

# FAQs - Restricted & Preferential Hiring in the Canada Research Chair Program at UBC

## Context

The federal Canada Research Chair Program (CRCP) has announced that nominations for new chair positions will not be peer reviewed, except in the case where a nomination is of someone who has self-identified within one or more of the following federally designated groups: Indigenous people, people with disabilities, racialized people, women, and/or people from minoritized gender identity groups, until such time as all established targets for proportional representation comparable to the Canadian population are met for each of these groups. Therefore, UBC is currently restricted in the recruitment, selection, and nomination of Canada Research Chairs (CRCs) until it can achieve, and continue to achieve, the established proportional representation.

In May 2017, the CRCP advised universities that there was a need for greater transparency and accountability in the processes used to allocate, select, and support chairholders to ensure that institutional equity and diversity targets were met. With over 200 CRCs at that time, UBC developed the CRC Equity, Diversity, and Inclusion Action Plan (EDIAP) to address any systemic inequities experienced by individuals and to ensure greater transparency in the allocation, selection, and renewal processes for chairholders. For more information about the EDIAP, see [UBC's Commitment to Equity, Diversity and Inclusion within the CRC Program](#).

On July 31, 2019, the Tri-agency Institutional Programs Secretariat released an [Addendum to the 2006 Canadian Human Rights Settlement Agreement](#). This Addendum outlines a number of measures that are being implemented in the CRCP over the coming years.

In 2021, a [Canadian Human Rights Settlement Agreement](#) was reached between the CRCP and an individual who filed a complaint with the Canadian Human Rights Commission in 2017. The terms of the agreement are in line with the program's commitment to EDI and program governance decisions of enforcement measures.

With the fluctuation of people in UBC's program, CRCP's updating equity targets provided based on Canadian census data, CRCP's periodic re-allocation of chairs, and disaggregation of Tier 1 and Tier 2 chairs, UBC may develop a shortfall in representation for any of the federally designated groups. As of late 2021, targets for women also include gender minorities.

Institutions that do not meet their equity targets by the December 2029 deadline will see their total allocation of Chairs reduced until the following allocation cycle. Institutions will lose one Chair allocation for every equity target (or gap) not met by the December 2029 deadline. For example, if an institution does not meet an equity target by two Chairs, it will lose a total of two chair allocations. Similarly, should an institution have a gap of two Chairs for one of the four designated groups and a gap of one for another, the institution will lose three allocations.

Restricted and/or preferential hiring at UBC are strategies that are being implemented to help address systemic under-representation experienced by individuals within the CRCP. These strategies are implemented in accordance with the [BC Human Rights special programs](#).

## **What is restricted hiring?**

In a restricted hiring competition, only applicants who have self-identified as belonging to one or more of the groups designated for the restricted hiring process will be considered for the position. For the Canada Research Chair Program, there are currently targets for the following federally designated groups, and hiring is restricted to these groups:

- Women and gender equity-seeking groups
- Racialized people (visible minorities or members of groups that are racially categorized)
- People with disabilities
- Indigenous Peoples

## **Can I preferentially hire within a restricted hiring program?**

It is possible to preferentially hire within a restricted hiring process. For instance, in a restricted hiring process, hiring committees will only consider the applications of those who have self-identified in at least one of the federally designated groups. Additionally, if there's need to address under-representation of a specific federally designated group (e.g., persons with disabilities), qualified applicants who have self-identified as belonging to that group would be preferred.

## **When does UBC conduct restricted or preferential hiring competitions?<sup>i</sup>**

Restricted or preferential hiring may be implemented under one or more of the following conditions:

- There is serious under-representation of a designated group in the relevant unit, occupation, or program and it is expected that there will be few opportunities in the near future to address this under-representation.
- Other attempts to reach equitable representation through an equity plan or other means have not been sufficient.
- External funding programs require that equity and diversity targets or commitments be met.
- A program requires the special expertise or knowledge of members of a designated group.
- It is a strategic decision to develop a broad range of perspectives to build diverse scholarship and work at the university.
- The university requires diverse leaders and faculty members to support diverse students and staff envisioning leadership roles for their own futures.

## **What is UBC's process for restricted hiring within the CRC program?**

As outlined in the [CRC Appointment Guide](#), in a restricted hiring process, only those who have completed an Applicant Equity Survey from within the job posting (in addition to the demographic survey required if applying through Workday) in which they self-identified as belonging to one or more of the federally designated groups, and provided their names, are eligible to be considered for the position.

## **What is UBC's process for preferential hiring within the CRC program?**

In UBC's context this strategy will be focused to address significant under-representation of particular designated groups. UBC has used a preferential hiring program at times to meet its equity targets.

Currently, a preferential program is not in general use but may be deployed in specific instances. Please contact the AVP, Equity & Inclusion ([avp.eio@equity.ubc.ca](mailto:avp.eio@equity.ubc.ca)) to discuss further.

**What happens if no one from a designated group applies or is qualified to be shortlisted?**

In a restricted hiring competition, if no one from the designated equity-deserving group(s) applies, or if no one from the designated group(s) who applies is successfully short-listed, the job posting must stay open until a qualified candidate from the designated group(s) has applied and been successful.

**Do all applicants have to agree to self-identify and to provide their names in a restricted hiring process?**

No. Applicants do not need to self-identify in any way if they choose not to. However, only candidates who self-identify as belonging to one or more of the designated groups and provide their names can be considered.

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<sup>1</sup> Adapted from UVIC's policy of preferential/limited hiring at:  
[https://www.uvic.ca/universitysecretary/assets/docs/policies/HR6110\\_3100\\_.pdf](https://www.uvic.ca/universitysecretary/assets/docs/policies/HR6110_3100_.pdf)