

Canada Research Chairs Program: Equity Target Setting Exercise (2021-2029)

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.

PUBLIC ACCOUNTABILITY AND TRANSPARENCY REQUIREMENTS:

A copy of your institution's plan must be posted on its public accountability and transparency page before July 2, 2021. In accordance with the Privacy Act, all numbers less than 5 and associated percentages in Table 3 must be withheld prior to publication (i.e. they should be blanked out).

INSTITUTION NAME: Toronto Metropolitan University

Table 1: Active chairs at equity target confirmation year

Target Setting Confirmation Year: December 31, 2022

Enter the total number of active chairs*: 20

Table 2: Tier distribution of active chairs as of December 31, 2022

Tier 1: total number of active chairs by Tier: 2

Tier 1: Percentage of total chairs: 10%

Tier 2: total number of active chairs by Tier: 18

Tier 2: Percentage of total chairs: 90%

TOTAL* number of active chairs: 20

TOTAL percentage: 100%

*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

Please note that the updated breakdown (December 31, 2022) for Table 3 is not yet available from the CRC Program.

Indigenous Peoples

Representation as of June 1, 2021: numbers withheld

Total number of Tier 1

Total number of Tier 2

Persons with disabilities

Representation as of June 1, 2021: numbers withheld

Total number of Tier 1

Total number of Tier 2

Racialized individuals

Representation as of June 1, 2021

Total number of Tier 1: numbers withheld

Total number of Tier 2: 6

Women

Representation as of June 1, 2021

Total number of Tier 1: numbers withheld

Total number of Tier 2: 6

Table 4: Equity target percentages and equity targets in number of chairs for the December 2022 deadline

Indigenous Peoples

Equity target percentage

DECEMBER 2022 Equity Targets: 1.50%

DECEMBER 2025 Projected Targets: 2.25%

DECEMBER 2027 Projected Targets: 3.50%

**DECEMBER 2029 Projected Targets: 4.9%

Equity target in total number of Chairs

DECEMBER 2022 Equity Targets: N/A

DECEMBER 2025 Projected Targets: N/A

DECEMBER 2027 Projected Targets: N/A

**DECEMBER 2029 Projected Targets: N/A

Persons with disabilities

Equity target percentage

DECEMBER 2022 Equity Targets: 4.50%

DECEMBER 2025 Projected Targets: 5.25%

DECEMBER 2027 Projected Targets: 6.25%

**DECEMBER 2029 Projected Targets: 7.5%

Equity target in total number of Chairs

DECEMBER 2022 Equity Targets: 1

DECEMBER 2025 Projected Targets: 1

DECEMBER 2027 Projected Targets: 1

**DECEMBER 2029 Projected Targets: 1

Racialized individuals

Equity target percentage

DECEMBER 2022 Equity Targets: 16.00%

DECEMBER 2025 Projected Targets: 17.50%

DECEMBER 2027 Projected Targets: 19.90%

**DECEMBER 2029 Projected Targets: 22.00%

Equity target in total number of Chairs

DECEMBER 2022 Equity Targets: 3

DECEMBER 2025 Projected Targets: 3

DECEMBER 2027 Projected Targets: 4

**DECEMBER 2029 Projected Targets: 4

Women

Equity target percentage

DECEMBER 2022 Equity Targets: 33%

DECEMBER 2025 Projected Targets: 37%

DECEMBER 2027 Projected Targets: 44%

**DECEMBER 2029 Projected Targets: 50.9%

Equity target in total number of Chairs

DECEMBER 2022 Equity Targets: 6

DECEMBER 2025 Projected Targets: 7

DECEMBER 2027 Projected Targets: 8

**DECEMBER 2029 Projected Targets: 10

*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 the institution does not currently have a target for that designated group.