

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 to 2029 period, and the equity targets in number of chairs for the December 2022 deadline.

INSTITUTION NAME: Brock University

Table 1: Tier distribution of active chairs as of July 1, 2024

Tier	The total number of active chairs by Tier	Percentage of total chairs
Tier 1	3	25%
Tier 2	9	75%
TOTAL*	12	100%

*The total in Table 2 must equal the total in Table 1

In alignment with the federal Privacy Act, representation numbers (and associated percentages) of individuals from the four designated groups in Table 3 that are less than five must be withheld from the public version of the plan, to protect the privacy of chairholders.

Table 2: Current representation of individuals from the four designated groups within active chairs as of July 1, 2024

	Indigenous Peoples		Persons with Disabilities		Racialized Individuals		Women & Gender Equity-Seeking Groups	
	Active Chairs	Percentage	Active Chairs	Percentage	Active Chairs	Percentage	Active Chairs	Percentage
Representation as of July 1, 2024	WITHHELD	WITHHELD	WITHHELD	WITHHELD	5	#DIV/0!	6	#DIV/0!
Total number of Tier 1	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD
Total number of Tier 2	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD	WITHHELD

Table 3: Equity target percentages and equity targets in number of chairs for the December 2022 deadline

EQUITY TARGET DEADLINES	Indigenous Peoples		Persons with Disabilities		Racialized Individuals		Women & Gender Equity-Seeking Groups	
	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%	2	36.00%	4
DECEMBER 2025 Projected Targets	3.00%	N/A	5.74%	N/A	18.50%	2	41.00%	5
DECEMBER 2027 Projected Targets	4.00%	N/A	6.61%	N/A	20.20%	2	46.00%	5
**DECEMBER 2029 Projected Targets	4.90%	N/A	7.50%	N/A	22.00%	3	50.90%	6

*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.