5. APPENDIX

5.1 ABOUT THE RESPONDENTS

A total of 4945 people completed the online survey, while another 2585 people completed the survey in part. Only question one of the following set was completed by all 7530 respondents, whereas results for the remainder of the questions were only gathered from the 4945 completed surveys.

QUESTIONS:

1. Participants in the survey were asked: *What is your primary relationship with UBC?*

Survey responses indicate that alumnus / alumna, students, and staff are the largest respondent groups with a smaller number of faculty and other groups (such as broader community members) taking part.
2. Participants in the survey were asked: *Which campus or site location are you affiliated with, if any?*

A majority of respondents (56%) indicated that they were affiliated with UBC’s Vancouver campus, while 6% indicated they were affiliated with UBC’s Okanagan campus. The remaining 38% indicated that they were affiliated with UBC through another site or did not specify an answer to this question.

![Campus Affiliation Chart]

3. Participants in the survey were asked: *Which one of the following age groups do you fall into?*

Survey responses indicate that 20-29 year olds formed the largest single respondent group, accounting for 27% of the responses. This cohort was closely followed by 30-39 year olds, who comprised 20% of responses and 40-49 years olds, who accounted for 16%.
4. Participants in the survey were asked: *Do you identify as female, male, transgender, other or prefer not to answer?*

54% of respondents indicated that they identified as female, while 42% indicated that they identified as male. 3% of respondents indicated that they preferred not to answer the question, while approximately 1% identified themselves as transgender or other.
5. Participants in the survey were asked: *Do you identify with any North American Indigenous group (include First Nations, North American Indians, Métis, and Inuit)?*

3% of respondents indicated that they identify with a North American Indigenous Group, while 5% of respondents preferred not to answer this question.

6. Participants in the survey were asked: *Which one of the following languages do you speak primarily at home?*

The majority of respondents (72.9%) indicated that they primarily speak English at home while 27% indicated that they speak a range of other languages at home, including Cantonese, Mandarin, French and Spanish.
Students (2126 Participants)

7. Participants in the survey were asked: *What year are you in (according to the Student Service Centre (SSC))?*
Survey responses indicate the single largest student respondent group is graduate and postdoctoral students (27%). 1st year undergraduate students represented the second largest student respondent group (22%).

8. Participants in the survey were asked: Are you a domestic or an international student?

82% of student respondents indicated that they are domestic students while 18% indicated that they are international students.

9. Participants in the survey were asked: At which campus are you a student?
84% of student respondents attend UBC Vancouver while 16% of student respondents attend UBC Okanagan.

10. Participants in the survey were asked: *Do you live on campus?*

The majority of students (73%) indicated they live off campus while 27% indicated they live on a UBC campus.

11. Participants in the survey were asked: *UBC Vancouver: In what Faculty, School, or College are you currently enrolled in?*
The top three faculties, schools or colleges student respondents are enrolled in at UBC Vancouver are the Faculty of Arts (26%), the Faculty of Science (23%) and the Faculty of Applied Science (11%).
12. Participants in the survey were asked: *UBC Okanagan: In what Faculty, School, or College are you currently enrolled in?*

The top four faculties, schools or colleges student respondents are enrolled in at UBC Okanagan are the Irving K. Barber School of Arts and Sciences (45%), the Faculty of Applied Science (21%) and the Faculty of Health and Social Development (13%).
Faculty (822 Participants)

13. Participants in the survey were asked: *At which campus or location do you currently work?*

77% of faculty respondents indicated that they work primarily at UBC Vancouver while 12% indicated work at UBC Okanagan and 11% work elsewhere.

14. Participants in the survey were asked: *Which of the following best describes your position at UBC?*

24% of faculty respondents were full professors, 18% were associate professors, 12% were assistant professors and 11% were clinical faculty. Other faculty types are also represented below.
15. UBC Vancouver affiliated participants in the survey were asked: *What is your Faculty, School or College?*

24% of UBC Vancouver faculty respondents are appointed to the Faculty of Arts, 20% to the Faculty of Medicine and 15% to the Faculty of Science.

16. UBC Okanagan affiliated participants in the survey were asked: *What is your Faculty, School or College?*

...
33% of UBC Okanagan faculty respondents are appointed to the Irving K. Barber School of Arts and Sciences, 21% to the Faculty of Creative and Critical Studies and 13% to the Faculty of Health and Social Development.

Staff (1662 Participants)

17. Staff participants in the survey were asked: At which campus or site do you currently work?

83% of staff respondents indicated that they work at UBC Vancouver while 11% work at UBC Okanagan and 6% at an off-campus site.
18. Staff participants in the survey were asked: *Which of the following best describes your role at UBC?*

The majority (62%) of staff respondents indicated that they work as management and professional (AAPS) staff.

19. Staff participants in the survey were asked: *How long have you been in your current role?*

The majority of staff have been in their current roles less than 20 years with a small proportion in their current role for 20 years or longer.
Alumni (2686 Participants)
20. Alumni participants in the survey were asked: *What is the highest level of education at UBC that you have completed to date?*

The majority of alumni (57%) indicated that a Bachelor’s degree was the highest level of education they had completed at UBC while 29% had completed a Master’s degree and 9% had completed a Doctorate.

21. Alumni participants in the survey were asked: *Were you a domestic or international student when you were studying at UBC?*

A majority of alumni (91%) indicated that they had been domestic students when they were studying at UBC while 9% had been international students at UBC.
22. Alumni participants in the survey were asked: *At which campus were you a student?*

A majority (96%) of alumni respondents indicated that they had been students at UBC Vancouver.

23. Alumni participants in the survey were asked: *In what year did you last graduate (or receive a degree) from UBC?*

45% of alumni respondents indicated that they last received a degree from UBC prior to the year 2000 while 23% graduated between 2010 and 2014.
24. UBC Vancouver alumni participants in the survey were asked: In what Faculty, School or College were you a student?

21% of alumni attended the Faculty of Arts, 13% attended the Faculty of Science, 13% attended the Faculty of Applied Science, 12% attended the Faculty of Education, and 11% attended the Sauder School of Business.

25. UBC Okanagan alumni participants in the survey were asked: In what Faculty, School or College were you a student?
32% of UBC Okanagan alumni respondents attended the Irving K. Barber School of Arts and Sciences, with the rest of alumni respondents having attended a wide variety of faculties, schools, and colleges.

5.2 CORE COMMITMENTS

1. Participants in the survey were asked: *How much do you agree or disagree with the following core commitments?*

Levels of agreement across all respondents:
Levels of agreement from respondents affiliated with UBC Vancouver:
Levels of agreement from respondents affiliated with UBC Okanagan:
Levels of agreement from respondents affiliated with off-campus sites or no specified affiliation:
2. Participants in the survey were asked: *Tell us why you responded as you did!*

1. Academic Freedom

Comments from all participants:

<table>
<thead>
<tr>
<th>Top Themes</th>
<th>Number of Respondents</th>
</tr>
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<tbody>
<tr>
<td>Freedom of Inquiry</td>
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<tr>
<td>Ethics</td>
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<td>University Identity and Purpose</td>
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<td>Public Interest</td>
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<td>Freedom of Expression</td>
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<td>Clarity in Definition</td>
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Comments from participants affiliated with UBC Vancouver:

<table>
<thead>
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<tr>
<td>Ethics</td>
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Comments from participants affiliated with UBC Okanagan:

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Comments from participants affiliated with an off-campus site or no specified affiliation:

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2. Advancing and Sharing Knowledge:

Comments from all participants:

Comments from participants affiliated with UBC Vancouver:

Comments from participants affiliated with UBC Okanagan:

Comments from participants affiliated with an off-campus site or no specified affiliation:
3. Excellence:

Comments from all participants:

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Comments from participants affiliated with UBC Okanagan:

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Comments from participants affiliated with an off-campus site or no specified affiliation:

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4. Integrity:

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Comments from participants affiliated with UBC Vancouver:

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Comments from participants affiliated with an off-campus site or no specified affiliation:

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5. Mutual Respect and Equity:

Comments from all participants:

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Comments from participants affiliated with UBC Okanagan:

Comments from participants affiliated with an off-campus site or no specified affiliation:
6. Public Interest:

Comments from all participants:

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Comments from participants affiliated with UBC Vancouver:

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Comments from participants affiliated with an off-campus site or no specified affiliation:

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7. General:

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Comments from participants affiliated with UBC Vancouver:

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Comments from participants affiliated with an off-campus site or no specified affiliation:

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<tr>
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</table>
3. Participants were asked in the survey: *Can you suggest a core commitment to add to this list?*

Suggested core commitments to add from all participants:
Suggested core commitments to add from participants affiliated with UBC Vancouver:
Top Suggested Commitments

Environmental Sustainability: 135
Diversity: 10
Affordability: 85
Teaching and Learning: 84
Holistic Learner Experience: 55
Innovation: 50
Transparency: 52
Truth and Reconciliation: 57
Meaningful Engagement: 44
Investing in Staff: 42
Health and Wellbeing: 43
Global Outlook: 42
Local: 45
Accountability: 30

Number of Respondents
Suggested core commitments to add from participants affiliated with UBC Okanagan:

- Environmental Sustainability: 0
- Diversity: 14
- Affordability: 0
- Teaching and Learning: 11
- Holistic Learner Experience: 0
- Innovation: 3
- Transparency: 7
- Truth and Reconciliation: 3
- Meaningful Engagement: 1
- Investing in staff: 5
- Health and Wellbeing: 0
- Global Outlook: 4
- Local: 0
- Accountability: 2

Number of Respondents
Suggested core commitments to add from participants affiliated with an off-campus site or no specified affiliation:
5.3 STRATEGIC PRIORITIES

1. Participants in the survey were asked: *How important are each of the following to you and to UBC over the next ten years?*

Strategic priority levels of importance from all respondents:
Strategic priority levels of importance from respondents affiliated with UBC Vancouver:
Strategic priority levels of importance from respondents affiliated with UBC Okanagan:
Strategic priority levels of importance from respondents affiliated with off-campus sites or no specified affiliation:
5.31 LOCAL, REGIONAL & GLOBAL

Comments from all participants:

Participants in the survey were asked:
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:
What could this priority mean to you and UBC today and over the next ten years?

- Global Connections: 75
- Equity and Access: 71
- Diversity: 31

What are 1-2 of the most exciting opportunities under this priority?

- Knowledge Exchange: 129
- Partnerships and Collaboration: 103
- Intercultural Dialogue and Understanding: 88
- Leadership and Reputation: 48

What are 1-2 of the biggest challenges to address under this priority?

- Local Support: 83
- Funding and Resources: 74
- Rising Costs of Living and Learning: 23

Comments from participants affiliated with UBC Okanagan:
Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

- Global Connections: 6
- Equity and Access: 7
- Diversity: 5

What are 1-2 of the most exciting opportunities under this priority?

- Knowledge Exchange: 15
- Partnerships and Collaboration: 21
- Intercultural Dialogue and Understanding: 12
- Leadership and Reputation: 3

What are 1-2 of the biggest challenges to address under this priority?

- Local Support: 6
- Funding and Resources: 6
- Rising Cost of Living and Learning: 2

Number of Respondents
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:

*What could this priority mean to you and UBC today and over the next ten years?*

- **Global Connections**: 6
- **Equity and Access**: 2
- **Diversity**: 2

*What are 1-2 of the most exciting opportunities under this priority?*

- **Knowledge Exchange**: 9
- **Partnerships and Collaboration**: 13
- **Intercultural Dialogue and Understanding**: 5
- **Leadership and Reputation**: 5

*What are 1-2 of the biggest challenges to address under this priority?*

- **Local Support**: 5
- **Funding and Resources**: 9
- **Rising Costs of Living and Learning**: 0

(Number of Respondents)
5.32 WORKING ACROSS DISCIPLINES

Comments from all participants:

Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

What are 1-2 of the most exciting opportunities under this priority?

What are 1-2 of the biggest challenges to address under this priority?
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

- Interdisciplinary Education: 206
- Collaboration: 139
- Preparing Learners for Life-long Success: 81
- Balancing Interdisciplinarity with Specialization: 28

What are 1-2 of the most exciting opportunities under this priority?

- Public Service: 147
- Diversity: 102
- Interdisciplinary Collaborations: 73
- Leadership and Reputation: 36

What are 1-2 of the biggest challenges to address under this priority?

- Disciplinary Silos: 176
- Financial and Human Resources: 90
- Culture and Mindsets: 66
- Governance and Administrative Support: 89

Number of Respondents
Comments from participants affiliated with UBC Okanagan:

Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

- Interdisciplinary Education: 38
- Collaboration: 13
- Preparing Learners for Life-long Success: 9
- Balancing Interdisciplinarity with Specialization: 5

What are 1-2 of the most exciting opportunities under this priority?

- Public Service: 17
- Diversity: 15
- Interdisciplinary Collaborations: 3
- Leadership and Reputation: 3

What are 1-2 of the biggest challenges to address under this priority?

- Disciplinary Blinds: 16
- Financial and Human Resources: 15
- Culture and Mindsets: 7
- Governance and Administrative Support: 5
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Interdisciplinary Education: 17
- Collaboration: 17
- Preparing Learners for Life-long Success: 11
- Balancing Interdisciplinarity with Specialization: 1

**What are 1-2 of the most exciting opportunities under this priority?**

- Public Service: 16
- Diversity: 11
- Interdisciplinary Collaborations: 10
- Leadership and Reputation: 7

**What are 1-2 of the biggest challenges to address under this priority?**

- Disciplinary Silos: 13
- Financial and Human Resources: 10
- Culture and Mindsets: 9
- Governance and Administrative Support: 4
5.33 CREATIVITY, INNOVATION & RISK-TAKING

Comments from all participants:

Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

- Flexible and Inter-disciplinary Pedagogies: 173
- Alternative Ways of Advancing and Exchanging Knowledge: 145
- Culture of Risk-Taking: 143
- Public Service: 127
- Collaboration and Partnerships: 76

What are 1-2 of the most exciting opportunities under this priority?

- Leadership and Reputation: 154
- Fostering Innovations: 121
- Research and Development: 97
- New Employment Opportunities: 30

What are 1-2 of the biggest challenges to address under this priority?

- Funding: 102
- Culture and Mindsets around Benefits and Risks: 119
- Unequal Support Across Disciplines: 49
- Political & Corporate Influences: 47
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Flexible and Interdisciplinary Pedagogies: 144
- Alternative Ways of Advancing and Exchanging Knowledge: 125
- Culture of Risk-Taking: 124
- Public Service: 110
- Collaboration and Partnerships: 62

**What are 1-2 of the most exciting opportunities under this priority?**

- Leadership and Reputation: 14
- Fostering Innovators: 106
- Research and Development: 87
- New Employment Opportunities: 26

**What are 1-2 of the biggest challenges to address under this priority?**

- Funding: 139
- Culture and Mindsets around Benefits and Risks: 95
- Unequal Support Across Disciplines: 39
- Political & Corporate Influences: 39
Comments from participants affiliated with UBC Okanagan:

Participants in the survey were asked:

*What could this priority mean to you and UBC today and over the next ten years?*

- Flexible and Inter-disciplinary Pedagogies: 24
- Alternative Ways of Advancing and Exchanging Knowledge: 7
- Culture of Risk-Taking: 7
- Public Service: 6
- Collaboration and Partnerships: 5

*What are 1-2 of the most exciting opportunities under this priority?*

- Leadership and Reputation: 5
- Fostering Innovators: 9
- Research and Development: 3
- New Employment Opportunities: 2

*What are 1-2 of the biggest challenges to address under this priority?*

- Funding: 8
- Culture and Norms around Benefits and Perks: 10
- Unequal Support Across Disciplines: 7
- Political & Corporate Influences: 3
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:
What could this priority mean to you and UBC today and over the next ten years?

Flexible and Interdisciplinary Pedagogies 5
Alternative Ways of Advancing and Exchange Knowledge 14
Culture of Risk-Taking 7
Public Service 6
Collaboration and Partnerships 5

What are 1-2 of the most exciting opportunities under this priority?

Leadership and Reputation 5
Fostering Innovators 9
Research and Development 3
New Employment Opportunities 2

What are 1-2 of the biggest challenges to address under this priority?

Funding 8
Culture and Mindsets Around Benefits and Risks 10
Unequal Support Across Disciplines 7
Political & Corporate Influences 3

5.34 ENGAGEMENT & RECIPROCITY
Comments from all participants:

Participants in the survey were asked:

*What could this priority mean to you and UBC today and over the next ten years?*

- Knowledge Exchange: 110
- Equity and Access: 74
- Public Service: 41

*What are 1-2 of the most exciting opportunities under this priority?*

- Community Connections: 121
- Mutually Beneficial Partnerships: 76
- New Internal Policies: 27

*What are 1-2 of the biggest challenges to address under this priority?*

- Support and Resources: 98
- Communication Channels: 79
- clarity Meaning of Engagement: 26
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Knowledge Exchange: 91
- Equity and Access: 66
- Public Service: 31

**What are 1-2 of the most exciting opportunities under this priority?**

- Community Connections: 97
- Mutually Beneficial Partnerships: 57
- New Internal Policies: 24

**What are 1-2 of the biggest challenges to address under this priority?**

- Support and Resources: 82
- Communication Challenges: 88
- Clarify Meaning of Engagement: 31

Number of Respondents
Comments from participants affiliated with UBC Okanagan:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Knowledge Exchange: 10
- Equity and Access: 2
- Public Service: 4

**What are 1-2 of the most exciting opportunities under this priority?**

- Community Connections: 13
- Mutually Beneficial Partnerships: 13
- New Internal Policies: 1

**What are 1-2 of the biggest challenges to address under this priority?**

- Support and Resources: 9
- Communication Channels: 4
- Clarify Meaning of Engagement: 2
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:

*What could this priority mean to you and UBC today and over the next ten years?*
- Knowledge Exchange: 9
- Equity and Access: 6
- Public Service: 6

*What are 1-2 of the most exciting opportunities under this priority?*
- Community Connections: 11
- Mutually Beneficial Partnerships: 6
- New Internal Policies: 2

*What are 1-2 of the biggest challenges to address under this priority?*
- Support and Resources: 8
- Communication Channels: 7
- Clarify Meaning of Engagement: 3
5.35 OUR COMMUNITY & WELLBEING

Comments from all participants:

Participants in the survey were asked:

- **What could this priority mean to you and UBC today and over the next ten years?**
  - Comprehensive Support Services: 186
  - Changing Cultural Norms: 159
  - Community Belonging: 150
  - Health Equity: 120
  - Supporting Health through the Built Environment: 56

- **What are 1-2 of the most exciting opportunities under this priority?**
  - Holistic Approach to Health and Wellbeing: 180
  - Improving Community Health and Wellbeing: 82
  - Public Health: 76
  - Personal Self-Care: 54

- **What are 1-2 of the biggest challenges to address under this priority?**
  - Mental Health Stigma: 102
  - Rising Costs of Living and Learning: 67
  - Healthy Workplaces: 54
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Comprehensive Support Services: 166
- Changing Cultural Norms: 126
- Community Belonging: 126
- Health Equity: 93
- Supporting Health through the Built Environment: 55

**What are 1-2 of the most exciting opportunities under this priority?**

- Holistic Approach to Health and Wellbeing: 155
- Improving Community Health and Wellbeing: 70
- Public Health: 57
- Personal Self-Care: 48

**What are 1-2 of the biggest challenges to address under this priority?**

- Mental Health Stigma: 61
- Rising Costs of Living and Learning: 58
- Healthy Workplaces: 55
Comments from participants affiliated with UBC Okanagan:

Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

- Comprehensive Support Services: 20
- Changing Cultural Norms: 25
- Community Belonging: 11
- Health Equity: 10
- Supporting Health through the Built Environment: 10

What are 1-2 of the most exciting opportunities under this priority?

- Holistic Approach to Health and Wellbeing: 19
- Improving Community Health and Wellbeing: 5
- Public Health: 7
- Personal Self-Care: 5

What are 1-2 of the biggest challenges to address under this priority?

- Mental Health Stigma: 17
- Rising Costs of Living and Learning: 6
- Healthy Workplaces: 7
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:

*What could this priority mean to you and UBC today and over the next ten years?*

- Comprehensive Support Services: 10
- Changing Cultural Norms: 8
- Community Belonging: 13
- Health Equity: 17
- Supporting Health through the Built Environment: 1

*What are 1-2 of the most exciting opportunities under this priority?*

- Holistic Approach to Health and Wellbeing: 8
- Improving Community Health and Wellbeing: 7
- Public Health: 14
- Personal Self-Care: 0

*What are 1-2 of the biggest challenges to address under this priority?*

- Mental Health Stigma: 4
- Rising Costs of Living and Learning: 3
- Healthy Workplaces: 2
5.36 SUSTAINABILITY

Comments from all participants:

Participants in the survey were asked:
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:
Comments from participants affiliated with UBC Okanagan:
Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

<table>
<thead>
<tr>
<th>Commitment to the Future</th>
<th>9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interdisciplinarity</td>
<td>10</td>
</tr>
<tr>
<td>Research and Development</td>
<td>5</td>
</tr>
</tbody>
</table>

**What are 1-2 of the most exciting opportunities under this priority?**

<table>
<thead>
<tr>
<th>Public Service</th>
<th>22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainability Policies</td>
<td>12</td>
</tr>
<tr>
<td>Leadership and Reputation</td>
<td>7</td>
</tr>
<tr>
<td>Responsible Fiscal Strategies</td>
<td>13</td>
</tr>
</tbody>
</table>

**What are 1-2 of the biggest challenges to address under this priority?**

<table>
<thead>
<tr>
<th>Changing Built Environment</th>
<th>16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carbon Footprint</td>
<td>19</td>
</tr>
<tr>
<td>Funding</td>
<td>9</td>
</tr>
<tr>
<td>Zero Waste</td>
<td>5</td>
</tr>
<tr>
<td>Defining and Measuring Sustainability</td>
<td>6</td>
</tr>
</tbody>
</table>

Comments from participants affiliated with an off-campus site or no specified affiliation:
Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**
- Commitment to the Future: 7
- Interdisciplinarity: 4
- Research and Development: 2

**What are 1-2 of the most exciting opportunities under this priority?**
- Public Service: 15
- Sustainability Policies: 10
- Leadership and Reputation: 4
- Responsible Fiscal Strategies: 9

**What are 1-2 of the biggest challenges to address under this priority?**
- Changing Built Environment: 2
- Carbon Footprint: 4
- Funding: 2
- Zero Waste: 1
- Driving and Measuring Sustainability: 3

(Number of Respondents)
5.37 INDIGENEITY

Comments from all participants:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Indigenous Knowledge Exchange: 117
- Meaningful Engagement: 104
- Equal Access and Representation: 101
- Intercultural Understanding: 98
- Diversity: 22

**What are 1-2 of the most exciting opportunities under this priority?**

- Leadership in Indigenous Engagement: 64
- Truth and Reconciliation: 49
- Honouring Indigenous Cultures and Practices: 38

**What are 1-2 of the biggest challenges to address under this priority?**

- Colonization: 72
- Funding and Resources: 81
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:

*What could this priority mean to you and UBC today and over the next ten years?*

- Indigenous Knowledge Exchange: 86
- Meaningful Engagement: 84
- Equal Access and Representation: 84
- Intercultural Understanding: 70
- Diversity: 19

*What are 1-2 of the most exciting opportunities under this priority?*

- Leadership in Indigenous Engagement: 48
- Truth and Reconciliation: 41
- Honoring Indigenous Cultures and Practices: 32

*What are 1-2 of the biggest challenges to address under this priority?*

- Colonization: 01
- Funding and Resources: 48
Comments from participants affiliated with UBC Okanagan:

Participants in the survey were asked:

- What could this priority mean to you and UBC today and over the next ten years?
  - Indigenous Knowledge Exchange: 23
  - Meaningful Engagement: 7
  - Equal Access and Representation: 11
  - Intercultural Understanding: 13
  - Diversity: 2

- What are 1-2 of the most exciting opportunities under this priority?
  - Leadership in Indigenous Engagement: 9
  - Truth and Reconciliation: 4
  - Honouring Indigenous Culture and Practices: 5

- What are 1-2 of the biggest challenges to address under this priority?
  - Colonialization: 10
  - Funding and Resources: 11
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:

- What could this priority mean to you and UBC today and over the next ten years?
- What are 1-2 of the most exciting opportunities under this priority?
- What are 1-2 of the biggest challenges to address under this priority?
5.38 DIVERSITY

Comments from all participants:

Participants in the survey were asked:

What could this priority mean to you and UBC today and over the next ten years?

- Intercultural Understanding: 109
- Honoring and Celebrating Diversity: 108
- Fostering Dialogue & Relationship Building: 107
- Leadership and Reputation: 75

What are 1-2 of the most exciting opportunities under this priority?

- Building Social Capital: 145
- Knowledge Exchange: 107
- Accessible Programs, Services & Facilities: 91
- Diversity Policies: 62
- Intercultural Capacity Building: 24

What are 1-2 of the biggest challenges to address under this priority?

- Equal Representation: 128
- Safe and Welcoming Spaces: 101
- Socio-Economic Diversity: 71
- Discrimination: 24
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked:
### What could this priority mean to you and UBC today and over the next ten years?

<table>
<thead>
<tr>
<th>Priority</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intercultural Understanding</td>
<td>84</td>
</tr>
<tr>
<td>Honoring and Celebrating Diversity</td>
<td>89</td>
</tr>
<tr>
<td>Fostering Dialogue &amp; Relationship Building</td>
<td>92</td>
</tr>
<tr>
<td>Leadership and Reputation</td>
<td>65</td>
</tr>
</tbody>
</table>

### What are 1-2 of the most exciting opportunities under this priority?

<table>
<thead>
<tr>
<th>Opportunity</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Social Capital</td>
<td>115</td>
</tr>
<tr>
<td>Knowledge Exchange</td>
<td>92</td>
</tr>
<tr>
<td>Accessible Programs, Services &amp; Facilities</td>
<td>79</td>
</tr>
<tr>
<td>Diversity Policies</td>
<td>55</td>
</tr>
<tr>
<td>Intercultural Capacity Building</td>
<td>17</td>
</tr>
</tbody>
</table>

### What are 1-2 of the biggest challenges to address under this priority?

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equal Representation</td>
<td>118</td>
</tr>
<tr>
<td>Safe and Welcoming Spaces</td>
<td>90</td>
</tr>
<tr>
<td>Socio-Economic Diversity</td>
<td>62</td>
</tr>
<tr>
<td>Discrimination</td>
<td>19</td>
</tr>
</tbody>
</table>

Comments from participants affiliated with UBC Okanagan:
Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Intercultural Understanding: 16
- Honoring and Celebrating Diversity: 16
- Fostering Dialogue & Relationship Building: 12
- Leadership and Reputation: 5

**What are 1-2 of the most exciting opportunities under this priority?**

- Building Social Capital: 22
- Knowledge Exchange: 12
- Accessible Programs, Services & Facilities: 7
- Diversity Policies: 4
- Intercultural Capacity Building: 5

**What are 1-2 of the biggest challenges to address under this priority?**

- Equal Representation: 5
- Safe and Welcoming Spaces: 9
- Socio-Economic Diversity: 8
- Discrimination: 4
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked:

**What could this priority mean to you and UBC today and over the next ten years?**

- Intercultural Understanding: 9
- Honoring and Celebrating Diversity: 3
- Fostering Dialogue and Relationship Building: 3
- Leadership and Reputation: 16

**What are 1-2 of the most exciting opportunities under this priority?**

- Building Social Capital: 6
- Knowledge Exchange: 3
- Accessible Programs, Services & Facilities: 5
- Diversity Policies: 4
- Intercultural Training: 2

**What are 1-2 of the biggest challenges to address under this priority?**

- Equal Representation: 5
- Safe and Welcoming Spaces: 2
- Socio-Economic Diversity: 3
- Discrimination: 1

Number of Respondents
5.4 Adapting to Change

Comments from all participants:

Participants in the survey were asked: What trends will demand significant change at UBC over the next ten years and how do you think we should respond?
Comments from participants affiliated with UBC Vancouver:

Participants in the survey were asked: What trends will demand significant change at UBC over the next ten years and how do you think we should respond?
Comments from participants affiliated with UBC Okanagan:

Participants in the survey were asked: *What trends will demand significant change at UBC over the next ten years and how do you think we should respond?*
Comments from participants affiliated with an off-campus site or no specified affiliation:

Participants in the survey were asked: *What trends will demand significant change at UBC over the next ten years and how do you think we should respond?*