



Canada Research Chair (Tier I) in Anti-Racism and Health Equity, Department of Medicine, Cumming School of Medicine

The University of Calgary is committed to EDI (equity, diversity and inclusion) and systemic change. The Department of Medicine and the O'Brien Institute for Public Health invite applications for an appointment with Tenure at the Associate Professor or Professor level. The selected candidate will be nominated for a Canadian Institutes for Health Research (CIHR) Tier I Canada Research Chair (CRC) in Anti-Racism and Health Equity. Further information about the Canada Research Chairs Program can be found on the Government of Canada's CRC website (<https://www.chairs-chaire.gc.ca/home-accueil-eng.aspx>) including eligibility criteria.

Qualifications include a PhD, MD/PhD or equivalent combination of education, training and experience, a deep knowledge of EDI, health equity and intersectionality, and significant experience in health-related research. Given the nature of this CRC, consideration will be given to applicants from equity-deserving groups. Applicants at the Associate Professor level must present evidence of an established, externally funded (at the level of Tri-Council or equivalent peer-reviewed National/International organization) research program focused on EDI and/or health equity, and a strong publication record that reflects their methodological framework. Evidence of successful teaching and/or graduate supervision is also required. Evidence of collaborations with other researchers and prior community and academic engagement will be assessed. Applicants at the Professor level must present evidence of a well-established, externally funded (at the level of Tri-Council or equivalent peer-reviewed National/International organization) research program focused on EDI and/or health equity, and an extensive impactful publication record that reflects their methodological framework. Evidence of successful teaching and graduate supervision is also required. Evidence of leading research teams that have achieved a strong record of health system and/or health equity impact will be assessed, as well as evidence of prior community and academic engagement.

Clinician scientists, if eligible, will be offered an attractive remuneration and benefits package through the University of Calgary and Alberta Health Services, Academic Medicine and Health Services Program (AMHSP). Alberta Health Services (AHS) operates five teaching hospitals in the city of Calgary. AHS serves 1.8 million residents of Southern Alberta, Southeastern British Columbia and Southwestern Saskatchewan. The Department of Medicine provides academic and clinical services in an integrated manner across all of the hospital sites and in several ambulatory care settings.

The successful candidate will lead an anti-racism and health equity research program that will enable the Cumming School of Medicine, University of Calgary and our health system partners to be a learning laboratory that generates and translates knowledge to impact policy and practice within health-related systems that need urgent improvement and innovation to redress institutional and structural racism and become more equitable. This position provides an opportunity for an outstanding researcher to continue to grow an active research program in anti-racism and health equity, and to use an intersectional lens to co-develop research programs with both health system and community partners that are focused on interventions. The Chair will be expected to engage actively with the public and the media in matters related to the Chair, as well as effectively respond to important events and processes

related to anti-racism and health equity. The Chair will benefit from and contribute to a growing community of scientists, centres and initiatives focused on EDI, anti-racism and health equity at the University of Calgary. Substantive start-up funds will provide the Chair with resources to successfully leverage and galvanize existing anti-racism and health equity initiatives at the University of Calgary into a world class centre.

The Chair will have the opportunity to create cross-cutting initiatives on new (intersectionality-focused) research methodologies, modalities, and paradigms, leveraging the university's commitment to transdisciplinary scholarship. The Chair will help to define how anti-racism and intersectionality for health equity contribute to advancing four-health related University Strategic Research Themes: Human Dynamics in a Changing World (e.g., changing how traditionally racialized and economically segregated neighbourhoods access health services); Brain and Mental Health (e.g., the mental health impact of stigma, discrimination and intersectional oppression); Infections, Inflammation and Chronic Diseases (e.g., implications of interactions of race, ethnicity, sex and gender on the epidemiology and treatment of communicable and non-communicable diseases); and Engineering Solutions for Health (e.g., addressing racial bias in health technologies such as artificial intelligence, diagnostic criteria and care pathways).

The University of Calgary is a global intellectual hub located in Canada's most enterprising city. In this spirited, high-quality learning environment, students thrive in programs made rich by research, hands-on experiences, and entrepreneurial thinking. UCalgary is already one of Canada's top comprehensive research universities, with over 6,500 graduate students and 28,000 undergraduate students in 14 faculties, 146 research chairs (75 Canada Research Chairs), more than 50 research institutes and centres, over 1,800 academic staff, and over 3,200 non-academic staff across five campuses. We are proud to support a growing diverse and inclusive campus that seeks to be accessible to all and free from harassment, bullying, and discrimination. We are striving, through our teaching, research and community outreach, to serve individuals and communities to flourish and thrive. The Office of Equity, Diversity and Inclusion (OEDI) is working to remove barriers that have been, and continue to be, encountered by equity seeking groups, including women, Indigenous peoples, visible/racialized minorities, persons with disabilities, and LGBTQ2S+. The UCalgary OEDI is focused on fostering a community of change-makers and supporting the development of future leaders to work effectively in a safe community where individuals feel valued for their skills, abilities, and contributions. Through *ii' taa'poh'to'p*, our Indigenous Strategy, the University of Calgary is on the path of true transformation. The university is committed to joining Canadians in accepting responsibility for truth and reconciliation. The Vice-Provost Indigenous Engagement and the Office of Indigenous Engagement are leading the university on its path to transformation.

The University of Calgary, through its Cumming School of Medicine, its health research institutes, and its academic departments seeks to recruit and retain a diverse and inclusive workforce that will contribute to creating the future of health. We are committed to fostering diversity through cultivating an environment where people with a variety of backgrounds, genders, interests, and talents feel welcome and supported.

The University recognizes that candidates have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are encouraged but not required to provide any relevant information about their experience and/or career interruptions to allow for a fair assessment of their application. Selection committees have been instructed to consider, and be sensitive to, the impact of career interruptions, when assessing the candidate's research productivity.

Interested individuals are encouraged to apply online via University of Calgary Careers webpage using the “Apply Now” link. Please be aware that the application process allows for a maximum of four attachments. Your application attachments should be organized to contain the following (which may require you to merge documents):

- Cover letter and academic CV including the names and contact information for three referees
- Statement of research interests
- Statement of teaching interests

Questions about this position may be directed to:

Jayna Holroyd-Leduc, MD FRCPC
Head, Department of Medicine
jayna.holroyd-leduc@albertahealthservices.ca

The closing date for applications is. March 18, 2022

The University of Calgary has launched an institution-wide [Indigenous Strategy](#) in line with the foundational goals of [Eyes High](#), committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

The University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here; in particular, we encourage members of equity-deserving groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities and diverse sexual orientation and gender identities) to apply. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding diversity or requests for accommodation can be sent to Human Resources (hrhire@ucalgary.ca).

Posting Date: December 14, 2021

Closing Date: March 18, 2022

To learn more about academic opportunities at the University of Calgary and all we have to offer, view our [Academic Careers website](#). For more information about the Cumming School of Medicine visit **Careers in the Cumming School of Medicine**.

The University strongly recommends all faculty and staff are fully vaccinated against COVID-19.

About the University of Calgary

The University of Calgary is Canada’s leading next-generation university – a living, growing and youthful institution that embraces change and opportunity with a can-do attitude. Located in the nation’s most enterprising city, the university is making tremendous progress on its Eyes High journey to be recognized

as one of Canada's top five research universities, grounded in innovative learning and teaching and fully integrated with the community it both serves and leads. The University of Calgary inspires and supports discovery, creativity and innovation across all disciplines. For more information, visit ucalgary.ca.

About Calgary, Alberta

Calgary is one of the world's cleanest cities and has been named one of the world's most livable cities for years. Calgary is a city of leaders - in business, community, philanthropy and volunteerism. Calgarians benefit from a growing number of world-class dining and cultural events and enjoy more days of sunshine per year than any other major Canadian city. Calgary is less than an hour's drive from the majestic Rocky Mountains and boasts the most extensive urban pathway and bikeway network in North America.