

Project Summary

Give a brief background of the project that the candidate will be involved in. Provide a general overview of the work that the candidate will be engaged with.

CHILD-BRIGHT's Equity, Diversity, Inclusion, Decolonization & Indigenization (EDI-DI) Program is committed to promoting inclusive research environments that prioritize health equity. Our goal is to ensure that all voices, bodies, and experiences are represented in every aspect of our work. Through our EDI-DI framework, we implement initiatives to embed EDI-DI principles in the network's programs and governance structure.

We focus on integrating EDI-DI principles into research processes, project design, and decision-making, fostering diversity and inclusivity within CHILD-BRIGHT. Additionally, we collaborate with community organizations, engage with underrepresented populations, and evaluate our progress. By addressing health disparities and incorporating diverse perspectives, including those of Indigenous communities, we drive research excellence.

In summary, the EDI-DI Program at CHILD-BRIGHT is dedicated to creating inclusive research environments for health equity. Through our comprehensive approach, we aim to make a lasting impact on research practices, ensuring that all individuals have equal opportunities to participate and benefit from patient-oriented research across Canada.

Position Description

Please provide a succinct description detailing the candidates' role and expected duties/responsibilities.

Responsibilities:

1. Conduct research and analysis to identify gaps and challenges related to equity, diversity, inclusion, decolonization, and indigenization within the field of brain-based developmental disabilities research.
2. Collaborate with network members, including researchers, clinicians, and decision-makers, to integrate EDI-DI principles and prioritize underrepresented populations' needs in research projects and initiatives.
3. Assist in developing and implementing training programs and workshops that promote understanding and application of EDI-DI principles among network members.
4. Support the development of policies and guidelines that foster equity, diversity, and inclusion within the network's research practices and governance structure.
5. Evaluate and monitor the progress and impact of EDI-DI initiatives, collecting data and feedback to inform continuous improvement.

6. Engage in networking activities to share knowledge, build partnerships, and enhance collaboration with other organizations working on EDI-DI initiatives.
7. Provide mentorship and support to graduate students and early-career researchers interested in EDI-DI research within the network.

Qualifications & Requirements

Please outline any specific details that would help match you with a viable candidate (include experience and any host-institution specific requirements).

1. *Educational Background*: The candidate should have a doctoral degree (Ph.D. or equivalent) in a relevant field, such as social sciences, public health, disability studies, or a related discipline. A background in equity, diversity, inclusion, or decolonization studies would be advantageous.
2. *Research Expertise*: The candidate should demonstrate strong research skills, including experience with qualitative and/or quantitative research methods. Familiarity with patient-oriented research (POR) principles and practices would be beneficial. Knowledge of intersectionality and its application within health research is highly desirable.
3. *EDI-DI Knowledge*: A deep understanding of equity, diversity, inclusion, decolonization, and indigenization concepts is essential. The candidate should be knowledgeable about EDI-DI frameworks, principles, and best practices, with an ability to apply them to the field of brain-based developmental disabilities research.
4. *Collaboration and Communication*: The candidate should possess excellent collaboration and communication skills to effectively engage with diverse stakeholders, including researchers, clinicians, decision-makers, youth, and parents. Experience in interdisciplinary teamwork and community engagement is advantageous.
5. *Commitment to Health Equity*: The candidate should have a genuine passion for advancing health equity and improving outcomes for children and youth with brain-based developmental disabilities and their families. Demonstrated commitment to promoting inclusion and reducing health disparities is highly valued.

About Host Institution

Please provide any specific details that would be relevant to a potential candidate (e.g. information about location or whether remote work is possible).

It is preferred if the candidate is based in Toronto where remote work is possible with occasional meeting with program lead. However, it is not mandatory. All candidates, regardless of geographic location within Canada are encouraged to apply.

Expected Duration

Please provide any details regarding anticipated start and end-dates. Do note that the PDF funding opportunity will commit to one year of support, which will be revisited near the conclusion of the term.

The Azrieli CHILD-BRIGHT Fellowship Program will commit to one year of support, with the possibility of a second-year extension. The anticipated start date is somewhat flexible however this project is currently in development therefore an earlier start date is preferred. We are open to discussing options.

Application Instructions

Submit a detailed CV and cover letter (both in PDF) outlining your background and experience through [the online submission form](#). If you have any questions, please contact us at pierre.zwiegers@child-bright.ca.