

**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 Toronto

**INSTITUTION EMAIL:** CRC@utoronto.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	279

\*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	126	45%
Tier 2	153	55%
<b>TOTAL*</b>	<b>279</b>	<b>100%</b>

\*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	9	3.2%	17	6.1%	73	26.2%	130	46.6%
Total number of Tier 1	X	X	11	64.7%	34	46.6%	49	37.7%
Total number of Tier 2	X	X	6	35.3%	39	53.4%	81	62.3%

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	1.50%	4	4.50%	13	16.00%	45	33.00%	92
DECEMBER 2025 Projected Targets	2.25%	6	5.25%	15	17.50%	49	37.00%	103
DECEMBER 2027 Projected Targets	3.50%	10	6.25%	17	19.90%	56	44.00%	123
**DECEMBER 2029 Projected Targets	4.9%	14	7.5%	21	22.0%	61	50.9%	142

\*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.**

**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	1.5%	1.5%	4.5%	4.5%	16.0%	16.0%	33.0%	33.0%
DECEMBER 2025 Projected Targets by Tier	2.3%	2.3%	5.3%	5.3%	17.5%	17.5%	37.0%	37.0%
DECEMBER 2027 Projected Targets by Tier	3.5%	3.5%	6.3%	6.3%	19.9%	19.9%	44.0%	44.0%
DECEMBER 2029 Projected Targets by Tier	4.9%	4.9%	7.5%	7.5%	22.0%	22.0%	50.9%	50.9%

Table 5 is automatically populated by the target percentages set by your institution in Table 4.

**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	1.9	2.3	5.7	6.9	20.2	24.5	41.6	50.5

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<b>DECEMBER 2025 Projected Targets</b>	2.9	3.5	6.7	8.1	22.1	26.8	46.7	56.7
<b>DECEMBER 2027 Projected Targets</b>	4.5	5.4	7.9	9.6	25.1	30.5	55.5	67.4
<b>DECEMBER 2029 Projected Targets</b>	6.2	7.5	9.5	11.5	27.8	33.7	64.2	77.9

Table 6 is automatically populated and reflects the number of chairs by Tier using the percentages in Table 5 in decimals. See Table 7 below for the next step.

**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 #
<b>DECEMBER 2022 Equity Targets</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>7</b>	<b>20</b>	<b>25</b>	<b>42</b>	<b>50</b>
<b>DECEMBER 2025 Projected Targets</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>22</b>	<b>27</b>	<b>47</b>	<b>56</b>
<b>DECEMBER 2027 Projected Targets</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>9</b>	<b>25</b>	<b>31</b>	<b>55</b>	<b>68</b>
<b>DECEMBER 2029 Projected Targets</b>	<b>6</b>	<b>8</b>	<b>9</b>	<b>12</b>	<b>28</b>	<b>33</b>	<b>64</b>	<b>78</b>

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 tool will ensure that 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 in [Table 6](#) may add up to 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).