

**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: HEC Montréal _____

INSTITUTION EMAIL: _____ Lisanne Tremblay, EDI Advisor _____

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	8

*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	1	13%
Tier 2	7	88%
TOTAL*	8	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	0	0,0%	0	0,0%	1	12,5%	3	37,5%
Total number of Tier 1	0	#DIV/0!	0	#DIV/0!	0	0,0%	0	0,0%
Total number of Tier 2	0	#DIV/0!	0	#DIV/0!	1	100,0%	3	100,0%

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%	1	33,00%	3
DECEMBER 2025 Projected Targets	2,25%	N/A	5,25%	N/A	17,50%	1	37,00%	3
DECEMBER 2027 Projected Targets	3,50%	N/A	6,25%	N/A	20,00%	2	44,00%	4
**DECEMBER 2029 Projected Targets	4,9%	N/A	7,5%	N/A	22,0%	2	50,9%	4

*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	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!
DECEMBER 2025 Projected Targets	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!
DECEMBER 2027 Projected Targets	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!	#VALEUR!
DECEMBER 2029 Projected Targets	0,1	0,4	0,1	0,6	0,3	1,6	0,6	3,6

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.

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).