

Job Posting – Postdoctoral Fellow in Black LGBTQI National Consultation

Organization	Egale Canada
Application Deadline	February 5, 2021
Apply to	jobs@egale.ca

Egale is Canada's leading organization for LGBTQI2S people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal, and none is other.

Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression, so that every person can achieve their full potential, free from hatred and bias.

Position Description

Egale Canada invites applications from qualified candidates for a full-time, 15-month contractual appointment in our Research Department at the rank of Postdoctoral Fellow beginning March 1, 2021. The successful candidate will also be appointed as a Postdoctoral Fellow at the Ontario Tech University, Faculty of Social Science and Humanities under the supervision of Professor Wesley Crichlow.

About the Egale Research Department

The Research Department compiles, produces, and communicates the best-available evidence, information, and tools for promoting and fostering the human rights and equitable inclusion of lesbian, gay, bisexual, trans, queer, questioning, intersex, and Two Spirit (LGBTQI2S) people throughout all aspects of society.

The Department serves both the organization, internally, as well as external partners and clients, by fulfilling the following responsibilities:

- Conducting environmental scans of emerging research, best practices, resources, and issues relating to LGBTQI2S people in Canada and abroad.
- Conducting and publishing original research, valuing equitable partnerships, and pursuing a community-based participatory approach.
- Consulting with LGBTQI2S communities, leaders, and allies across Canada.

- Developing policy guidance and position statements from which to ground the organization's intentional, strategic, and coordinated approach to promoting LGBTQI2S human rights and equitable inclusion.
- Conducting policy review, consultation, and development for external partners and clients, such as school boards, employers, and public policy makers.

The Department's ongoing priorities include Black, Indigenous, and other racialized communities, trans human rights and inclusion; seniors' health and well-being; suicide prevention and mental health promotion; youth homelessness; workplace inclusion; LGBTQI2S inclusion in sport; schools and education; hate crime prevention; equal families; intersex human rights; and international engagement

About the Project

Egale is conducting a 16-month long national survey and community consultation in the areas of: Anti-Black Racism and the sexualization of racism within and beyond LGBTQI communities; existing efforts and challenges of Black queer community organizing and advocacy at the local, regional, and national levels. This position will be held jointly between the Ontario Tech University and Egale Canada. The candidate will serve as a Postdoctoral Fellow housed at Ontario Tech University with field work at Egale working closely with the Director of Research who will provide research support and assist in community consultation and outreach activities.

Duties

To conduct research and prepare reports. The successful candidate will be expected to conduct community-based research and national consultative information gathering concerning LGBTQI African Caribbean and Black Canadians experience of anti-Black racism, social and economic challenges and mental health, as well as Black LGBTI movements and communities in Canada. Specific duties include:

- 1) Conducting literature reviews and environmental scans of African, Black, Caribbean Canadian diasporas.
- 2) Designing, implementing, and analyzing national surveys.
- 3) Organizing community consultations and focus groups across the provinces and territories.
- 4) Interviewing key informants and community stakeholders.
- 6) Studying policy and other public documents at all levels of government.
- 7) Working closely with the Director of Research and postdoc supervisor, and external research partners, producing discussion papers on the objectives of the project, attending events organized in the community, by Egale and the University on Black LGBTQI research and movement.
- 8) Supporting grant and research funding initiatives for this project.
- 9) Publication of Peer reviewed journals, op pieces, and other writings related to project area, strengthen scoping review.

Other duties may include: participating in regular research project meetings at Egale; organizing a workshop for staff and community members; and presenting preliminary and conclusive findings at conferences during the time of appointment; and assisting with other research projects as assigned.

Qualifications:

The successful candidate will have fulfilled all degree requirements for PhD in social sciences and humanities or equivalent from a Canadian university within the last 3 years. The successful candidate will possess: a) theoretical and practical understandings of Critical Race Theory, Black Feminist Studies, Black Queer and Trans Studies; b) a critical race, queer/trans, and intersectional understanding of social movements as they underscore Black LGBTI experiences. Additionally, the position requires a demonstrated background in critical qualitative methodologies and approaches situated in the frameworks of African/Black/Caribbean; African/Black/Caribbean; and Decolonizing frameworks. Experience in conducting focus groups and interviews (on/offline) with Black/African/Caribbean communities, designing and carrying out surveys, and writing research reports and journal articles is required. The candidate should have demonstrated aptitude for working alongside community organizations and people through interdisciplinary, collaborative, and participatory frameworks. Fluency in both English and French and experience in working with Black African and Caribbean LGBTQI communities outside of Ontario / the GTA will be an asset.

Application Instructions:

Applications should be sent electronically in one single PDF file to jobs@egale.ca and should include the following: a cover letter, a curriculum vitae including links and citations to three publications, statement of research plans (not to exceed two pages) that demonstrates how your proposed research program aligns with this call and activities. You are encouraged to include any other supporting documents you deem necessary as per the posting and description.

Three reference letters will only be sought from shortlisted candidates. Reference letters to be submitted directly to Egale.

All qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority, in accordance with Canadian immigration regulations. Candidates must therefore indicate in their application if they are a permanent resident or citizen.



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Employment Equity and Diversity:

To address entrenched historical conditions of disadvantage in employment between Black and non-racialized people in Canada, we encourage Black applicants with diverse work and academic history, persons with disabilities, and those who identify as Black LGBTQI for this position.