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Human Rights Complaint concerning the Canada Research Chairs Program

This is the full text of the complaint filed against Industry Canada to the Canadian Human Rights Commission, February 13th, 2003

Date: February 13, 2003

To: Chief Commissioner and Director of Investigations
 Canadian Human Rights Commission
 344 Slater St.,
 Ottawa, ON
 K1A 1E1

From: Rosemary Morgan, Legal Counsel, Canadian Association of University Teachers

Re: Request for a Special inquiry, or s. 5 complaint against Industry Canada, re the "Canada Research Chairs" Program

The individuals listed below jointly request that the Commission conduct a Special Inquiry (e.g., like the Innu Inquiry) into the allegations set out below. Given the potential for extended litigation in the event of a s. 5 complaint, we do believe that a special inquiry would serve several interests including time, cost and the complexity of a systemic discrimination complaint investigation.

In the alternative to a special inquiry, the individuals herein request that a s. 5 complaint under the Canadian Human Rights Act (CHRA) be filed as follows, against Industry Canada:

The complainants: (see Appendix A for background on the complainants)

Names and addresses of complainants (alphabetical order):

Professor Marjorie Griffin Cohen
 Department of Political Science/Women's Studies

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Fax: 604-294-0099
mcohen@sfu.ca

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Department of Women's and Gender Studies
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Section 40 (4):

In the event that the Commission prefers to accept the filing of complaints over a Special Inquiry, the complainants request that the Commission exercise its jurisdiction to deal with the several complaints together pursuant to s. 40 (4) of the CHRA.

THE ALLEGATIONS/COMPLAINTS:

The above individuals allege that:

Industry Canada's Canada Research Chairs (CRC) program is discriminating contrary to s. 5 of the CHRA against individuals (academics) who are members of the protected groups set out in s. 3 of the CHRA, in particular: sex, age, race, sexual orientation, colour, persons with disabilities, national, ethnic origin, and family status.

JURISDICTION:

Canada Research Chairs program (of Industry Canada) - a federally-regulated service

The CRC program is a federal initiative of Industry Canada. The program, the control and distribution of federal funding for this research initiative is subject to the CHRA. The distribution of federal funding through the CRC program therefore must comply with the obligations of the CHRA. The structure and results of this public service must comply with the CHRA.

This is not a complaint directed at the universities, as universities are not directly subject to the Canadian Human Rights Act (CHRA).

Section 5

The Canadian Human Rights Act (s. 5) prohibits discrimination in the provision of a service to the public (Industry Canada is providing the CRC as a service to the public, i.e. universities and faculty).

BACKGROUND AND REASONABLE GROUNDS:

In the year 2000, the federal government launched the \$900-million five-year CRC program. The program is described in the attached material from the CRC website. (Appendix B).

The program is structured in a discriminatory manner as set out below:

Summary

All grounds of discrimination:

The CRC program does not require that the recipient universities comply with the Employment Equity Act (EEA) even though the recipient universities are receiving significant funding from the CRC (federal program). In fact, there is no requirement that the recipient universities design and comply with a selection and appointment process that ensures that there will be equitable treatment to the historically disadvantaged groups protected under the CHRA, or the designated groups under the EEA. As a consequence, there is evidence in the (non-standard) selection and appointment processes developed at the different universities which are recipients of CRC's, that in the absence of an obligation to ensure an equitable process, there is no reason to do so.

While this may excuse the universities from compliance (at least with the CHRA or the EEA, it can not excuse Industry Canada from failing to provide a service to the public which is non-discriminatory. As a consequence of their failure to implement obligations on recipient universities, the program allows for discrimination contrary to s. 5 of the CHRA.

The fact that the CRC program does not itself retain statistics, nor require recipient universities to retain statistics, on the appointments of Chairs by any of the historically disadvantaged groups identified in s. 3 of the CHRA (except gender), is evidence of a failure to implement a policy which will enable monitoring of the effectiveness of the program to comply with the CHRA. While

there are apparently no data kept on the CRC appointments for other equity groups by CRC/Industry Canada, it is reasonable to believe that they are equally under-represented given the lack of any requirement by Industry Canada that the universities ensure equitable distribution / representation. In light of the evidence available from Statistics Canada, that aboriginal peoples are already under-represented in faculty positions in Canadian universities, it is probable in the absence of any equity requirements in the CRC program that this pattern is repeated in the CRC appointments.

Example of CRC program and results in a Canadian university

University of Saskatchewan

Results: a total eleven appointments to date, one is female.
Source: <http://www.usask.ca/crc/profiles>

The 2001-2002 Collective Agreement between the U of S and the USFA has a Memorandum of Agreement on the Canada Research Chairs Program. It outlines the terms and conditions of employment of the Chairs.

However, how the process actually works is problematic. Apparently chairs of/and Theme Committees have attempted to act as search committees contrary to Article 13 outlined in the Memorandum of Agreement. The results evidence the problem.

(This suggests that the failure of the CRC program to require recipient universities to comply with specific equity obligations results in a blatant disregard for such obligations, even where local unions have attempted to enforce the obligations through non-legislative measures.)

Gender based discrimination:

Industry Canada has failed to ensure (contrary to the federal government's 1995 Gender-Based Analysis commitment that all future programs would be reviewed and constructed to guarantee gender equality) that the structure of the CRC's is free of gender and other prohibited grounds of discrimination. The failure to ensure a gender-bias free and discrimination free structure is evidenced in the process as well as in the results. (The structural barriers to equity are discussed below under the heading "Elaboration..."). There is persistent evidence of gender discrimination in the appointment of women to Research Chairs: only 15% of the Chairs in 2001 went to women (see graph in Appendix C from CRC website). In contrast, the gender representation of women in academe is significantly larger. (See the attached table in Appendix D provided by Statistics Canada,

2000).

Significance of this allegation:

The CRC program has a powerful impact on Canadian society because:

It reinforces powerful trends already evident in the Canadian university system that give priority to research areas that bring in big research money - these areas are still patriarchally dominated, and so those disciplines where disadvantaged groups have been making some inroads find themselves without much institutional support because their research areas are not "glamorous" when it comes to attracting the big federal monies. Both external and internal university resources are being diverted to attract these big federal monies. Those who already have power are taking them over.

University research is a fundamental policy source for the Canadian government, including international initiatives, and therefore is fundamental to Canadian society. As such, the failure to ensure that the interests and needs of the diverse Canadian mosaic are reflected in research and research policy will more likely than not result in further marginalization of Canadian minorities. The failure of the CRC program to require that the Chairs are selected and appointed in a manner which gives voice to diversity and expands knowledge and policy beyond the existing power elite and interests of a patriarchal international (globalization) policy, precludes equitable treatment of minority interests and issues and allows the recipient universities to maintain the status quo of disadvantage.

Elaboration on how the program discriminates against members of the protected groups:

1. The division of the program into Tier I (for full professors) and Tier II (for other ranks), when the Tier I positions are longer-term and better-paying, has an adverse impact on women and other protected groups. As these groups are less well represented at the full professor level (e.g. only 14% for women) than at the lower ranks, they are structurally excluded from equal access to Tier I appointments.

2. The lack of enforcement of a discrimination free (and gender-bias free) criteria with respect to Tier II, such that many full professors have been appointed to Tier II positions (supposed to be for ranks other than full professor) is further evidence of discrimination. This omission disadvantages women and individuals in the other protected groups for the same reason: that the proportion of women, and other groups, who are full professors

is not nearly as great as the proportion of white able-bodied men who are full professors. The existence of Tier II does not compensate for the structural bias against women in Tier I.

3. The lack of a criterion which prevents the inequitable allotment of chairs to faculties which historically and currently have a higher percentage of women, i.e., humanities and social sciences v. engineering and science. The allotment of only 20% of the CRC positions to faculty in the humanities and social sciences (where the proportion of women faculty tends to be higher than in the NSERC (National Sciences and Engineering Research Council of Canada) and CIHR (Canadian Institute of Health Research) disciplines) illustrates the point. This disadvantage to women in particular is more evident on examination of the fact that 53% of all faculty in Canadian universities is in the humanities and social science disciplines, where the majority of women are appointed.

4. The CRC's failure to impose guidelines upon the recipient universities for transparency in the selection and appointment process prevents Industry Canada from meeting its obligations to ensure that the program is free of gender and equity bias. For example, it prevents them (and the public) from scrutinizing and assessing the selection criteria used by the recipient universities. Consequently, Industry Canada is incapable of ensuring that the recipient universities are complying with equality rights provisions of the Act and the government's own commitment to gender based analysis. For example, the criterion (enforced at some universities) that no one can be appointed to Tier II who is more than 10 years past the date of receipt of their PhD tends to discriminate against women who tend to stay longer at each rank, often because of childbearing and family responsibilities impacting on their careers. Industry Canada has an obligation as the funding department and the "creator" of the CRC, to ensure that the criterion for distribution of this money by its recipient universities is equitable and non-discriminatory. They have not done so.

5. A prejudicial statement is printed in the recent report from a CRC consultation held in June 2002 about "best practices" surrounding the CRC program to the effect that setting targets for women would potentially lower the prestige of the awards. The program already sets targets by province, university, and discipline, so it is not target-setting per se that is at issue, but rather the merit of women's research and/or women researchers. (See Appendix E).

6. The CRC research to date into possible sex-discrimination (preliminary gender-based analysis in Appendix F) within the program has used the concept of a "notional pool" of women researchers across Canada by discipline. This is a very partial description of the situation, for the CRC program is meant to attract meritorious researchers from a world-wide pool. In some

disciplines the percentage of women available in countries other than Canada is higher than the percentage available in Canada, yet the CRC research does not address this issue. Its own investigation thus is seriously flawed and tends to under-represent the number of women available for consideration for appointment.

The Preliminary Gender-based Analysis of the CRC program - a report prepared by Nicole Begin-Heick

This report was commissioned by the CRC program last year. It is available from CRC on their website. We submit that the analysis is flawed and ought not be used as a means of rejecting the herein allegations. The analysis by Ms Begin-Heick demonstrates a misapprehension of the concept of systemic discrimination and perpetuates and/or allows for the perpetuation of gender discrimination as the norm.

Quoting from Glenis Joyce, one of the complainants if this matter proceeds to a s. 5 complaint:

'... (Begin-Heick) has taken and used existing discrimination to justify further discrimination. ... the flavour of the report teems with the "individualistic" paradigm and doesn't put the matter into a historical context. She states in the executive summary that "The number and proportion of female faculty has increased significantly in all discipline groups, since 1980". It has? What of engineering? Chemistry? Physics? Of course her "...proportion of women nominated for Chairs was commensurate with their proportion within the pool from which nominees were selected" reinforces the existing problem. Industry Canada missed a golden opportunity to do affirmative action. The situation of women in academia has been widely known for years. They did not design a program that took this knowledge into account.

On page 5 under "Factors leading to the creation of the program" she decries the "the ever increasing difficulties for universities to attract and retain talented researchers'. We'll 'deplete the talent pool', etc. Yet (and I'm not saying that women be marshalled into a reserve army of labor) that the program could be an opportunity for attracting and retaining designated group members has not seemed to enter into the design nor implementation of the program."

[See Appendix D for data from Statistics Canada on representation of women etc. in academe by discipline rank etc.]

REMEDIES:

The complainants seek the remedies which are appropriate in light of the foregoing as provided for by s. 53 of the CHRA including:

s. 53 (2) (a) That Industry Canada cease the discriminatory practice and take measures, in consultation with the Commission and the complainants, on the general purposes of the measures, to redress the practice or to prevent the same or a similar practice from occurring in future.

In Conclusion:

We look forward to hearing your response to this request for either a Special Inquiry or the filing of s. 5 complaints as quickly as possible. As stated in the introduction, the CRC program was designed to be a five year program and it is now entering its third year. Quick action is needed to prevent ongoing adverse impact on the protected groups. As well, it is likely that the program will be renewed and or new and similar programs will be introduced/expanded. (Alan Rock, Minister of Industry, made public comments in November 2002 which reflect this federal government commitment to expand such programs). It is time to require the federal government to take proactive action to prevent perpetuation of historic disadvantage.

You will observe from Appendix A (c.v.'s of the named complainants) that their individual and collective expertise in equity and/or gender issues (inside and outside academe) is extensive. They are a valuable resource to your process and would be very happy to provide assistance as necessary. In particular, they request that they be consulted on the appointment of individuals (experts) to inquire into the systemic discrimination allegations set out herein. We understand that a similar consultation process occurred in the appointment of the Inquiry pertaining to the Innu.

Thank you very much for your time and consideration of this request.

Yours very truly,
Rosemary G. Morgan
Legal Counsel
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, ON
K2B 8K2



Tribunal File No. T11118/9905

CANADIAN HUMAN RIGHTS TRIBUNAL

BETWEEN

**MARJORIE GRIFFIN COHEN, LOUISE FORSYTH, GLENIS JOYCE, AUDREY
KOBAYASHI, SHREE MULAY, MICHELE OLLIVIER, SUSAN PRENTICE
AND WENDY ROBBINS**

Complainants

- and -

**HER MAJESTY THE QUEEN IN RIGHT OF CANADA AS REPRESENTED
BY THE MINISTER OF INDUSTRY**

Respondent

SETTLEMENT AGREEMENT

WHEREAS the Complainants filed eight complaints pursuant to section five of the *Canadian Human Rights Act* against Industry Canada in respect of the Canada Research Chairs Program (“Chairs Program”) on May 7, 2003;

AND WHEREAS those eight complaints were investigated together by the Canadian Human Rights Commission (the “Commission”), and referred together to the Canadian Human Rights Tribunal (the “Tribunal”) on or about November 21, 2005;

AND WHEREAS the Complainants, the Commission, Industry Canada and the Chairs Program (the “parties”) participated in a mediation held by the Tribunal on May 29, 2006;

AND WHEREAS the Chairs Program is funded by the Natural Sciences and Engineering Research Council (NSERC), the Canadian Institutes of Health Research (CIHR) and the

Social Sciences and Humanities Research Council (SSHRC), and reports administratively to the SSHRC which is accountable to Parliament through the Minister of Industry;

AND WHEREAS the Chairs Program is responsible for performing the Respondent's obligations as described hereafter;

AND WHEREAS the parties wish to address the equity issues identified in the complaints in a speedy and forward-looking manner;

AND SUBJECT TO the approval of the Canadian Human Rights Commission pursuant to subsection 48(1) of the *Canadian Human Rights Act*;

THE PARTIES HEREBY AGREE THAT:

A. Collection of Information on the Status of Chair Nominees:

1. The Chairs Program agrees to collect and retain information on the status of Chair nominees in the following four protected groups: women, persons with a disability, Aboriginal Peoples and visible minorities (the "four protected groups"). To facilitate the collection of this information, the Chairs Program agrees to modify its nomination forms within 30 days after the Commission's approval of this Agreement to include a section where the nominees can report, on a voluntary basis, their membership in the four protected groups. A draft of the modified form is attached as Schedule A to this Agreement.

2. Within 30 days after the Commission's approval of this Agreement, the Chairs Program will contact all current chairholders to offer the option of voluntarily declaring their status in terms of the four protected groups.

3. In both cases, the Chairs Program will advise of the benefits of self-identification so that accurate statistics can be maintained by the Chairs Program.

4. The Chairs Program agrees to avoid double-counting individuals who identify themselves as members of more than one protected group in accordance with established federal government practices for the collection and reporting of employment equity statistics.

B. Targets for the Representation of Members of Protected Groups:

5. The Chairs Program agrees to require universities to establish targets for the representation of members of the four protected groups among chairholders.

6. The Chairs Program agrees to hire an external consultant to develop a methodology to be used by universities. The consultant will also develop a framework, for use by the Chairs Secretariat, to monitor the adherence of universities to the targets they set. The following process will apply to the selection, hiring and collaboration with the external consultant:

- a. The Chairs Program will receive suggestions for potential external consultants from the Complainants and a decision will be made collaboratively.
- b. The Chairs Program will make reasonable efforts to hire a consultant within 90 days of the Commission's approval of this Agreement.
- c. The Chairs Program agrees to make reasonable efforts to obtain data from the Federal Contractors Program in respect of universities. If available, this material will be provided to the external consultant for consideration, along with available pertinent data from Canadian granting agencies and

other national sources, in establishing the methodology to set targets for the four protected groups.

- d. The development of the methodology will be based on Canadian statistics and information but may also include readily available data from the major international pools from which Canada Research Chairs nominees are primarily drawn (currently the US and the UK). In the future, the targets may be refined as more data become available; however, the acquisition of data that are not readily available will not delay communicating the methodology for setting targets to universities.
- e. The deadline for delivery of the methodology for setting targets to the universities will be within 90 days of hiring the consultant. This deadline may be extended by agreement of the parties, which will not be unreasonably withheld.
- f. The Chairs Program will require universities to communicate their targets to the Chairs Secretariat within 60 days of receiving the methodology for setting targets.

7. Once targets have been set by universities, the Chairs Program agrees to monitor adherence and progress in terms of established targets. The Chairs Program will require universities to communicate to the Canada Research Chairs Secretariat their strategy to remedy any systemic under-representation of members of the four protected groups in Canada Research Chairs at their institution. This strategy must be implemented by the university in subsequent Chair nominations.

8. The Chairs Program agrees to ensure that the targets established for the representation of members of the four protected groups are updated or refined at least every three years.

C. Gender and Diversity-Based Analyses:

9. No later than 180 days after universities establish targets for the representation of members of the four protected groups in Chairs, through the process outlined above in paragraphs 5-8, the Chairs Program agrees to conduct and complete a gender-based analysis and a diversity-based analysis of the Chairs Program.

10. The Chairs Program agrees to consult with the Complainants and the Commission in the selection of an expert and in the development of Terms of Reference for the gender-based and diversity-based analyses.

D. Transparent, Open and Equitable Nomination Processes:

11. The Chairs Program agrees to advise all of the universities participating in the Chairs Program that all Canada Research Chair recruitment processes they undertake for the appointment round ending in April 2007 must be transparent, open and equitable. In particular, these processes should be consistent with the principles and safeguards embodied in the universities' existing tenure-track hiring practices (collective agreement or equivalent), and must contain features such as: open advertising with a statement of commitment to equity in the nomination and appointment process; encouragement for persons in protected groups to apply; active recruitment measures for members of underrepresented groups; and involvement in the Chair recruitment, nomination and appointment process by university equity officers, or equivalent. The Chairs Program further agrees to send a letter to universities within 10 days after the Commission approves this Agreement encouraging them to comply with these new process requirements for all nominations being submitted for the December 2006 nomination deadline, as well as advising them of the target requirements set out in this Agreement that will be implemented in the Program over the next year .

12. The Chairs Program agrees to require universities to confirm, for all nominations that are submitted, that the nominee was recruited in accordance with the recruitment and nomination processes outlined above. Nomination forms will be modified within 10 days of the Commission's approval of this Agreement to include a provision that requires universities to confirm their compliance with the recruitment and nomination processes outlined above for the appointment round ending in December 2006 (the December appointment round) and all subsequent rounds. The Chairs Program agrees to periodically monitor, by random review, universities' adherence to the recruitment and nomination processes outlined above. The Chairs Program agrees to work with universities to find solutions, and in appropriate circumstances to take remedial action, in order to increase awareness of, and adherence to, the above principles in their Chair recruitment and nomination processes.

E. Reviewing Systemic Barriers:

13. The Chairs Program agrees to include a review of systemic barriers to people in the four protected groups in the upcoming Chairs Program midterm review and all subsequent Chairs Program reviews.

14. The Chairs Program agrees to the ongoing monitoring of the reasons individuals decline initial Chair appointments or renewals, or resign their Chair appointments, using the current process of exit surveys. The data will be analyzed for trends, such as systemic barriers to persons in the four protected groups, and the Chairs Program agrees to work with universities to identify and develop means to eliminate those barriers. Follow-up with universities will occur at the discretion of the Canada Research Chairs Program Secretariat.

F. Other Matters:

15. The Chairs Program agrees to ensure that within six months after the Commission's approval of this Agreement, and then on an ongoing basis, all of its employees and management personnel responsible for developing, implementing and monitoring the Chairs Program receive gender-based and diversity-based analysis training, as well as training on systemic discrimination.

16. In time for the December appointment round and then on an ongoing basis, the Chairs Program agrees to communicate information on the issues of equity and systemic discrimination to the members of the Chairs College of Reviewers and the Chairs Interdisciplinary Adjudication Committee.

17. Within six months after the Commission's approval of this Agreement, the Chairs Program agrees to continue to consult with chairholders on policy and procedural issues. The current ad hoc committee will become an ongoing advisory committee. The committee will address equity issues as a standing item on its meeting agendas, along with other areas where the Secretariat seeks advice. Committee members will continue to be drawn from existing chairholders, taking into consideration representation from the three granting agencies, two tier levels, required expertise, and membership in one of the four protected groups. To address the agenda standing item on equity issues, the committee will draw upon the advice of external experts where necessary.

18. Immediately following the Commission's approval of this Agreement, the Chairs Program agrees to post, on the Canada Research Chairs Web site, the name, title, postal and email addresses of a person to whom complaints about the equity issues addressed in this Agreement can be addressed.

19. Within six months after the Commission's approval of this Agreement, the Chairs Program agrees to establish a process for providing recognition, on an annual basis, to

universities with exemplary equity practices in recruiting, nominating and/or appointing Chairs and meeting equity targets.

20. The Chairs Program agrees to publicly state that it is committed to the federal government's published policies on non-discrimination and equity in employment.

21. In respect of the December appointment round and for subsequent rounds, the Chairs Program agrees to inform universities in Program documents and on the Program website that the goals of equity and excellence are not mutually exclusive, and that equity ensures that the largest pool of qualified candidates is accessed without affecting the integrity of the selection process for the program.

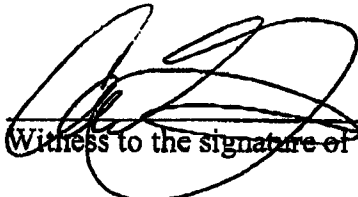
22. The parties may execute this Agreement in any number of counterparts and all such executed counterparts taken together will constitute one and the same Agreement. The Complainants and the Respondent undertake to forward three (3) originally executed copies of this Agreement to the Commission forthwith.

23. The Complainants shall discontinue their complaints before the Commission and agree to take no further legal action or pursue any avenues of redress against Her Majesty the Queen in right of Canada, her servants, agents or employees in respect of the matters set out in their complaints.

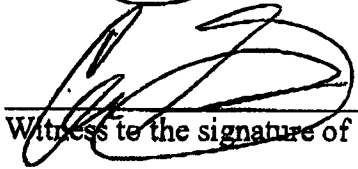
24. The Complainants and Respondent understand and agree that the Respondent enters into this settlement without prejudice and without admission of liability or wrongdoing with respect to the incidents alleged in the complaints.

25. The Complainants and Respondent agree that all communications between the parties and non-parties to this Agreement about the matters addressed in this Agreement will reflect the understanding set out in paragraph 24 above.

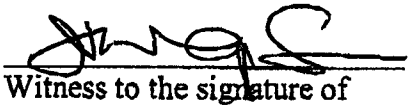
SIGNED AT _____, in the Province of _____,
this _____ day of _____, 2006.

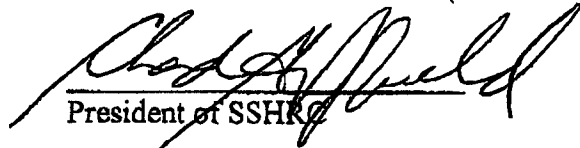

Witness to the signature of


President of CIHR


Witness to the signature of

Suzanne Patru
President of NSERC


Witness to the signature of


President of SSHRC

Witness to the signature of

For Her Majesty the Queen in Right of
Canada as represented by the Minister of
Industry

Witness to the signature of

Marjorie Griffin Cohen

Witness to the signature of

Louise Forsyth

Witness to the signature of

Glenis Joyce

Witness to the signature of

Audrey Kobayashi

SIGNED AT _____, in the Province of _____,
this _____ day of _____, 2006.

Witness to the signature of

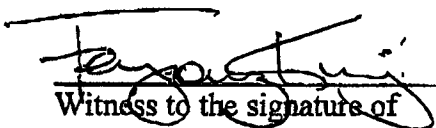
President of CIHR

Witness to the signature of


President of NSERC

Witness to the signature of

President of SSHRC



Witness to the signature of



For Her Majesty the Queen in Right of
Canada as represented by the Minister of
Industry

Witness to the signature of

Marjorie Griffin Cohen

Witness to the signature of

Louise Forsyth

Witness to the signature of

Glenis Joyce

Witness to the signature of

Audrey Kobayashi

SIGNED AT Ottawa, in the Province of Ontario,
this 24 day of October, 2006.

Witness to the signature of

President of CIHR

Witness to the signature of

President of NSERC

Witness to the signature of

President of SSHRC

Witness to the signature of

For Her Majesty the Queen in Right of
Canada as represented by the Minister of
Industry

Louise D'Anjou
Witness to the signature of
Louise D'Anjou

Maureen Webb Maureen Webb on behalf of
of Marjorie Griffin Cohen

Louise D'Anjou
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Louise Forsyth

Louise D'Anjou
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Glenis Joyce

Louise D'Anjou
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Audrey Kobayashi

Lucie D'Amico
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Shree Mulay

Lucie D'Amico
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Michele Olliver

Lucie D'Amico
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Susan Prentice

Lucie D'Amico
Witness to the signature of

Maureen Webb Maureen Webb on behalf of
of Wendy Robbins

Approved by the Canadian Human Rights Commission at Ottawa, Ontario
this 1st day of November, 2006,
pursuant to subsection 48(1) of the *Canadian Human Rights Act*.

Lucie D'Amico
Canadian Human Rights Commission
Secretary to the Commission

SCHEDULE "A"**Collection of data on four protected groups from current chairholders**

In order to gain a better understanding of the diversity of researchers supported in the program, more information is being collected from current chairholders on their membership in four protected groups. This information will be used by the Canada Research Chairs secretariat to monitor the representation of people from these four groups in the program. Provision of this information is voluntary and will be treated as confidential. The information on this page will not be made available to reviewers.

Please indicate if you are a member of one of the following four protected groups:

- Women
 - Visible minorities
 - Persons with a disability
 - Aboriginals
-

Collection of data on four protected groups from new nominees

In order to gain a better understanding of the diversity of researchers supported in the program, statistical information is collected on four protected groups. This information will be used by the Canada Research Chairs secretariat to monitor the representation of people from these four groups in the program. Provision of this information is voluntary and will be treated as confidential. The information on this page will not be made available to reviewers.

Please indicate if you are a member of one of the following four protected groups:

- Women
- Visible minorities
- Persons with a disability
- Aboriginals