

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.

INSTITUTION NAME: University of Western Ontario
INSTITUTION EMAIL:

Table 1: Active chairs at equity target confirmation year

Target Setting Confirmation Year	Enter the total number of active chairs*
June 1, 2021	60

*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	29	48%
Tier 2	31	52%
TOTAL*	60	100%

*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 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	**	**%	**	**%	20	33.3%	27	45.0%
Total number of Tier 1	**	**%	**	**%	11	55.0%	11	40.7%
Total number of Tier 2	**	**%	**	**%	9	45.0%	16	59.3%

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.

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	2.00%	1	4.87%	3	16.80%	10	36.00%	22
DECEMBER 2025 Projected Targets	3.00%	2	5.74%	3	18.50%	11	41.00%	25
DECEMBER 2027 Projected Targets	4.00%	2	6.61%	4	20.20%	12	46.00%	28
**DECEMBER 2029 Projected Targets	4.9%	3	7.5%	5	22.0%	13	50.9%	31

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

Table 5: Equity targets by Tier 1 and Tier 2 in percentages

DEADLINE YEAR	Indigenous Peoples		Persons with Disabilities		Racialized Minorities		Women	
	Tier 1 %	Tier 2 %	Tier 1 %	Tier 2 %	Tier 1 %	Tier 2 %	Tier 1 %	Tier 2 %
DECEMBER 2022 Equity Targets by Tier	2.0%	2.0%	4.9%	4.9%	16.8%	16.8%	36.0%	36.0%
DECEMBER 2025 Projected Targets by Tier	3.0%	3.0%	5.7%	5.7%	18.5%	18.5%	41.0%	41.0%
DECEMBER 2027 Projected Targets by Tier	4.0%	4.0%	6.6%	6.6%	20.2%	20.2%	46.0%	46.0%
DECEMBER 2029 Projected Targets by Tier	4.9%	4.9%	7.5%	7.5%	22.0%	22.0%	50.9%	50.9%

Table 6: Equity targets by Tier 1 and Tier 2 in number of chairs

DEADLINE YEAR	Indigenous Peoples		Persons with disabilities		Racialized minorities		Women	
	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #
DECEMBER 2022 Equity Targets	0.6	0.7	1.5	1.6	4.9	5.3	10.5	11.2
DECEMBER 2025 Projected Targets	0.9	1.0	1.7	1.8	5.4	5.8	11.9	12.8
DECEMBER 2027 Projected Targets	1.2	1.3	2.0	2.1	5.9	6.3	13.4	14.3
DECEMBER 2029 Projected Targets	1.5	1.6	2.2	2.4	6.4	6.9	14.8	15.8

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

DEADLINE YEAR	Indigenous Peoples		Persons with disabilities		Racialized minorities		Women	
	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #
DECEMBER 2022 Equity Targets	1	0	2	1	5	5	11	11
DECEMBER 2025 Projected Targets	1	1	2	1	5	6	12	13
DECEMBER 2027 Projected Targets	1	1	2	2	6	6	13	15
DECEMBER 2029 Projected Targets	2	1	2	3	6	7	15	16

Note:
In alignment with the federal Privacy Act, representation numbers (and associated percentages) of individuals from the four designated groups in Table 3 that are less than five are withheld to protect the privacy of chairholders.