

**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:** Athabasca University \_\_\_\_\_

**INSTITUTION EMAIL:** \_\_\_\_\_ research@athabascau.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                     | 4  |

\*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        | 0   | 0%                         |
| Tier 2        | 4   | 100%                       |
| <b>TOTAL*</b> | <b>4</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 | withheld           | #VALUE!    | withheld                  | #VALUE!    | withheld              | #VALUE!    | withheld      | #VALUE!    |
| Total number of Tier 1            |                    | #VALUE!    |                           | #VALUE!    |                       | #VALUE!    |               | #VALUE!    |
| Total number of Tier 2            |                    | #VALUE!    |                           | #VALUE!    |                       | #VALUE!    |               | #VALUE!    |

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%  | N/A                                     | 4.50%  | N/A                                     | 16.00%   | N/A                                     | 33.00%   | 1                                       |
| DECEMBER 2025 Projected Targets   | 2.25%  | N/A                                     | 5.25%  | N/A                                     | 17.50%   | N/A                                     | 37.00%   | 1                                       |
| DECEMBER 2027 Projected Targets   | 3.50%  | N/A                                     | 6.25%  | N/A                                     | 19.90%   | N/A                                     | 44.00%   | 2                                       |
| **DECEMBER 2029 Projected Targets | 4.9%   | N/A                                     | 7.5%   | N/A                                     | 22.0%  | N/A                                     | 50.9%  | 2                                       |

\*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    |                    |          |                           |          |                       |          |          |          |
| 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 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    | #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 | 0.0                | 0.2      | 0.0                       | 0.3      | 0.0                   | 0.9      | 0.0      | 2.1      |

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.

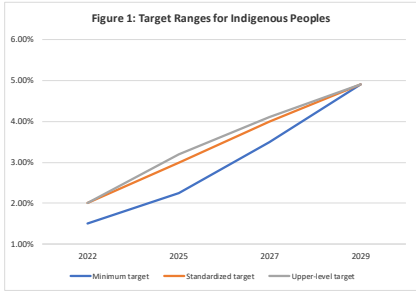
**Table 7: Equity Targets by Tier 1 and Tier 2 in total number of chairs for the December 2022 deadline and projected targets for future deadlines**

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

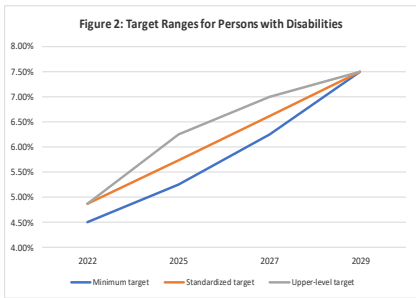
Using the numbers provided in Table 6, round the target numbers to the nearest whole number (no decimals) for Tier 1s. The tool will automatically calculate the corresponding Tier 2 targets. The tool will ensure that the Tier 1 and Tier 2 targets equal the total equity targets in Table 4. Enter '0' if 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).

**TARGET-SETTING METHODOLOGY FOR THE FOUR DESIGNATED GROUPS**  
**Target Ranges**

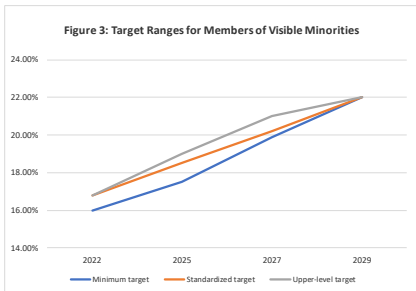
The following outlines the range of targets, from minimum to upper-level, for each designated group. Note that institutions are encouraged to set targets that surpass the upper-level, but cannot set targets below the minimum expected target



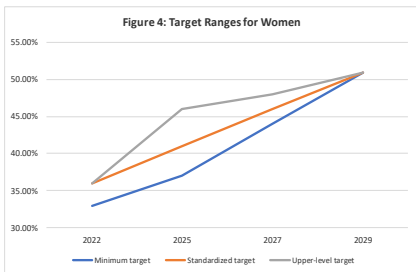
|                            | 2022  | 2025  | 2027  | 2029  |
|----------------------------|-------|-------|-------|-------|
| <b>Minimum target</b>      | 1.50% | 2.25% | 3.50% | 4.90% |
| <b>Standardized target</b> | 2.00% | 3.00% | 4.00% | 4.90% |
| <b>Upper-level target</b>  | 2.00% | 3.20% | 4.10% | 4.90% |



|                            | 2022  | 2025  | 2027  | 2029  |
|----------------------------|-------|-------|-------|-------|
| <b>Minimum target</b>      | 4.50% | 5.25% | 6.25% | 7.50% |
| <b>Standardized target</b> | 4.87% | 5.74% | 6.61% | 7.50% |
| <b>Upper-level target</b>  | 4.87% | 6.25% | 7.00% | 7.50% |



|                            | 2022   | 2025   | 2027   | 2029   |
|----------------------------|--------|--------|--------|--------|
| <b>Minimum target</b>      | 16.00% | 17.50% | 19.90% | 22.00% |
| <b>Standardized target</b> | 16.80% | 18.50% | 20.20% | 22.00% |
| <b>Upper-level target</b>  | 16.80% | 19.00% | 21.00% | 22.00% |



|                            | 2022   | 2025   | 2027   | 2029   |
|----------------------------|--------|--------|--------|--------|
| <b>Minimum target</b>      | 33.00% | 37.00% | 44.00% | 50.90% |
| <b>Standardized target</b> | 36.00% | 41.00% | 46.00% | 50.90% |
| <b>Upper-level target</b>  | 36.00% | 46.00% | 48.00% | 50.90% |