

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

\*See methodology provided for how to calculate this number

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

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 | *                  | #VALUE!    | *                         | #VALUE!    | *                     | #VALUE!    | Ž             | ·s > h J   |
| Total number of Tier 1            | *                  | #VALUE!    | *                         | #VALUE!    | *                     | #VALUE!    | *             | #VALUE!    |
| Total number of Tier 2            | *                  | #VALUE!    | *                         | #VALUE!    | *                     | #VALUE!    | Ž             | ·s > h J   |

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 for a designated group, an error message may appear.

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 % from ranges provided in Tab 2 here to set targets* | Equity Target in total number of chairs | ENTER target % from ranges provided in Tab 2 here to set targets* | Equity Target in total number of chairs | ENTER target % from ranges provided in Tab 2 here to set targets* | Equity Target in total number of chairs | ENTER target % from ranges provided in Tab 2 here to set targets* | Equity Target in total number of chairs |
| DECEMBER 2022 Equity Targets    | 1.50%   | N/A                                     | 4.50%   | N/A                                     | 16.00%  | 2                                       | 33.00%  | 4                                       |
| DECEMBER 2025 Projected Targets | 2.25%   | N/A                                     | 5.25%   | N/A                                     | 17.50%  | 2                                       | 37.00%  | 4                                       |
| DECEMBER 2027 Projected Targets |   |   |   |   |   |   |   |   |
| DECEMBER 2029 Projected Targets |   |   |   |   |   |   |   |   |

\*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 have a target for that designated group - see the methodology for details. NO ERROR: error appears when entering the percentages, select CANCEL (RETRY) in the POP-UP window and then return and input the percentage again.

Tables 5, 6 and 7 are mandatory for Institutions with 40 or more chairs allocated only

| DEADLINE YEAR                   | Indigenous Peoples |         | Persons with disabilities |         | Racialized minorities |         | Women   |         |
|---------------------------------|--------------------|---------|---------------------------|---------|-----------------------|---------|---------|---------|
| DECEMBER 2022 Equity Targets    | #VALUE!            | #VALUE! | #VALUE!                   | #VALUE! | #VALUE!               | #VALUE! | #VALUE! | #VALUE! |
| DECEMBER 2025 Projected Targets | #VALUE!            | #VALUE! | #VALUE!                   | #VALUE! | #VALUE!               | #VALUE! | #VALUE! | #VALUE! |
| DECEMBER 2027 Projected Targets | #VALUE!            | #VALUE! | #VALUE!                   | #VALUE! | #VALUE!               | #VALUE! | #VALUE! | #VALUE! |
| DECEMBER 2029 Projected Targets | 0.1                | 0.5     | 0.2                       | 0.7     | 0.5                   | 2.0     | 1.1     | 4.6     |

Table 7: Equity Targets by Tier 1 and Tier 2 in total number of chairs for the December 2022 deadline and projected targets for future deadlines

|  | Tier 1 # | Tier 2 # | Tier 1 # | Tier 2 # | Tier 1 # | Tier 2 # | Tier 1 # | Tier 2 # |
|--|----------|----------|----------|----------|----------|----------|----------|----------|
|--|----------|----------|----------|----------|----------|----------|----------|----------|

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

|                                 |  |  |  |  |  |  |  |  |
|---------------------------------|--|--|--|--|--|--|--|--|
| DECEMBER 2022 Equity Targets    |  |  |  |  |  |  |  |  |
| DECEMBER 2025 Projected Targets |  |  |  |  |  |  |  |  |
| DECEMBER 2027 Projected Targets |  |  |  |  |  |  |  |  |
| DECEMBER 2029 Projected Targets |  |  |  |  |  |  |  |  |

Using the numbers provided in Table 6, round the target numbers to the nearest whole number (no decimals) for Tier 1s. The tool will automatically calculate the corresponding Tier 2 targets. The to that the The Tier 1 and Tier 2 targets equal the total equity targets in Table 4. Enter '0' if there is no target set for Tier 1s (i.e. cells must not be left blank). If a negative number appears in the table (e.g., -2), revise the number entered in the Tier 1 column (a negative number means that the number entered in the Tier 1 cell is too high). In some cases the two numbers shown for Tier 1 and Tier 2 are a higher number than the total targets per group in Table 4, due to rounding constraints (this is resolved by rounding the numbers in Table 7).

TARGET-SETTING METHODOLOGY FOR THE FOUR DESIGNATED GROUPS  
Target Ranges

|                     | 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% |

|                     | 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% |

|                | 2022   | 2025   | 2027   | 2029   |
|----------------|--------|--------|--------|--------|
| Minimum target | 16.00% | 17.50% | 19.90% | 22.00% |