

**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

INSTITUTION EMAIL: [sridirector@uvic.ca](mailto:sridirector@uvic.ca)

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

**Table 1: Active chairs at equity target confirmation year**

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

\*See methodology provided for how to calculate this number

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

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

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

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

--

**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.**