

**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.

**INSTITUTION NAME:** Nipissing University

**INSTITUTION EMAIL:** \_\_\_\_\_

**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	3

\*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	3	100%
<b>TOTAL*</b>	<b>3</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
<b>Representation as of June 1, 2021</b>	n/a	#VALUE!	n/a	#VALUE!	n/a	#VALUE!	n/a	#VALUE!
<b>Total number of Tier 1</b>	n/a	#VALUE!	n/a	#VALUE!	n/a	#VALUE!	n/a	#VALUE!
<b>Total number of Tier 2</b>	n/a	#VALUE!	n/a	#VALUE!	n/a	#VALUE!	n/a	#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
<b>DECEMBER 2022 Equity Targets</b>	1.50%	N/A	4.50%	N/A	16.00%	N/A	33.00%	1
<b>DECEMBER 2025 Projected Targets</b>	2.25%	N/A	5.25%	N/A	17.50%	N/A	37.00%	1
<b>DECEMBER 2027 Projected Targets</b>	3.50%	N/A	6.25%	N/A	19.90%	N/A	44.00%	1
<b>**DECEMBER 2029 Projected Targets</b>	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 %
<b>DECEMBER 2022 Equity Targets by Tier</b>								
<b>DECEMBER 2025 Projected Targets by Tier</b>								
<b>DECEMBER 2027 Projected Targets by Tier</b>								
<b>DECEMBER 2029 Projected Targets by Tier</b>	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 #
<b>DECEMBER 2022 Equity Targets</b>	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
<b>DECEMBER 2025 Projected Targets</b>	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
<b>DECEMBER 2027 Projected Targets</b>	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
<b>DECEMBER 2029 Projected Targets</b>	0.0	0.2	0.0	0.3	0.0	0.7	0.0	1.6

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.

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**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**

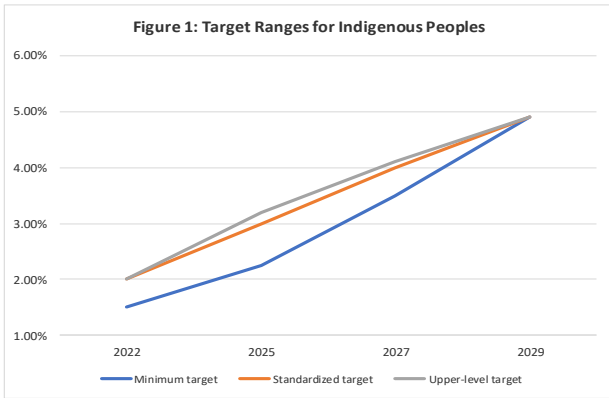
DEADLINE YEAR	Indigenous Peoples		Persons with disabilities		Racialized minorities		Women	
	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #	Tier 1 #	Tier 2 #
<b>DECEMBER 2022 Equity Targets</b>								
<b>DECEMBER 2025 Projected Targets</b>								
<b>DECEMBER 2027 Projected Targets</b>								
<b>DECEMBER 2029 Projected Targets</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).

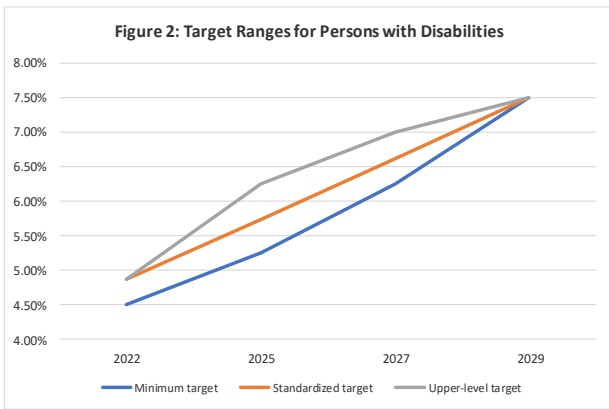
**TARGET-SETTING METHODOLOGY FOR THE FOUR DESIGNATED GROUPS**

**Target Ranges**

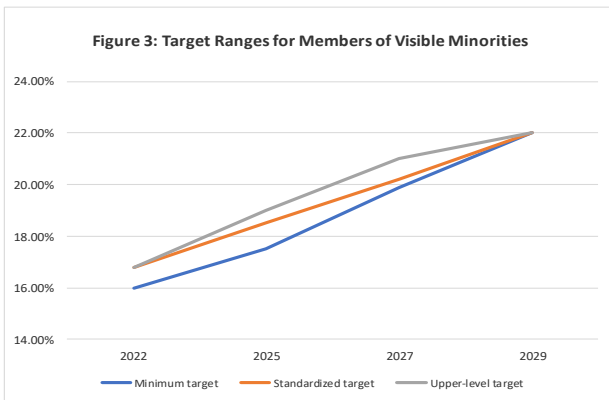
The following outlines the range of targets, from minimum to upper-level, for each designated group. Note that institutions are encouraged to set targets that surpass the upper-level, but cannot set targets below the minimum expected target



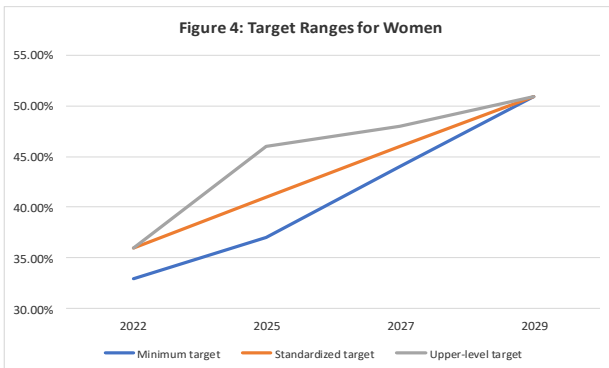
	2022	2025	2027	2029
<b>Minimum target</b>	1.50%	2.25%	3.50%	4.90%
<b>Standardized target</b>	2.00%	3.00%	4.00%	4.90%
<b>Upper-level target</b>	2.00%	3.20%	4.10%	4.90%



	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%