

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

INSTITUTION NAME: Memorial University _____

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Table 1: Active chairs at equity target confirmation year

Target Setting Confirmation Year	Enter the total number of active chairs*
June 1, 2021	20

*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	6	30%
Tier 2	14	70%
TOTAL*	20	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	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A	9	45.0%
Total number of Tier 1	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A
Total number of Tier 2	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A	Withheld*	N/A

Representation numbers less than five withheld to protect the privacy of the Chairholders.

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%	N/A	4.87%	N/A	16.80%	N/A	36.00%	7
DECEMBER 2025 Projected Targets	3.00%	N/A	5.74%	N/A	18.50%	N/A	41.00%	8
DECEMBER 2027 Projected Targets	4.00%	N/A	6.61%	N/A	20.20%	N/A	46.00%	9
**DECEMBER 2029 Projected Targets	4.9%	N/A	7.5%	N/A	22.0%	N/A	50.9%	10

*The target percentages indicated in this table cannot be changed during the 2021-2029 period after the plan is submitted to the program.

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								
DECEMBER 2025 Projected Targets by Tier								
DECEMBER 2027 Projected Targets by Tier								
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	#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	0.3	0.7	0.5	1.1	1.4	3.1	3.1	7.2

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								
DECEMBER 2025 Projected Targets								
DECEMBER 2027 Projected Targets								
DECEMBER 2029 Projected Targets								