

Canada Research Chairs Program: Equity Target Setting Exercise (2021-2029)

Table 1: Active chairs at equity target confirmation year

Target Setting Confirmation Year	Total number of active chairs
June 1, 2021	1

Table 2: Tier distribution of active chairs as of June 1, 2021

Tier	Total number of active chairs by Tier	Percentage of total chairs %
Tier 1	0	0
Tier 2	1	100
TOTAL	1	100

Table 3: Current representation of individuals from the four designated groups within active chairs as of June 1, 2021

	Indigenous Peoples		Persons with Disabilities		Racialized minorities		Women	
	Active Chairs	Percentage	Active Chairs	Percentage	Active Chairs	Percentage	Active Chairs	Percentage
Representation as of June 1, 2021	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A
Total number of Tier 1	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A
Total number of Tier 2	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A

* Representation numbers less than five are withheld to protect the privacy of the chairholders

Table 4: Equity target percentages and equity targets in number of chairs for the December 2022 deadline

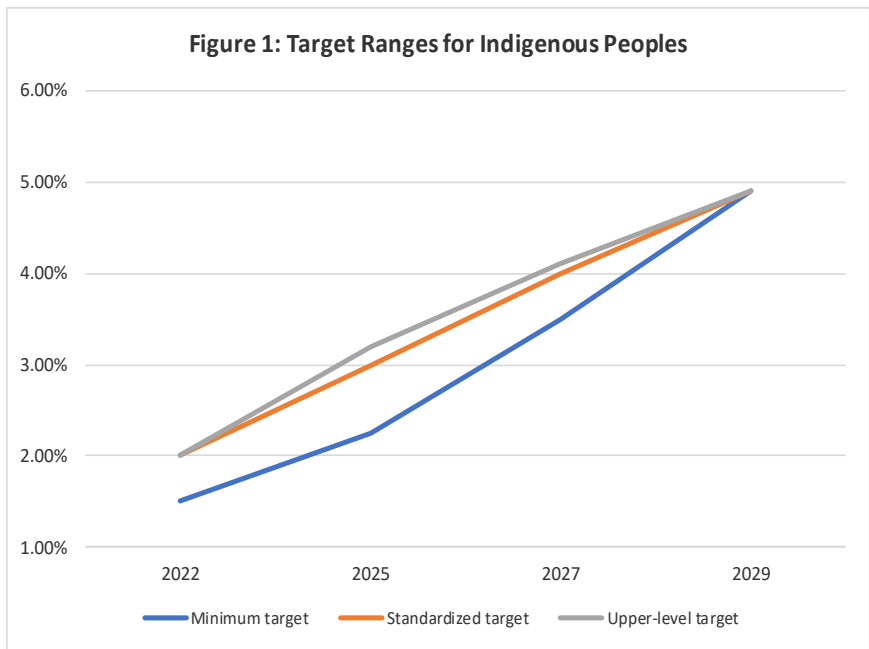
Equity Target Deadlines	Indigenous Peoples		Persons with Disabilities		Racialized minorities		Women	
	STANDARDIZED target %s*	Equity target in total number of chairs	STANDARDIZED target %s	Equity target in total number of chairs	STANDARDIZED target %s	Equity target in total number of chairs	STANDARDIZED target %s	Equity target in total number of chairs
December 2022 Equity Targets	2.00	N/A	4.87	N/A	16.80	N/A	36.00	N/A
December 2025 Projected Targets	3.00	N/A	5.74	N/A	18.50	N/A	41.00	N/A
December 2027 Projected Targets	4.00	N/A	6.61	N/A	20.20	N/A	46.00	N/A
**December 2029 Projected Targets	4.9	N/A	7.5	N/A	22.0	N/A	50.9	N/A

* The target percentages indicated in this table cannot be changed during the 2021-2029 period after the plan is submitted to the program.

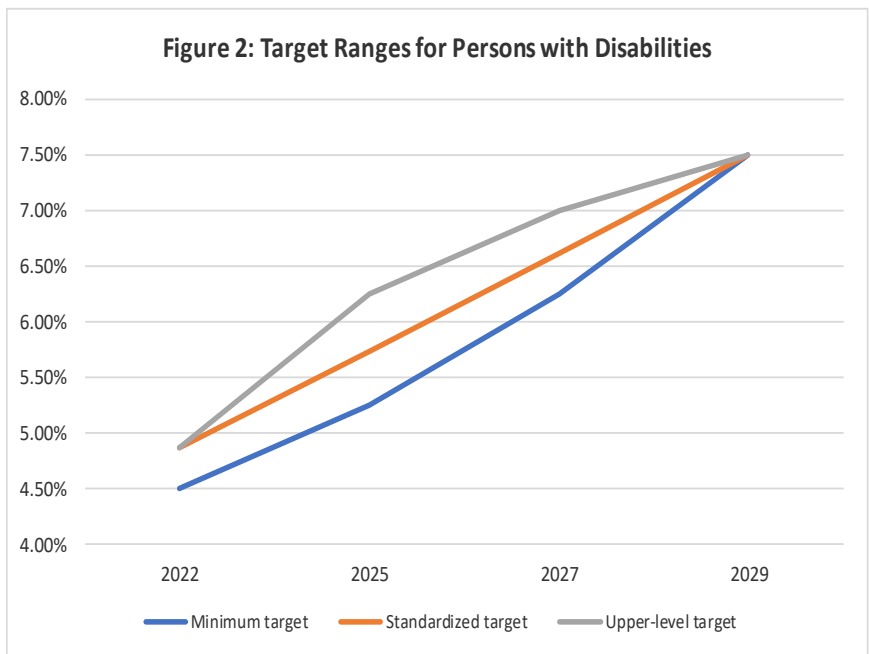
** If this row indicates an N/A then your institution does not currently have a target for that designated group.

Target-Setting Methodology for the Four Designated Groups

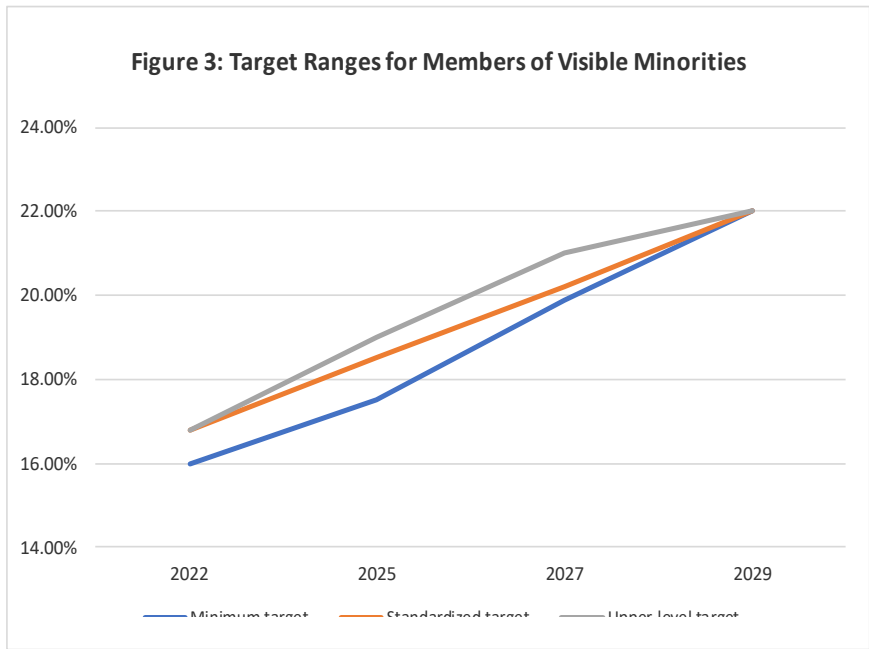
The following outlines the range of targets, from minimum to upper-level, for each designated group.
Note that institutions are encouraged to set targets that surpass the upper-level, but cannot set targets below the minimum expected target



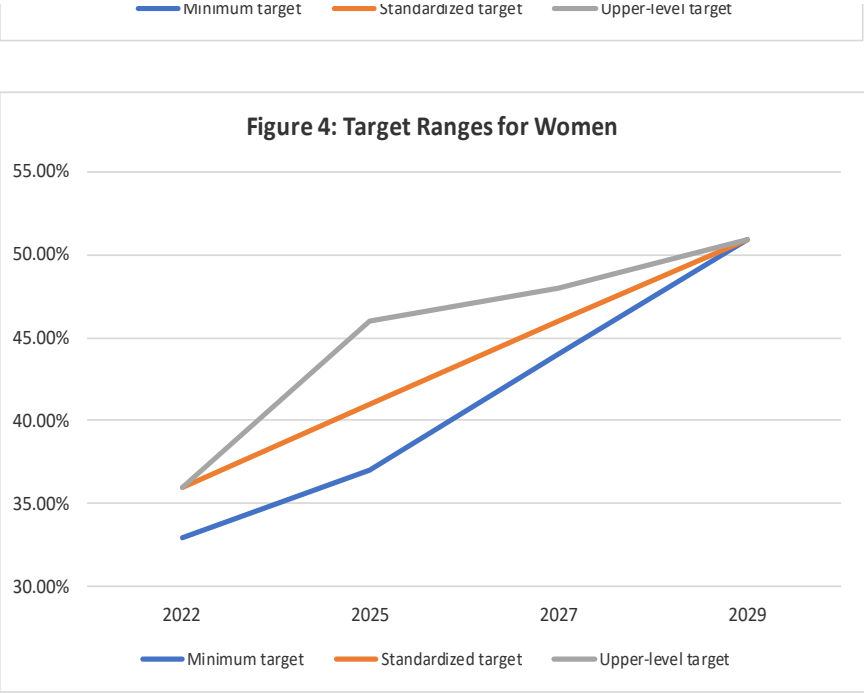
Indigenous Peoples	2022	2025	2027	2029
Minimum target	1.50%	2.25%	3.50%	4.90%
Standardized target	2.00%	3.00%	4.00%	4.90%
Upper-level target	2.00%	3.20%	4.10%	4.90%



Persons with Disabilities	2022	2025	2027	2029
Minimum target	4.50%	5.25%	6.25%	7.50%
Standardized target	4.87%	5.74%	6.61%	7.50%
Upper-level target	4.87%	6.25%	7.00%	7.50%



Visible Minorities	2022	2025	2027	2029
Minimum target	16.00%	17.50%	19.90%	22.00%
Standardized target	16.80%	18.50%	20.20%	22.00%
Upper-level target	16.80%	19.00%	21.00%	22.00%



Women	2022	2025	2027	2029
Minimum target	33.00%	37.00%	44.00%	50.90%
Standardized target	36.00%	41.00%	46.00%	50.90%
Upper-level target	36.00%	46.00%	48.00%	50.90%