. I have no complaints. Certainly my department has made every effort in accommodating me since they became aware of my condition.
16. Please think about "white noise" in classrooms and board rooms. There is also equipment for meeting rooms that can help: see hearing loss (Victoria) website.
17. I am not a fan of the mandatory class attendance at UVic as I cannot sit thru lectures. Last fall I did a course without attending class ...But that was an understanding prof who put lecture notes online. Thanks.
18. I have found in the past that patience among supervisors/mgrs is not given to me, despite disabilities.
19. The level of ignorance & intolerance toward people with hearing and visual impairment is nothing short of shocking.
20. It is still very difficult to disclose a disability. I felt afraid to disclose because of fear of losing my job. I wanted to be open but the workplace still limits and looks differently at employees with disabilities.
21. I would like to see more public statements from the senior administration emphasizing that UVic does not tolerate racism, sexism, or rejection of people because of their disabilities. Too often the pursuit of equity & diversity sound weak and so obvious as not to carry much weight.
22. There is a 95% unemployment rate of blind people in Canada. I would like to see more blind working at UVic through positive hiring practices. The University needs to make funds available for any required adaptive equipment or readers. These funds should not come from Department budgets. From my many years here I have not seen a substantial increase of the blind or visually impaired reflected in numbers related to the federal Government's financial contribution.
23. I would like to see the University attend more to partial disability situations requiring accommodations short term or long term (e.g. work load flexibility etc.). Support is highly variable across campus.
24. It seems to me that there are not many people with disabilities who work on campus at UVic. People with disabilities who seek employment at UVic have also made these comments to me.
25. Insufficient effort is being made @ UVic to ensure non-web based services are available for accessibility reasons & most services are migrating to become only web based (see project NOVA) without due consideration given to accessibility.
26. I think that the University of Victoria could work on being more inclusive in hiring & supporting employed with a disability.
27. More consultation with 4 core groups. Develop an office for dealing with various issues affecting the disabled (Staff & Faculty)
28. Just last week I was trying to find out where Faculty with a disability can access services and find out about accessibility. I couldn't find an answer. Our students get excellent, visible and accessible support. Why don't we? The lack of ready accommodation could lead some faculty to need sick leaves. It seems un-equitable that students are visibly & publicly assisted but Faculty with disabilities remain invisible. I am frustrated that every class every term I ensure that all my students are accommodated but nobody has yet to assist me or even offer information about where to access assistance. Accommodation is more cost effective than long-term disability.
29. In an age when many aspects of life seem to becoming more problematic for the disabled, UVic should be commended for their ongoing & increased awareness of the value of employment equity & for their constant striving to improve working conditions for everyone. Thanks!
**COMMENTS from EMPLOYMENT EQUITY SURVEY**

**FAMILY RESPONSIBILITIES/ MARITAL AND FAMILY STATUS**

1. Having children (& child care issues) causes unfair workload issues and discord with co-workers & bosses who don't have children and child care concerns.
2. I would do my job better if workplace conditions were more friendly to the needs of women who are parents.
3. I am a mother of two small children & feel that more accommodation needs to be made for parents of small children.
4. Single parent without male support - difficult to manage absences at times due to illness of child/school schedules, etc.
5. The University likes to promote itself as a family friendly employer; however it is particularly inflexible in accommodating needs for employees with dependants.
6. Restrictions on my time outside of office hours due to family commitments is not acknowledged or respected.
7. As a parent with young children, I have often struggled with guilt over arriving late or missing work unexpectedly due to illness. Perhaps there should be a consideration for people like me.
8. Young mother. I once was asked in an interview on campus if being the mother of a young child would affect my ability to do the job effectively.....!! I never complained for worry of repercussions but I haven't applied for other jobs since.
9. Single mother when I was hired. It did not make a difference to my career - which is great.
10. Family responsibilities - generally accommodated but could be better.
11. Single Parent - lack of flexibility for increasing work hours etc.
12. I think you should include a category related to single-parents. I believe single-parents to be disadvantaged in the work place (especially single parent mothers)
14. At times I feel that being the primary parent of two small children is in a way a DISABILITY. Primary parents at times require "special needs" or circumstances that are not generally recognized or accommodated.
15. Question 6. Single parent - On second thought, this employer is wonderfully supportive of single parents - I was commenting on UVic overall.
16. I think parents have a huge disadvantage - lack of daycare spots on campus!
17. Although I am a mother & cannot work if my child is too sick to attend daycare. This is, in my opinion, somewhat of a professional & financial disadvantage.
18. have children (as per recent published study: causes of lower wages in women are due to/correlated with number of children).
19. I am single without children, but I have other family dependants which are not recognized in my workplace.
20. Thanks to the support of my Dept Chair and the Dean, I have thus far been able to balance my U responsibilities with my role as a caregiver. However, .... there is no mechanism in place at the U which would allow caregivers like myself such a modest teaching release without financial penalty....given that there are others on campus in situations similar to mine, a formal policy should be put in place that would allow members of the U to balance their careers with the care of their loved ones without incurring serious financial loss.
21. I have no children. Colleagues with children constantly take extra time off work to look after them. I work more as a consequence.
22. Age, marital status, family, no children (before I was married) at another place where I worked on campus. Older staff members with children were given priority booking days off.
23. Marital Status - open (have experienced exclusion/discrimination because of this)
24. I feel that religious and family considerations are not addressed in an inclusive manner at UVic. The University seems to prefer to assume that parents on campus were not affected by the teacher's strike (and therefore, did not require help from their employer). It also assumes, through its unwillingness to deal with religious holidays, that everyone is Christian. This University could be much more inclusive and could support and celebrate diversity.

**SEXUAL DIVERSITY**

1. Definitely still has discrimination issues. Do we believe that the govt has no business in the bedrooms of the nation? Trudeau.
2. Why are some U's recognizing sexual minorities as requiring accomm'n, and others not, given that it is now established that disadvantages occur?
3. Your question #5 under supplementary info is actually quite offensive. The term "queer" went out in the 70's didn't it? Hopefully, so.
4. The questions based on sexuality are uncalled for & refuse to answer that portion
5. This is not a public issue.
6. This survey will hopefully evolve to include sexual minorities as designated groups.
7. I was glad to see the list of sexual categories included. It was 'inclusive'.
8. 5. Bisexual (but within the queer community I identify as strait, as I am consistently in relations with men - in other words, I shouldn't be used as a statistic to prove that there are enough queer employees. heterosexual - one can engage in heterosexual relations & still be part of all these categories. This question has no reliability or validity.
9. Trans-gendered does not = a sexual orientation. Queer is not a sexual orientation!
ABORIGINAL
1. As an Aboriginal woman, I am exhausted by the amount of time & energy I am forced to exercise in simply educating & informing other classmates & professors or instructors re Aboriginal experience in Canada.
2. Questions are too general. Questions regarding native peoples should be prepared by native people!
3. Definition of ABORIGINAL is WRONG! What about the rest of the Americas?
4. I do not identify as an “aboriginal person”, but as a Canadian with aboriginal ancestry. As such, I don't feel it is my place assuming "designated group" status as the question states. (question 1)
5. I understand the HR is choosing not to accommodate a Native person in accordance with our contract. Am I next?
6. I do believe I am the only First Nations in xxxx. Why is this?
7. Why are there so few Native people on campus?
8. I'm in favor of the University of Victoria adopting guidelines to ensure that self-identifying Aboriginal faculty & staff are also recognized by their communities as being Indigenous. I think this would go a long way towards preventing fraudulent claims and give Indigenous Communities the respect in determining their own citizenship criteria.

RELIGION
1. I feel that religious and family considerations are not addressed in an inclusive manner at UVic. The University seems to prefer to assume that parents on campus were not affected by the teacher's strike (and therefore, did not require help from their employer). It also assumes, through its unwillingness to deal with religious holidays, that everyone is Christian. This University could be much more inclusive and could support and celebrate diversity.
2. Yes. As a Jew, I'm constantly battling Saturday meetings, non-kosher food, etc. Even with notification. This is especially a problem with Jewish holidays.
3. I am one of Jehovah's Witnesses but was treated with amazing consideration esp. concerning my refusal to celebrate certain holidays. Thanks very much!

DESIGNATED GROUPS OR OTHER CATEGORIES
1. We seem to have very few visible minorities working in the library. We have even fewer (none?) people with a visible handicap. Men are under represented in the library staff. Continuing pay equity would be the right thing to do.
2. UVic doesn't practice the equity it so wishes the public to think it does. Equity is not a high priority at UVic. Disabled persons, women & minorities aren't well treated.
3. In the area I work in - there are many women but very few people from visible minorities or aboriginal people.
4. Perhaps future efforts towards curbing/eliminating the systemic racism, sexism, ageism, ableism & religious discrimination at UVic is in order. It is not enough just to identify "minorities" for quota purposes.
5. Non Canadian - white. Assumed that immigration is easy - no help provided.
6. Not at UVic because I have only recently attained employee status, but certainly as a new immigrant in the late 60's & early 70's
7. Re. 6: place of origin: Not born in Canada brings out prejudice (sometimes positive, as in 'sterotyped Work Ethics'; sometimes negative, as in "stereotyped stubbornness"). I've head both from supervisors at UVic.
9. I feel only people who have Canadian citizenship should be allowed to work in Canada. But there are exceptions like dismantle of Canadian mills to be sold to foreign countries and joint bridges and roads to USA.
10. Not sure if this is a subject that should concern Human Rights, etc. Spouses without Permanent Residence of Canadian Citizenship should be allowed to become a dependent under benefits package without lengthy delays due to under staffing or incompetence at Canadian Immigration.
11. There is no discussion of language.
12. UVic should promote bilingualism and revise services accordingly.
13. What about equity amongst the different “groups” of employees on campus? As long as we have different policies or contract wording for Faculty, PEA, CUPE, UVic will never be equitable.
14. You need to be asking what position (tenure etc.) & salary people hold. UVic may “employ” disadvantaged groups but we don't promote them.
15. I recognize that this is aimed at officially designated groups, but I believe that some non-designated groups are vastly under-respected in some departments. These 'local' inequities should be considered too.
16. With all the attention given to minority issue, I am beginning to feel disadvantaged as a non-minority with respect to job commitment, attendance, timeliness, ability
17. As a person who does not fit any of these categories I find this offensive. Reverse Discrimination.
18. Having realized that I do not belong to any designated group, I feel like unequally treated. There must be a group for everybody.
19. anyone not "politically correct"
20. Generation X - we got left the dregs by the boomers!
21. I am young, white and born in Canada. When I first left high school and began looking for work I found it difficult because I was not in the "minority" group.
STUDENTS
1. Thanks for caring enough to want to make UVic an equitable workplace. There is literature to suggest that International students experience discrimination while they're here. I hope that this survey is going out to the student too.
2. In my opinion we should charge foreign students, especially in graduate school, the same fees as Canadian, Landed Immi. Students.
3. I'm glad you're doing this survey. I have a student with a disability who feels UVic does a pretty bad job at accommodating needs - yet is very keen to succeed.
4. Having the course schedules and administration only on line acts as a barrier against students who are less computer literate. Schedules of classes should be available in print form.
5. Lot of good initiatives. The curriculum, texts used are very mainstream/dominant thinking. So are resources in the Library.
6. Though not the focus of this survey, I wanted to raise the issue of the disadvantaged position of students who are also employed by/supervised by faculty in employment. Faculty with academic power over students in their employ can (and sometimes do) engage in unfair and exploitive employment practices. I feel that this abuse of power creates a serious barrier to equitable and fair employment practices at UVic.

PART II – SURVEY PROCESS

SURVEY - POSITIVE
1. Thanks for asking! (2 comments)
2. Thank you. (3 comments)
3. Pleased to do it!
4. Thank you for conducting this survey.
5. This is important work - thank you!
6. Glad you are doing the survey. An important set of issues here . . .
7. Vive la difference! And. - I think this is a very comprehensive survey; and very professional. Equity & Human Rights are very important; keep up the good work!
8. Am all in favour of inclusion and so I do appreciate this study.
9. Thanks.
10. This survey is a good thing. Thank you.
11. Thanks for doing this project and for the work done at UVic to make it such a welcoming & respectful environment.
12. Thank you for this opportunity.
13. This is an important initiative. I hope the University is sincere in making anti-oppressive education and employment a top priority.
14. Nice and short - is this just for census purposes? (can't see how this information is useful otherwise)
15. No comments. Hopefully this survey helps.
16. Thank you for doing this survey - it is important.
17. Thank you for gathering this information. It helps us have an equitable society.
18. I think equity surveys and employment equity is an important issue and I hope this survey will encourage discussion and awareness about equity in the workplace at UVic. I hope that sensitivity awareness may be included in training and professional development as I have found that they are very needed.
19. Very fairly asked questions.
20. I am impressed with how you handled "delicate" languaging issues. Also, the "other" category besides male and female. Very sensitively done!
21. I am grateful that you have left it for people to decide for themselves which visible minority group they identify with, rather than providing a list.
22. Glad to see you "Alternative" and not "Alternate"!!
23. Important work & like the fact that you went beyond the four designated equity groups.
24. I'm glad this is being done - good luck! Good that you are collecting supplementary information.
25. Thank you for conducting this important survey.
26. I think this type of survey should be done more often, to keep up with the ever-changing face of people in Canada.
27. I feel this is great that they are taking this survey. I'm sure discrimination is taking place and we are not aware!!
28. This is a well-designed survey. Also useful.
29. Well written survey & materials. Easy to follow & to complete.
SURVEY - CONFIDENTIALITY

1. Why is it not anonymous?
2. I would be delighted to provide detailed responses to an anonymous independent survey.
3. Your ability to follow up indicates that this is not an anonymous questionnaire!
4. I strongly object to ANY non-anonymous questionnaire regardless of its supposed legality.
5. I am uncomfortable stating my equity concerns, without the protection of anonymity.
6. If this was a truly confidential survey I would respond but as it is not I will not answer these very personal questions.
7. I feel you need to give me more info as to how you will protect my anonymity. Even aggregate info, if delivered to chairs in small depts. can be identifying. I think some examples of how this info will be reported would be wise.
8. Where is the data stored?
9. I do feel that these questions are an invasion of our personal privacy.
10. I feel uncomfortable filling out this survey. Not even the people close to me would ask me those personal questions.
11. To whom it may concern: I returned my survey the week after they were sent out. I answered the very personal questions honestly although anonymously. I feel the questions asked are too personal and inappropriate for me to answer when you cannot assure us of privacy. If you insist on having my name on this survey then I refuse to answer your questions honestly. Good luck getting what you are looking for.
12. I have chosen to not answer all the questions as I find some of them to be more invasive on a personal level than I feel are appropriate for an employer to ask.
13. I would be able to provide more information if this survey were anonymous. I cannot provide any information under the current conditions of lack of anonymity.
14. No comment, on the grounds it may incriminate me.
15. While I recognize the importance or ensuring equity in the workplace I do not feel that the survey should identify the respondent in any way.
16. I believe such surveys should be anonymous - especially since I am not familiar with those who access this information. I choose to answer the questions because I believe in the importance of your research.
17. I am not comfortable with having information about my gender, ethnicity, religion, ability, or sexual orientation stored anywhere in personally identifiable form.
18. In my opinion your survey is inherently flawed - confidentiality is not enough - anonymity is required.
19. I am unwilling to disclose personal information to an employer w/o anonymity since people & systems are imperfect, despite your best intentions and assurances. Had you requested my Job category only, I would have been willing to do so.
20. This seems very unnecessary. How can this be confidential if I give you my employee #?
21. This is a problem to me. (Employee #). Breach of confidentiality. My employee #, like voting, should be on the envelope.
22. The survey is not seen as confidential as my employee number is printed on it. There is no need to bribe (incentive) with a prize chance to entice me to complete this survey that most of all is offensive to me.
23. You should not be using employee numbers and asking questions such as #5.
24. If its confidential - why do you need my employee#? Why no questions about how you treat the mostly female support staff (equitably ??) with other employee groups? Hard to answer honestly with NO confidentiality. Why does this not go straight to government?
25. I object to the use of my employee number in this survey. The results of this survey would be much more accurate, if it was strictly anonymous.
26. I'm not sure I agree with an anonymous survey being identifiable by employee #.
27. Concern that survey is identified with employee #. This will affect ability of some of my colleagues to answer this survey.
28. If the intention was to have this be confidential, then the Employee # should have been on the envelope. I'm concerned not everyone will feel comfortable with this format.
29. I have serious concerns about how the confidentiality of this data can be guaranteed. Why does this require employee #s?
30. My employee number is printed on the mailing label on the outside of the package envelope. Employee numbers are supposed to be kept confidential. Given that many people had opportunity to view that number while the package was in my departmental mailbox, I believe that confidentiality has been violated.
31. I did not appreciate confidential employee # on the outside of the envelope!!!
32. Employee # on address label of envelope. This is a prime target for identity theft. I am a possible target now, as my name, department, and employee # have been publicly displayed.
33. The surveys should not be identified with an employee #. Especially in the case of particularly private information i.e. sexual orientation/disability. This knowledge can be used (potentially) against employees. While I don't disagree with the survey, and its reasons, I do disagree with information being directly linked to a person. (You may as well sign your name) If you truly want an honest response, make the survey truly anonymous. Supervisors/other employees can sign witness to completed surveys if you wish to know which % of the employees respond.
34. Do not claim to be confidential if you're blatantly displaying my employee # on the front of the survey. I have a problem with such a breach of my privacy.
35. My employee number is on this. As a result I do not feel my comments can be made in confidence.
36. I find such surveys horrible. The very idea behind them is repugnant, and although I am aware that I need not answer them, even being asked the questions is upsetting. I do not wish to say anything about myself to anyone ... even you. (whoever you may be).
COMMENTS on SURVEY AND PROCESS

1. I do not believe in compulsory surveys.
2. I do not wish to partake in surveys. I do not feel my choice not to answer was respected as I am being harassed with forms.
3. I pay my taxes on time, the rest is none of anyone else's business.
4. I do not participate in surveys of 'equity' on the grounds that they do not address equity and serve only to perpetuate the division of peoples in our community by illustrating a division that may only be culturally perceived.
5. Mandatory?!
6. Mandatory?
7. Whatever I have to say you wouldn't want to hear.
8. You shouldn't have the right to ask some of these questions too personal & I disagree with making this survey mandatory.
9. What is the purpose of this survey?
10. Is this necessary?
11. What is the FCP and, its Purpose? You could have defined it so that we all didn't have to go looking for it! Why couldn't you illustrate EE Regs. Section 3 (6) (A)?
12. This kind of survey is unnecessary. The hiring policy at UVic should be to hire the best qualified candidate.
13. I wish more resources were spent on action and not on developing & administering surveys for "strategic plans" around equity issues). This is a survey about statistics not equity.
15. This is funny.
16. This is really weird...
17. Cannot fathom how this survey will assist UVic in "achieving fair & equitable employment".
18. Sorry . . . I don't support this kind of "affirmative action" program.
19. Q7. Note: This was an awkward and clumsy way to handle the issue of survey response.
20. Question: How come question 7 was not placed at the beginning of this document?
21. Question 7. should have been put at the start of this survey, not at/near the end.
22. I didn't realize the survey was voluntary until I got to the last question. I do not want my answers used in the survey.
23. I feel the consent portion should be 1st in the survey. I would prefer if the surveys were anonymous.
24. Why is question 7 last? Shouldn't it be first?
25. I do not wish to participate in this survey.
26. I didn't realize that not responding was an option. The form s/b reformatted so this information is know upfront.
27. I think the consent should appear first!
28. I refuse to answer any of these questions which I find extremely offensive and an invasion of my rights of privacy!
29. Why the two envelopes? It appears as a costly waste of stationery.
30. Seems like a lot of work (resources) for such little value (amount of data collected).
31. I felt that the colour-printed cardboard flyer that was attached to our pay checks indicating the upcoming survey was very expensive and wasteful. Black & White regular paper would have done the trick and cost much less.
32. Seems a waste of paper to me!
33. This survey wastes paper. e.g. The blue form that indicates to return by Nov. 25. This could be included on an already-used sheet of paper.
34. A lot of wasted paper for this survey. i.e. glossy brochure with pay stub prior to survey, FAQ letter as survey explains info adequately.
35. Why the need for so much paper work & the extra envelope with this package?
36. Seems to me like a lot of money and effort went into the creation of this paper survey. Why? Almost everybody uses email. An online form prob. would have more success AND be cheaper. The survey is 1 pg long, and all the "supporting documentation" is almost 4 written pages. This seems strange.
37. This survey is a huge waste of monetary resources. Employee records already show who is a Male/female and disabilities are dealt with by pages.  This seems strange.
38. It would save my time if I could answer the questions online. I appreciate that kind of surveys in future!
39. I understand the importance of this survey, but I am concerned about how many papers were consumed in order to collect enough numbers. In the future, it might be an option to do it online.
40. Glossy pamphlet was unnecessary and excessive. This survey could have been conducted online to reduce expenses and save paper.
41. If may have been less costly to have used a web site accessible by employee number or something the like.
42. Consider collecting this information online.
43. Can we do this online to save paper?
44. I was away Oct 20 to Nov 25. I left a voice message asking if I should still fill out the survey, but never got a response.
45. Sorry about the crayon! Couldn't find a pen and I have a 1-year-old who loves crayons!
46. Sorry for the delay in returning this. I'm a sessional lecturer and only pick up mail every 1 - 2 months.
47. It was difficult to participate in this survey. Though I did receive the notice about it, a copy did not arrive, even after the first request. Thus this submission may be late.
48. I think I've been asked to fill this out twice.
49. Please, don't do these aggressive campaigning again!
50. Sorry for not responding sooner.
51. I look forward to the published statistics gathered through this survey.
52. I would appreciate receiving some sort of a summary regarding the results of this summary. I think in general most people would appreciate being notified about the results.
53. Results should be available i.e. have a place to check off if you would like to hear about the results.
54. I look forward to the published statistics gathered through this survey.
55. I would appreciate receiving some sort of a summary regarding the results of this summary. I think in general most people would appreciate being notified about the results.
56. Results should be available i.e. have a place to check off if you would like to hear about the results.
57. Please do not include me in the draw for the gift certificate.
58. Please make sure that all the voices are heard.
59. Remember Everyone counts!

SURVEY QUESTIONS
1. It’s much easier to respond when “no” is the most common answer. I’d be much more hesitant to answer if it were otherwise. I wouldn’t certainly understand people’s right to leave items blank.
2. Shame on you. The last time I was asked questions like this was by the Nazis in 1942!
3. Poor taste.
4. I feel adding the term “disadvantaged” was a mistake and does not reflect the many positive and proactive changes in this work place.
5. As usual - politically correct & of no use whatsoever.
6. I seriously question the language used in this questionnaire. I would have thought that, by now, racial terminology and sexual stereotyping would be something that we should be unlearning, rather than institutionalizing as a way of categorizing people. I cannot in good conscience participate in this survey.
7. I expected this survey to have included questions regarding perceptions.
8. It would probably be useful in the survey to ask if the respondent has experienced inequitable treatment in their employment by their employer.
9. It would be useful on a form like this to ask for identification of barriers people have experienced.
10. Notice that one’s identifying as is not always the same as, being identified as by others.
11. I think this survey representation a focus “proportionality”, which I don’t believe is very helpful in the grander schemes of things.
12. It is interesting that the survey is entirely framed around disadvantages: A more robust understanding of the interactions of these factors could be gleaned by requesting ‘identification’ & experience as well as offering explanation.
13. What does any of these questions have to do with the actual job?
14. This is Discriminatory + white male bashing.
15. This survey makes me feel like a minority, since I don’t “belong” to any of the previously mentioned ‘groups’.
16. People should be treated equally not made to be equal. Asking questions such as these makes that impossible.
17. I feel it would have been more appropriate to survey race, sex, religion, disability separately and somehow more respectfully. This feels like a marketing, consumer survey?
18. The U claims that it does not promote segregation, but this survey is doing just that, by dividing people into groups, including everyone as PEOPLE, rather than individual groups. We would be bringing people together with one common goal, equity for everyone.
19. Unless there already exists problems for people at UVic listed under question 5 - the questions seems a bit personal.
20. Questions #4 & #5 of this survey are ridiculous. It’s also absurd to offer a $50 gift cert as an incentive! Mind you, I’ll take it if I win.
21. I choose not to answer question 5.
22. Questions 5 & 6 are my business and I choose not to answer them.
23. Question 5 -- This is rude.
24. Question 5 -- very offensive question!
25. I feel that this survey is a waste of time . . . Political correctness taken to absurd levels. “Two-Spirited”? “Queer”? Get serious! This is a waste of money, also.
26. I am not convinced that being female at UVic constitutes a disadvantage; however I am intrigued to know the results of your survey.
27. Female refers to a sex characteristic (biology) whereas woman is a social definition referring to gender. I identify as both.
28. 4. Other - thanks for this - though perhaps allowing space for folks to self-identify here would be useful.
29. Q 4Other - why do you not ask for specification of other?

PART III – WORKPLACE ISSUES

PAY/WAGES
1. I think UVic should be doing far more in the area of making fair wage increases and benefits improvements for its staff. It should make it its mandate to look after ALL its employees FAIRLY not just its faculty members. Your brochure said that “everyone counts” at UVic but clearly, from a compensation standpoint, some of us count more than others!
2. In our “Vision for the Future”, the first objective is to recruit & retain exceptionally talented staff, among others. If we believe in equitable treatment for all, I am hopeful this will translate into salary increases consistent with those offered to other employee groups on campus, including Faculty and Management.
6. Support Staff - class discrimination (e.g. no merit or career progression increments provided to staff - only for faculty or 'professional' employees). = 0 wage increases for support staff only.
4. Cost of living rises. - Wages at work stays the same. - More cleaning area per sq. foot, less cleaning staff. Not equitable.
5. The Fundamental equity issue is wages. It's what we are deemed to be worth. As our wages drop yearly, so does our worth.
6. Should have a survey on "Pay" Equity.
7. Union members have been restricted to no wage or benefit increases. Executives ... have generous increases. All professors also find their income increasing each year.
8. the blue collar workers get different treatment when it comes to wages benefits etc. As a CUPE member I belong to this group.
9. UVic systematically keeps giving raises to the same groups. UVic need to give raises to the lower wage earning groups.
10. The employment equity survey has missed an important area of remuneration equity. They go hand in hand. CUPE workers are treated as 2nd class employees by administration policy.
11. As a support staff member who has been part of a group which continues to experience crippling wage discrimination I feel that the class system at UVic, i.e. faculty/admin. treatment vs. staff treatment overrides the questions and categories identified in this questionnaire.
12. I want the 48 million to go to my raise. 40% would be good. Just like ...!
13. Equity. How about paying tradesmen fair tradesmen wages. We are well below par. 25% +
14. Underpaid as a tradesman.
15. Poor trades pay levels.
16. To promote fairness in salary between Trades/Technicians - 951 - 917.
17. Equity for trades workers on campus.
18. Tradesmen are at the bottom of their pay scale at UVic and are kept down by paying unskilled labour at the top of their pay scale. This keeps the majority of members happy and the minority (Tradesmen) unable to obtain a pay increase
19. Blue collar' Support staff. As a result of my 'class' I feel discriminated against by my employer when it comes to wage increases (i.e. merit increases/performance bonuses)
20. This institution has a long way to go in terms of addressing the huge gaps between the rights and benefits of support staff vs. faculty & management on salary, pension, vacation, sick, eyeglasses etc. etc.
21. I feel that staff are not considered in an equitable manner. Faculty and PEA and others have enjoyed better treatment, wages, etc. than unionized staff. When is it our turn?
22. CUPE 951 is primarily female in composition. Zero wage increases over recent years have eroded pay equity gains. I understand our pension plan is under attack at bargain. Both issues contribute to poverty for women a, now and later in their lives.
23. There is also a huge difference between equity treatment of faculty or staff. Staff are disadvantaged by no raises for 10 years! Faculty get one every year as do the PEA.
24. Only one department of the U initiated a cut in differential pay after the U used strong arm tactics of contracting out. This was due to a handful of people abusing sick time. The differential cut was implemented long after several of the abusers were terminated. This is NOT equitable to the bulk of employees in this dept which this survey does NOT cover, yet is an equity issue
25. I’d like to see the same flexibility (flex hours) offered to all staff across campus (whether union or non-union). Pay for overtime work is also an issue for non-union staff. At present we are "expected to work overtime and not be paid for it because its our job!"

RESPECT/ MORALE
1. Equity is a challenge on campus. Therefore respect and dignity diminished. Morale very low.
2. Employees at the University generally do not feel valued.
3. Class discrimination, because my job involves cleaning, I am treated with dis-respect.
4. I am a blue collar worker in food services. For some reason people have a low opinion of the work we do. I have 4 years of post secondary education to do my job.
5. I feel that support workers on campus are discriminated against. If the University really believed in equity it would treat its non-professional employees and its professional employees the same. Instead, we are made to feel like we are 2nd or 3rd class, particularly when it comes to contract negotiations
6. As a female clerical worker I feel that, as a group, we are not treated with respect. We are not allowed any privacy at our workstations & management seems to think we are all interchangeable although our specific jobs are unique.
7. This employer seems not to value the contributions of the secretarial staff.
8. This dis-respect is evident in the way students, faculty and management treat us. We are treated like children. Everyone of us is punished for the acts of a few. No other work treated as badly.
9. If you (University) treat's people like "dogs" (janitors), they will start acting like "dogs". Why should students respect the work we do if the University Administration shows janitors so little respect.
10. Unfortunately, Janitors at UVic are treated like "untouchables" - the lowest "class" of all employee groups on campus. SHAME!
11. I don’t believe that the University is sincere in its stated first objective of its Strategic Plan. Until support staff are respected and given the wage equity we deserve, there can be no pretense to equity at UVic.
12. The University is developing a class mentality where employees without degrees or in differently skilled jobs are not valued nor treated with the same respect as faculty and professional/degree workers.
13. The university treats support staff as second class workers, they are never fair in any of their dealings. If not for the support staff UVic would be closed for health reasons.
14. I find UVic to be an hierarchical institution and find inequitable treatment between the employee groups. The UVic Strategic Plan espouses hiring & retaining top quality staff, but other than the annual 'pat on the head' Presidents Awards, staff are forced to fight not to have benefits taken away and no pay increases while faculty and administration manage to get increased pay and benefits. This leads to an unhealthy "us vs. them" scenario and poor morale.

15. I have felt that over the past 10 years, the administration at UVic does not value the staff who belong to CUPE 951 as much as they should. We are feeling marginalized and disadvantaged insofar as wages and benefits are concerned. We do not feel respected anymore.

16. I believe support staff are discriminated against and treated as second class citizens.

17. Class discrimination which is common in Housing, Food Services & Janitorial.

18. It is clear by the treatment of CUPE staff on campus that the University administration values faculty most. PEA are valued as second best & CUPE employees are seen as easily replaced. Morale has never been as low among CUPE 951 employees as in the last year or so. As a 951 employee of 25+ years it's very sad to see.

19. The current UVic administration seems to take an increasingly hard-line approach to any dialogue and or negotiations with unionized employees. I have worked at UVic for many years, and feel more and more discouraged and devalued since the corporatization of the University began several years ago. I consider it shameful that, while the PR machine churns out glossy brochures that trumpet how "valued" all UVic staff are, unionized employees are forced to cut back even on necessities because we are the only UVic employee group whose wages have been held at levels of nearly a decade ago. How much money has been allocated to "branding" UVic? What about an image of a 20-year unionized staff member shown in front of a grocery story dairy section, trying to decide whether to buy milk OR bread for their family, b/c they can't afford both? This is NOT an exaggeration.

20. A colleague commented on the socio-economic class he assumed I was from ("working class"). I thought this was inappropriate.

**Hiring Practices**

1. You should examine positions of appointment, especially those appointed by colleagues or friends.

2. I'm concerned that surveys like this can lead to a type of reverse discrimination: those who belong to "designated groups" will be given preference in hiring or promotion if they are "under-represented" in some occupation.

3. This seems to be a head count. What evidence is there that the University is making an attempt to fulfill the 1st objective of "A Vision of the Future"? Where are the new female hires at the faculty level?

4. Are we not all protected by the Human Rights Code? Should we not consider more the character traits, suitability, qualifications, talents, etc. rather than whether one belongs to a minority group? We are all minorities in one way or another.

5. I should like to think that in an institution that values excellence, suitability for the position is the only factor determining whether or not a person is hired.

6. Is there help for those who feel they are bearing the burden of this initiative. You cannot preferentially hire minorities without displacing someone else. Who help me?

7. I do think equity is a good thing. But I think we should also keep in mind when posting "preference to"... As this limits applications and thus people in the 'designated group' might not be the best person for the job. Are we getting TOO concerned and ending up with more problems?

8. I believe statements made by UVic as an Equity Employer is important. However, the best applicant for the position should be awarded positions, and equity balancing should not be applicable.

9. UVic would do well to re-visit its employment practices which in my experience remain far from equitable. Each applicant should be considered on his or her own merits and should not be appointed as a result of a 'package deal' brokered by a spouse or partner, or excluded because not personally 'attached' to the Dean, the Chair or a Faculty member.

10. As a white male I am not considered as valuable as an employee. I find the principle of preferential and limited hiring offensive and discriminatory.

11. How is this relevant? The sole criteria for a job is can you do it. Once special exceptions are granted, does that not discriminate against those that now have a higher criteria for employment?

12. I have applied on four or five competitions & have not been short listed once. - I am a [xxx] year student in the xxxx Program at another institution. I have xxx years of secretarial, clerical & xxxx experience.

**Training/ Education**

1. Training for Faculty Education workshops should be open to PEA members who do course design & delivery work with instructors. - Training on management issues should reach all PEA staff.

2. I want to feel as part of my shop by the wording of job description and by pay scale. - I want the training that is warranted for the changing industry I work in.

3. Turnover and retention may not be as relevant to 'equity' standards as they are to working conditions and support services to staff at UVic. Frankly, I feel that affordability issues are far more relevant such as tuition exemption in order to encourage staff to seek & expand higher education, excess deductions & fees that significantly reduce gross income, etc.

4. In the future, you may want to add "education" to this category. In some circumstances this can be debilitating if the environment is one that is hierarchical.

5. We should have free tuition for staff.

6. Univ. needs to provide much more training on intercultural communication for faculty, staff & students needed to get really friendly campus. I am doing that for International students in [xxx].
SESSIONALS
1. This survey unfortunately arrived on the same day as I learned that I was being penalized for being a member of CUPE. I am a Sessional Lecturer who works on the day chosen for the strike Mon 17 Oct. I am making up class for my students and feel it is unfair to dock my pay for an act I did not vote yes to. So although I do not fall into the minority status put on this survey, I do feel victimized.
2. Designated long term sessional instructors (yearly contracts which are ongoing) do not exist in the computer data bank of the University. Therefore, disqualifying us from some University benefits.
3. I feel I am disadvantaged with regards to employment as I hold two different roles at the University: Full-time PEA role and part-time sessional instructor. I am paid only the wage allocated to other sessional instructors because I hold a FT PEA role. Other teachers can hold full-time roles elsewhere and still teach at UVic and are not docked pay accordingly.
4. I would like you to address the egregious inequality of so-called “sessionals”, who have often taught longer (and better) than so-called “regular” faculty. The latter are often idle and incompetent, producing arcane and frivolous “research” of little use to anyone. Until this major inequity is addressed, this survey is a farce. (I won't hold my breath).
5. Re question 6: If I still were a sessional instructor, I would have check “yes”.
6. Sessionals are largely women, are underpaid and lack sufficient benefits.
7. Sessionals are allocated a "second class citizen" status at the University, even though many are PhD's.
8. I have found that after many years of service at UVic, the most frustrating and unacceptable stereotyping has been part-time sessional treatment, despite high quality of work and research.
9. I feel that part time sessional instructors are not treated equitably. Less office space, no funding for computers, must bring our own computers from home to use at work for teaching.
10. I would like more attention paid to inequitable pay levels & pension policies for sessionals, especially “long-term sessionals”.
11. Sessional instructors are exploited & discriminated against. Their situation is deplorable given the privileges of regular faculty. This is the most pressing employment equity issue & to ignore it here is disgraceful.
12. I am so underpaid & little respected as a sessional---that I hardly feel ‘you’ deserve to be able to count me in your minority roles. Frankly, UVic rapes sessionals---at least in the department wherein I work. I continue to teach when asked because teaching itself is a mutually fulfilling enterprise. UVic students seem to understand. I have serious misgivings about the administrators collective ability to do so.

FACULTY
1. There are so many other dimensions to “fairness” that need to be addressed in the workplace, beyond the 4 designated groups. Adhering to the “Framework Agreement” is one area that may benefit from your attention.
2. Work stress related neck-shoulder-back pains from faculty teaching load and increased class size load.
3. Faculty need proper work-hours per week protection, the way CUPE/staff/TA's have. No one represents us when our teaching/work load has us working 50-60 hrs/week. This is a serious problem 7-9 months of the year for many of us.
4. The equity-equality problems are now greater with respect to work-requirements, both within different departments at U. Vic and in general comparison with other Canadian & North American Universities. Course load and class-size sometimes vary by more than 30% regardless of “publish-or-perish” and other service requirements. This equity problem also includes wide variation in U. Vic's physical resources for classes.
6. I believe that UVic meets their obligations to the FCP via “sessional hires.” I would like to see real equity implemented at the F.T. Faculty level.

MANAGEMENT
1. There is a serious problem with management communicating with employees on some issues. Sometimes I've felt bullied about building changes etc. without notice or respect to seniority. Management seems to make rules and bend rules for their own gain. I've seen a lot in my time working up here. They don't know how good they have it. Some of them abuse their authority because they have their own hidden world of greed and power.
2. Oppression can take many forms and people who have unregulated power are prone to abuse it. Perhaps you should also be looking at and reviewing accountability in management.
3. Reduce number of management of all levels. To many is to many. Be more aware when events like Oct. 17, 05 will happen again.
4. Favouritism relating to career advancement is a problem in my working group. A lesser qualified person with a lower job classification was chosen as an Acting Supervisor, which will likely provide better opportunity for advancement, rather than choosing from 3 others who have the same or better skill sets & seniority. The opportunity was given to the supervisor's "friend". This also is a major problem with hiring.

UNION
1. Affiliation with a Union which is predominantly women - easier for employer to marginalize and dominate.
2. UVic's unionized employees are disadvantaged compared to other employee groups, in terms of: 1) salary; 2) negotiated increases (admin. circumvents PSEC rules for all other groups; 3) respectful treatment by Human Resources (has worsened considerably in past few years) and other admin. reps.
3. CUPE is intrusive on campus. This union perpetuates a constant friction between faculty, sessionals and staff.
4. I don't belong to a union and find the unionized atmosphere here oppressive and intimidating.
COMMENTS from EMPLOYMENT EQUITY SURVEY

EMPLOYMENT EQUITY
1. I believe the Americans are more honest regarding equity, they call it affirmative action.
2. In order to identify & reach Federal Equity "targets" will HR also survey new employees as soon as they are hired at UVic? This may save future time surveying the entire campus.
3. Please treat people based upon skills and abilities not some ?? "equity".
4. I am a human being, everything else is unimportant!
5. I feel affirmative action is discrimination.
6. The real intolerance and discrimination is against those who do not go with the political flow. All the above identities are ADVANTAGED, esp. if one is PC.

LACK OF EQUITY
1. I do not find UVic an equitable employer - everything for Faculty but NOTHING for other classes (Lower in Faculty eyes)
2. I identify as "staff" as opposed to "student" or "faculty." The highlighted passage on the enclosed letter [accompanying the survey] does not ring true for me. I do not feel like I'm treated equally with faculty and students and had hope this survey would deal with that. "to recruit and retain a diverse group of exceptionally talented ..staff and to support them in ways that allow them to achieve their highest potential."
3. I hope this survey might improve employment conditions for individuals in the future. It will not, I anticipate, redress past harms to UVic employers or students.
4. Fail wage equality. - education & training packages for janitors thru U-Vic. - Identify janitors as a needed service for U-Vic. - Equity=fairness? None of the above in this department. - rights stripped from janitors concerning letter of understanding. "Is this equality!!"
5. I am not the only person who has had problems with the discrimination & harassment office. One person trying to help me had their own problems with the supposed supporters of workplace safety and took stress leave. That's just an indication of how supportive and inclusive this work place is. Maybe [management] salaries should be adjusted to work place satisfaction for students and support staff and not just top faculty.
6. I believe that as a janitor I have been treated very badly. I have never been treated worse anywhere I have been employed. Harassment and discrimination. E.g. Letter of understanding, constant threats of contracting out. Too many incidents to list.
7. I believe CUPE 951 members are not treated equitably as a group, especially in comparison to PEA & Faculty. The university has to begin to live up to the image they promote. Treat all staff groups fairly.
8. Because of our location, we are often dealt with as if we are invisible. We lack equitable access to leadership and resources for research.
9. Cost of living rising. - wage @ work the same, no increase in wages. - Mgmt want to take away (privatize) bldgs. - take away certain benefits. - treated like homeless workers by Mgmt & in house supervisoral.
10. I have been passed over for promotion to xxx several times and I do feel discriminated against. PEA gets 3% raise per year. We get 000. Not Equitable.
11. Casual employees did not receive a survey (to my knowledge). If so this is biased and not equitable. UVic's refusal to bargain on any cost or "rights to manage" its issues for 917 agreement is NOT equitable.
12. I am working class. This has affected my ability to get through university, & make it into a graduate program, & therefore to be a TA.
13. More funding is needed for more persons/FTE's to be employed in the OFFICE of Equity. Thank you for your assistance.

POSITIVE COMMENTS
1. I think UVic is a great place to work. Actually people are quite fair & nice, generally speaking. I found some people do not express openly their feelings or their views about others but I do! I have seldom found people that are truly racists or sexists. In a way it is good to know who they really are or how they think so one can respond and protect oneself better! Thanks.
2. I have not experienced any form of discrimination since I landed in Canada as an immigrant.
3. Though I am a non-minority (white male), I am a minority in my office ...... I have never been discriminated against and find the atmosphere to be incredibly open and accepting.
4. Wonderful place to work!
5. UVic is a wonderful place to work.
6. I feel my workplace is really trying to make this a good place to work, equity wise. Opportunities for all.
7. I pretty enjoy the working condition here.
8. I applaud UVic for bringing in Stephen Hammond to do manager training on human rights.
9. I believe overall the University of Victoria has done a good job of representing the population naturally. Changing hiring practices is not necessary.
10. I am strongly in favour of the Office of Equity & Human Rights.
11. I am very happy to get equal opportunity for working in Canada.
12. I honestly think that UVic is a fair and civil place to work. It is only the odd individual that creates a problem in an environment. Overall I think a person is very lucky (from any background) to work at UVic.