



## SSHRC Canada Research Chair Tier 1 - Racial Justice and Health

Initial Posting Date: October 10<sup>th</sup>, 2023

### Job Summary

The [Department of Health Sciences](#) at Brock University, St. Catharines, Ontario invites applications for a Social Sciences and Humanities Research Council ([SSHRC](#)) [Canada Research Chair \(CRC\) Tier 1](#) position in Racial Justice and Health at the rank of Professor or Associate Professor (subject to qualifications) with Tenure, to commence July 1, 2024. This position, with a potential collaboration and/or cross-appointment in the Department of Sport Management, is part of The Brock Black [cluster hire](#) initiative and belongs to the Brock University Faculty Association (BUFA) employee group.

This SSHRC CRC Tier 1 will address the health and well-being of racialized populations and in particular the social factors influencing health in Black populations, with an underlying emphasis on racial justice. Given the Chair's expertise, their research focus will prioritize social factors that underlie systemic racism and prejudice and how they intersect with health-related experiences and outcomes. Illustratively, the CRC's research could include focus on social and/or structural determinants of health that lead to inequities; or on implicit bias, stigma, and aggressions that compromise health and well-being. Transdisciplinary research that utilizes a critical and/or social justice framework to evaluate how race intersects with other socio-demographic factors to influence the health and well-being of racialized populations is a possible research area for this position. The CRC's research could also include a focus on health and well-being in the context of sport and recreation, where systems of oppression are analyzed within sport experiences of participants, leaders, and those who govern sport. From a policy perspective, the CRC's research could also focus on institutional norms and structures that shape racial inequalities in health and well-being.

The Chair's expertise will bring a methodologically rigorous and diverse research program. In keeping with the strong transdisciplinary nature of the [Faculty of Applied Health Sciences](#), the Chair will join other faculty members in ongoing collaborative opportunities to integrate their work with colleagues across disciplines, departments, and faculties. The Chair will receive ongoing support to foster these collaborative relationships to integrate their work into the broader Faculty of Applied Health Sciences research program.

This Chair will join the department in contributing to the training, mentorship, and well-being of Brock undergraduate and graduate students. This includes the provision of enhanced methodological rigor, opportunities for collaboration, and transdisciplinary training for emerging health researchers and scholar-advocates to address racial justice in Canada. The Chair will also join the department and Faculty in our shared responsibility to engage the Scarborough Charter and contribute to the flourishing of Black community members at Brock.

All applicants to this Brock Black cluster hire (SSHRC CRC Tier 1 in Racial Justice and Health at the rank of Professor or Associate Professor) must identify as Black in their cover letter and through the self-identification application process. This opportunity is specific to self-identified Black applicants and this self-identification information will be used for the purposes of screening candidates. Owing to the tenets of equity, diversity, and inclusion (EDI), candidates from intersectional identities (e.g., Genders and Sexual Orientations, Indigenous Peoples, Members of Racialized Groups, and People with Disabilities) are also invited to self identify at their discretion (refer to the Self-Identification Form embedded in the application form). Please note this information will be securely accessed only by members of the search committee and for the fulfillment of this cluster hiring initiative.

### Qualifications

Applicants should have a completed Ph.D. (or equivalent) in a relevant or related discipline. The candidate will be a recognized national and international leader in racial justice and health, bringing a body of coherent research and associated social impact to the Department of Health Sciences (and allied departments in the Faculty of Applied Health Sciences) and Brock University. We are open to a diverse range of social scientific methodological approaches - quantitative, qualitative, mixed, arts-based, decolonial, community-based and other research methods are all of interest. In addition to traditional scholarly outputs such as peer review publications, applicants are also invited to demonstrate research excellence and impact through community engagement, advocacy work,



knowledge mobilization, and other less traditional modes of scholarship that they feel are relevant to their program of research.

In addition to research, applicants should demonstrate successful mentoring or demonstrate a continuous commitment to the mentoring and training of undergraduate, graduate students, and postdoctoral fellows, with a priority placed on Black students at Brock. Aligned with our Sport Management, Child Health, Public Health, Community Health, and Medical Sciences undergraduate programs and our MSc/MA and PhD programs, the applicant will contribute to the transdisciplinary training of future health researchers, health professionals, sport practitioners, scholar-advocates, and other leaders in the allied health fields to address the complexity of health and well-being of people and populations, through a lens of racial justice, equity, diversity, and inclusion.

### **About the CRC program**

The successful candidate is a national and/or international leader in their field eligible to hold a tenured appointment at the rank of Professor or Associate Professor. The successful candidate will be supported to prepare a nomination to the next available deadline for the Canada Research Chair (CRC) Program. The CRC program recognizes outstanding scholars at all career stages and is a key mechanism for Canadian universities to attract and retain the best talent from around the world to achieve excellence in research and research training. CRCs advance the frontiers of knowledge in their fields through their scholarly research, teaching, and supervision.

Tier 1 Chairs are tenable for seven years and renewable once for outstanding researchers acknowledged by their peers as world leaders in their fields. To meet the criteria of the program, individuals must demonstrate substantial accomplishments that have had major impact in their discipline at the international level. They also should have superior records of supervising graduate students and postdoctoral fellows and are expected to attract and retain future researchers.

Brock University is committed to providing the selected candidate with the support required to prepare a nomination to the next available deadline for the Canada Research Chair (CRC) Program. Appointment as a Professor or Associate Professor is not contingent upon the outcome of the CRC nomination. Nominations for CRCs are subject to review and final approval through the CRC Program. Benefits associated with Chair appointments include teaching release and start-up research funds. A separate application may be made to the [John R. Evans Leaders Fund](#) (JELF) for research infrastructure needs. Please visit the Canada Foundation for Innovation website at <https://www.innovation.ca/apply-manage-awards/funding-opportunities/john-r-evans-leaders-fund#!nav-crcrcpartnership>. Eligibility criteria and CRC program information can be found at the following website: <http://www.chairs-chaire.gc.ca>. For more information about Brock's CRC program, please contact Matthew Rätsep ([mratsep@brocku.ca](mailto:mratsep@brocku.ca)).

### **Brock University**

Brock University is located on the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum Agreement.

Established in 1964 and located in the historic Niagara Region, Brock University serves its community as a cultural, academic, and recreational centre, bringing excellent facilities to the people who created the University all those years ago. Situated about a one-hour drive to Toronto and a 20-minute drive to the US border, [St. Catharines](#) was once the final stop on the famous [Underground Railroad](#) led by Harriet Tubman, who lived in the city for 15 years, bringing enslaved Black people from the US who sought their freedom. Many of the descendants of those freedom seekers still live in St. Catharines today. Black people make up the largest visible minority in the area and are a diverse community including freedom seekers, newcomers, and everyone in between. Brock is committed to building the Niagara community and to fostering an environment that serves its students and their neighbours. With a student population of almost 19,000, approximately 1,500 faculty and staff including over 600 faculty members, and a network of over 100,000 accomplished alumni, Brock University has forged a reputation as a modern and innovative comprehensive institution. While official statistics describing the racial breakdown of students and staff are not available, a substantial minority of the student body would self-identify as people of African descent. Brock has six teaching Faculties offering a wide range of programs at the undergraduate, master's, and doctoral levels. It



also features one of Canada's most diversified co-operative programs and a range of experiential, service, and creative learning opportunities. Brock is committed to fostering excellence in academic programs, research, creativity, and community-engaged teaching, learning, and scholarship. With world-class facilities, the provision of over \$11 million in awards programs to current and prospective students, a #2 ranking in Canada for overall student satisfaction, and a #1 ranking in Canada for mental health services, student success and the student experience are paramount at Brock University.

Brock is also committed to supporting the rapidly growing number of people of African descent attending this University and creating a culture of inclusion within all Faculties. To date, Brock has: a) established a [President's Advisory Committee on Human Rights, Equity, and Decolonization](#); b) approved [cluster hires](#) for Indigenous and Black scholars to increase their representation within the university; c) signed the [Dimensions: EDI Charter](#) which commits Brock to addressing barriers faced by members of equity deserving groups; and d) signed the [Scarborough Charter](#) on Anti-Black Racism and Black Inclusion in Higher Education. As a signatory, Brock is committed to the development of Black academic and research excellence. Brock also has an active [Social Justice Research Institute](#), to which many members of our Faculty belong.

Consistent with [Brock University's Equity, Diversity, and Inclusion Action Plan](#), in recognition of the underrepresentation of members of the federally designated groups in the CRC program, and pursuant to Section 14 of the Ontario Human Rights Code, this position will be filled by a candidate who self-identifies as Black. Women, Indigenous peoples, members of racialized groups, people with disabilities, and Two-Spirit, lesbian, gay, bisexual, transgender, and queer (2SLGBTQ+) persons are encouraged to apply and to voluntarily self-identify as a member of one or more designated groups as part of their application. To ensure accurate data regarding Brock's CRC program, all applicants are requested to respond to the voluntary self-identification questions presented in the online application system. Please visit <https://brocku.ca/research-at-brock/research-chairs/crc-equity/#action-plan> to read the Action Plan.

Brock University recognizes that life circumstances such as illness, disability, family and community responsibilities (e.g., maternity leave, parental leave, leaves due to illness, leaves due to caring for family members, or slowdowns due to chronic illness or disability) are expected to have an impact on a candidate's record of research achievement, and that these impacts will be taken into careful consideration during the assessment process. Where this is relevant, candidates are invited to share details they would like to have taken into consideration in their cover letter.

### **Faculty of Applied Health Sciences**

The Faculty of Applied Health Sciences is a leader in transdisciplinary research and home of five academic Departments: Health Sciences, Sport Management, Nursing, Kinesiology, and Recreation and Leisure Studies. The Faculty is a dynamic and vibrant academic environment with 90 faculty members, 24 staff, over 3500 undergraduate students, and 200 graduate students. The Faculty offers unique, inter-disciplinary graduate programs at the master's and doctoral level, including two MSc (Kinesiology; Health Sciences), five MA (Community Health; Leisure Studies; Nursing; Health and Physical Education; Sport Management), and three PhD fields (Health Biosciences; Behavioural and Population Health; Social and Cultural Health Studies).

Students in this faculty have demonstrated strong leadership in equity, diversity and inclusion, including initiating a [BIPOC Town Hall](#) and founding the annual [Yosif Al-Hasnawi Memorial Lecture](#). As part of its commitment to equity, diversity and inclusion, the Faculty has also established an active Anti-Racism Committee. A formal survey of student experiences with a focus on understanding Black student experiences, student town hall, report, and workshops have also taken place as part of this initiative. While faculty and staff at Brock recognize the importance of this position and fully support this initiative, the impetus for this particular position was student driven, which reflects the engagement of our student body.

### **Department of Health Sciences (in Collaboration with Department of Sport Management)**

The selected candidate will join the Department of Health Sciences, with a cross-appointment or collaboration with the Department of Sport Management a possibility as relevant to the successful candidate's research area. As a research-intensive department, HLSC houses transdisciplinary scientists including those seeking to define underlying





social factors/determinants and mechanisms and how these relate to health and disease at the individual, community, and population levels. The Department of Sport Management is also a research-intensive department, with transdisciplinary scientists who explore social determinants influencing the participation in and leadership of sport and recreation activities, gender and social justice issues related to sport involvement, as well as leadership practices related to healthy and safe sport experiences. The HLSC and SPMA departments value diversity and inclusivity and have supported the development of this SSHRC CRC Tier 1 position as part of their collaborative equity, diversity, and inclusion initiatives.

### **Application Process:**

Applications should be submitted electronically through the Brock Careers website. Please apply online using the “Apply” button. A single PDF document containing all application elements is preferred. (Note: File maximum of 5MB per attachment upload.) If needed, supplemental application information beyond the 5 MB limit can be sent to [hlsc@brocku.ca](mailto:hlsc@brocku.ca).

1. A letter of interest (suggested 2-4 pages) outlining your qualifications for a successful Tier 1 Chair nomination funded by the Social Sciences and Humanities Research Council of Canada, including the alignment of your profile and expertise with this Chair position, as well as the definition that you hold for research excellence and impact.
2. A description of your program of research (suggested 3-5 pages), including: Your short-term and long-term vision for your future research program as a Tier 1 CRC at Brock; novel opportunities for training scholars within a variety of research contexts, and the potential for the Chair to enhance your scholarly leadership and innovation capacity within the Department, Faculty, and University in strategic areas.
3. An updated and complete curriculum vitae.
4. A statement discussing your mentorship philosophy, teaching philosophy, a list of undergraduate courses the candidate would be interested in teaching, and strategies to support diverse (and especially Black) students (suggested 2-4 pages).
5. A statement of experiences in supporting decolonization, equity, diversity, and inclusion in the health sciences through research, advocacy, curriculum, community outreach or engagement, and student support (suggested 2 pages).
6. The names and contact information of three referees who could provide confidential letters of assessment that speak to the candidates’ suitability to hold a faculty position and Tier 1 CRC at Brock University. Letters will not be requested unless an applicant is short listed.

Applications should be submitted electronically through the Brock Careers website at the following link:

[https://brocku.wd3.myworkdayjobs.com/brocku\\_careers/job/St-Catharines-Main-Campus/SSHRC-Canada-Research-Chair-Tier-1---Racial-Justice-and-Health\\_JR-1016757](https://brocku.wd3.myworkdayjobs.com/brocku_careers/job/St-Catharines-Main-Campus/SSHRC-Canada-Research-Chair-Tier-1---Racial-Justice-and-Health_JR-1016757)

The closing date for the position is December 9<sup>th</sup>, 2023 at 12:01am. The last business day to apply is December 8<sup>th</sup>, 2023.

Review of applications will begin December 11<sup>th</sup>, 2023. Although we appreciate all applications received, only candidates selected for an interview will be contacted.

The effective date for the academic appointment may be as early as July 1, 2024, but is negotiable with the Faculty Dean. The appointment is subject to budgetary approval.

It is expected that this search will lead to a nomination in October 2024, for which a decision from the CRC Program is anticipated in April 2025, which is the earliest date when the CRC position can begin.

Inquiries should be directed to Dr. Will Pickett, Chair of the Search Committee 905-688-5550 ext. 4613, [wpickett@brocku.ca](mailto:wpickett@brocku.ca)

All candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. We will accommodate the needs of the applicants and the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the selection process, as outlined in the [Employment](#)



[Accommodation Policy](#). Please advise: Talent Acquisition Consultant, [talent@brocku.ca](mailto:talent@brocku.ca) to ensure your accessibility needs are accommodated through this process. Information received relating to accommodation measures will be addressed confidentially.

It is Brock University's policy to give consideration to qualified internal applicants.

We appreciate all applications received and will contact each applicant of whether they are selected for an interview.

### **Our Commitment**

Brock University is actively committed to diversity and the principles of employment equity and invites applications from all qualified candidates. Women, Indigenous (First Nations, Métis, Inuit) peoples, Black people, people with disabilities, members of visible minorities/racialized groups, and Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional sexually and gender diverse (2SLGBTQI+) persons are encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form and include the completed form with their application.

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

We will accommodate the needs of the applicants and the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the selection process, as outlined in the Employment Accommodation Policy <https://brocku.ca/policies/wp-content/uploads/sites/94/Employment-Accommodation-Policy.pdf>. Please advise: [talent@brocku.ca](mailto:talent@brocku.ca) to ensure your accessibility needs are accommodated through this process. Information received relating to accommodation measures will be addressed confidentially.

We appreciate all applications received; however, only candidates selected for an interview will be contacted.

Learn more about Brock University by visiting [www.brocku.ca](http://www.brocku.ca)