

Lakehead University

August 2023 Update - CRC Equity Targets

The CRC Program has set equity targets for all institutions who wish to participate in the program. Lakehead University is committed to meeting (or exceeding) our equity targets by 2029. The following table summarizes Lakehead University's progress in meeting CRC 2019 equity targets:

Equity Deserving Group	December 2022 Target	Meeting 2022 Target?	December 2029 Targets
Indigenous Peoples	1.50%	N/A	4.90%**
Persons with Disabilities	4.50%	N/A	7.50%
Racialized Minorities	16.00%	N/A	22.00%
Women and Gender Minorities	33.00%	N/A	50.90%

* Note: The data is based on self-identification and include (as applicable):

- Results of the survey of all active Chairholders as of December 20, 2019 conducted by the program in the Fall of 2019
- All nominations submitted to the program up to the December 2019 deadline
- To protect the privacy of our chairholders, numbers less than five and associated percentages have been omitted in alignment with the [Privacy Act](#). For this reason, some Yes/No's under the meeting target column have also been suppressed.

**subject to change based on consultation with Indigenous communities

The Canada Research Chairs Program has implemented a number of measures to address the underrepresentation of individuals from the four designated groups (women, Indigenous peoples, persons with disabilities and members of visible minorities) that stem from a 2006 Canadian Human Rights Settlement Agreement. This agreement was reached between a group of eight academics who filed complaints with the Canadian Human Rights Commission (the "Commission") in 2003. In 2017, at the request of the complainants, the 2006 Settlement Agreement was made a federal court order because not enough progress had been made in addressing the underrepresentation in the Program in the 11 years since the agreement had been signed. In lieu of a federal court process, the Program entered

into a collaborative mediation process with the complainants and the commission to come to an agreement on changes to the settlement agreement that would address the inequities within the Program in a systemic, structural and sustainable way. The [2019 Addendum](#) to the 2006 Canadian Human Rights Settlement Agreement outlines the new terms of the agreement, including the new equity targets universities must meet by 2029.

Lakehead University's CRC Equity Target Plan (2022 – 2029) submitted and approved June 4, 2021 is as follows:

Equity Target Deadlines	Indigenous Peoples		Persons with Disabilities		Racialized Minorities		Women and Gender Minorities	
	Target %	Equity Target # of Chairs	Target %	Equity Target # of Chairs	Target %	Equity Target # of Chairs	Target %	Equity Target # of Chairs
December 2022	1.50%	N/A	4.50%	N/A	16.00%	2	33.00%	3
December 2025	2.25%	N/A	5.25%	N/A	17.50%	2	37.00%	4
December 2027	3.50%	N/A	6.25%	N/A	19.90%	2	44.00%	4
December 2029	4.90%	N/A	7.50%	N/A	22.00%	2	50.90%	5

Please contact Anne Klymenko (anne.klymenko@lakeheadu.ca) if you have questions about Lakehead University's CRC Equity Plan (2022-2029).

Please visit the [CRC Program's Equity and Diversity Targets](#) and [Program Statistics website](#) for further details and Canada-wide data