

6 February 2024

Professor Benoit-Antoine Bacon  
President & Vice Chancellor  
The University of British Columbia  
Walter C. Koerner Library  
7<sup>th</sup> Floor, 1958 Main Mall

*DELIVERED VIA EMAIL*

Dear Professor Bacon:

**Re: Establishment of a Disability Task Force**

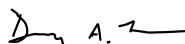
We are writing on behalf of the Executive Committee of the Faculty Association to strongly support calls from the Disabled faculty at UBC for the creation of a Disability Task Force. Working to dismantle barriers to disability inclusion and accessibility is vital to a thriving campus community. The call for a Disability Task Force is grounded in the following context at UBC.

The 2021 UBC Employment Equity Report finds that only 8.2% of all employees at UBC Vancouver and 12.2% at UBC Okanagan identify as living with one or more disabilities – significantly lower than the 29% of all British Columbians who identify as having one or more disabilities. Women and Indigenous people are more likely to have a disability, and the likelihood of developing a disability increases with age, meaning that disability has the potential to impact everyone.

Disability as an identity-based group has not been included in equity-related strategic initiatives at UBC, including but not limited to the Inclusion Action Plan (IAP) and the Strategic Equity and Anti-Racism framework (StEAR). Simultaneously, the need for a Disability Task Force is highlighted by both the Anti-Racism and Inclusive Excellence Task Force, and the Two-Spirit and Gender Diversity Task Force.

Therefore, the UBCFA Disability Working Group, which is a part of our Equity Committee, as well as our Executive Committee, unanimously supports the call for the creation of a Disability Task Force at UBC. We ask the Office of the President to create and resource a Disability Task Force led by members of the Disabled community who have identified and advocated for this urgent need. Thank you kindly for your attention to this matter.

Yours sincerely,



Dory Nason  
President



Shirley Chau  
Chair, Equity Committee