

CANADA RESEARCH CHAIRS PROGRAM: EQUITY TARGET SETTING EXERCISE (2021-2029)
CONFIDENTIAL WHEN COMPLETED

This document outlines the target percentages set by the institution in alignment with the methodology specified by the Canada Research Chairs Program (CRCP) for the 2021-2029 period and the equity targets in number of chairs for the December 2022 deadline.

Victoria

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This tool must be filled out using the methodology outlined in the guidelines document provided.

Table 1: Active chairs at equity target confirmation year

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

Target Setting Confirmation Year	Enter the total number of active chairs*
June 1, 2021	30

Tier	Enter the total number of active chairs by Tier	Percentage of total chairs
Tier 1	7	23%
Tier 2	23	77%
TOTAL*		100%

*See methodology provided for how to calculate this number

*The total in Table 2 must equal the total in Table 1

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

	Indigenous		Persons with		Racialized		Women	
	Active Chairs	Percentage	Active Chairs	Percentage	Active Chairs	Percentage	Active Chairs	Percentage
Representation as of June 1, 2021	# withheld		# withheld		5	16.7%	12	40.0%
Total number of Tier 1	# withheld		# withheld		# withheld		# withheld	
Total number of Tier 2	# withheld		# withheld		# withheld		# withheld	

Enter the data provided by the program. Table 3 is for planning and public accountability reporting purposes only (it does not populate any of the other tables in the tool). Note: If there is no representation in a designated group, an error message may appear. Numbers less than five or any numbers leading to the calculation of numbers less than five must be withheld (please indicate '# withheld').

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	
	ENTER target %s from ranges provided in Tab 2 here to set targets*	Equity Target in total number of chairs	ENTER target %s from ranges provided in Tab 2 here to set targets*	Equity Target in total number of chairs	ENTER target %s from ranges provided in Tab 2 here to set targets*	Equity Target in total number of chairs	ENTER target %s from ranges provided in Tab 2 here to set targets*	Equity Target in total number of chairs
DECEMBER 2022 Equity Targets	3.50%	1	4.50%	1	16.00%	5	36.00%	11
DECEMBER 2025 Projected Targets	4.00%	1	5.25%	2	17.50%	5	40.00%	12
DECEMBER 2027 Projected Targets	4.50%	1	6.25%	2	20.20%	6	45.00%	14
**DECEMBER 2029 Projected Targets	4.9%	1	7.5%	2	22.0%	7	50.9%	15

*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 - see the methodology for details. **NOTE: If an error appears when entering the percentages, select CANCEL (not RETRY) in the POP-UP window and then return and input the percentage again.**