



## FIPPA-compliant Approaches for Assessing Applicant Diversity

Under UBC Employment Equity Policy HR10, we are required to ensure fair and equitable practices for all groups including traditionally under-represented groups (also known as equity groups). How do we assess if a candidate on a shortlist or longlist belongs to such a group?

The BC Freedom of Information and Protection of Privacy Act (FIPPA) allows direct collection of equity data, but **not** indirect collection.

### **ALLOWED candidate data sources (= direct collection)**

- Disclosures in their CV
- Disclosures in their Diversity Statement
- Disclosures in their other application materials
- Their letters of reference
- Direct observation of them during their video-conference or in-person interview.

### **PROHIBITED candidate data sources (= indirect collection)**

- Information from a 3rd party (hearsay)
- Their website(s) or other online information
- Their name
- Information from their colleagues (outside a letter of reference)
- Social media.

### **Definitions of under-represented groups**

Based on the Employment Equity Act and the BC Human Rights Act, we assess diversity for the following under-represented groups:

- Women
- Visible minorities (also known as racialized candidates):  
persons who do not identify as Indigenous peoples, and who do not identify as White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship
- Indigenous peoples:  
First Nations, Métis or Inuit
- Persons with disabilities
- 2-spirit, lesbian, gay, bisexual, or queer persons, or an analogous term (2SLGBQ+)
- Persons with trans experience, or an analogous term.