

Date of Posting: January 29, 2020

JOB POSTING – POSTDOCTORAL FELLOW

Area of Research: Indigenous Health/Cultural Safety

Description of duties:

The candidate will:

- Engage Advisory Committee members who identify as Indigenous and who have experience developing and evaluating materials for and by Indigenous peoples.
- Working collaboratively with the Advisory Committee, act as a Knowledge Keeper, leading (along with Elders) talking circles to explore the meaning of cultural safety among urban Indigenous, in-community First Nations, and Inuit peoples, to define what should be included in cultural safety training.
- Lead talking circles with professionals in public health, social services, and education to determine the needs of cultural safety learners.
- Conduct surveys of professionals in these groups to assess their knowledge of Indigenous peoples and identify any gaps in their knowledge.
- Draft foundational online content for cultural safety courses for these professional groups, ensuring developed training content addresses the needs of those most affected by systemic racism.
- Pilot test course materials with professional groups and Indigenous peoples to assess their applicability and effectiveness.
- Conduct evaluation of cultural safety online courses and provide pilot testing results to PI and Indigenous stakeholders using a variety of mediums.
- Contribute to the literature demonstrating the impacts of delivering cultural safety content to service delivery professionals as part of decolonization and reconciliation efforts.

Salary: \$40,000 - \$60,000

Please note that should the minimum rates stipulated in the collective agreement fall below the rates stated in this posting, the minimum rates stated in the collective agreement shall prevail.

Required qualifications:

- Preference will be given to candidates who self-identify as Indigenous. Recognizing that there are a variety of terms that potential candidates may use to self-identify, the University uses the term “Indigenous” in this search, which forms part of the U of T Response to Canada’s Truth and Reconciliation

Commission, to encompass the people of Turtle Island, including those who identify as First Nations, Métis, Inuk (Inuit), Alaska Native, Native American, and Native Hawaiian people.

- PhD in Indigenous studies, social sciences, or health (or related degree) with experience in applied community collaboration in Indigenous research, and a thorough understanding of Indigenous research methods. This would include proficiency in Indigenous knowledges, research ethics, partnerships, and research methodologies including evaluation research.
- The PhD degree must have been obtained within 5 years of hiring. Canadian resident applicants expecting to receive their PhD within the next 3 months are also eligible.
- In-depth understanding of Indigenous cultural safety concepts.
- Ability to communicate findings to a wide range of people.
- Superior organizational and time-management skills with the ability to adjust to changing priorities.
- Ability to work both independently and as part of a team with a variety of individuals.

Application instructions

All individuals interested in this position must submit a cover letter, CV, and at least 2 references to Dr. Angela Mashford-Pringle (angela.mashford.pringle@utoronto.ca) by the closing date.

Closing date: February 21, 2020 or until position is filled

Supervisor: Dr. Angela Mashford-Pringle, Assistant Professor/Associate Director, Waakebiness-Bryce Institute for Indigenous Health, Social and Behavioural Health Sciences, Dalla Lana School of Public Health, University of Toronto

Expected start date: March 31, 2020.

Term: 1 year with a possible 1 year extension

FTE: 1.0

The normal hours of work are 40 hours per week for a full-time postdoctoral fellow (pro-rated for those holding a partial appointment) recognizing that the needs of the employee's research and training and the needs of the supervisor's research program may require flexibility in the performance of the employee's duties and hours of work.

Employment as a Postdoctoral Fellow at the University of Toronto is covered by the terms of the CUPE 3902 Unit 5 Collective Agreement.

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The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

