

# 2SLGBTQ+ Health Hub

## Call for Community, Academic, Professional Trainees (2023-24)

### Summary of the 2SLGBTQ+ Health Hub

Funded by the Canadian Institutes for Health Research (CIHR), our [2SLGBTQ+ Health Hub](#) tackles a major training and capacity gap in intersectional and community-informed 2SLGBTQ+ health and community interventions, including interventions for Indigenous, Black, and other People of Color queer communities. Our innovative 2SLGBTQ+ Hub, which fosters opportunities for asynchronous and synchronous learning and skill development, provides a suite of multi-modal training, engagement, and mentoring opportunities. Our 2SLGBTQ+ Hub includes focused training related to the intersectional, social, cultural, and structural determinants of health, including interventions that address: a) research training, practice and evaluation in racialized and Indigenous 2SLGBTQ+ health inequities and strengths; b) moving research evidence to policy and practice; and c) supporting non-profit and other sectors working to better 2SLGBTQ+ health in Canada. This Call for Applications (2023-24) will form the second annual cohort of Trainees for the 2SLGBTQ+ Health Hub. This year we expect to fund approximately 20 Trainees. We plan to offer four additional rounds of trainee applications in subsequent years.

### Key Program Details

#### Eligibility

Applicants must meet at least one of the following criteria, as of September 1, 2023, to be eligible:

- Academic students: registered student in a graduate program (Masters, Doctoral) or healthcare provider program (undergraduate included) at a Canadian postsecondary institution.
- Community or Professional staff: employed in a government (municipal, provincial/territorial, federal), health organization (hospital, clinic, health authority), or community-based organization (grassroots, formal not-for-profit, etc.). Fellowship funds may be used for either additional staff hours or as an organizational buy out for staff participating in the fellowship through an existing paid role.

Trainees who have previously received funding from the 2SLGBTQ+ Health Hub are not eligible to re-apply. Postdoctoral fellows are not eligible to apply in this cycle, but are encouraged to contact us about joining 2SLGBTQ+ Health Hub committees or the mentorship team; we have compensation policies in place to support engagement.

#### Funding

A total of \$10,000 in funding will be provided to each Trainee in recognition for participation in all activities and components. Students will be paid the \$10,000 as a scholarship. Any additional employer contributions required for Community or Professional staff will be funded by the 2SLGBTQ+ Health Hub.

### Duration

September 1st, 2023 to April 30th, 2024 (8 months). Trainees must attend an in-person 2SLGBTQ+ Health Hub gathering during the program; all travel and accommodation costs will be covered.

### Application & Letter of Support Deadline

Applications must be received by Monday, May 15th to [anna.penner@utoronto.ca](mailto:anna.penner@utoronto.ca) as a single PDF file named as follows: "2023\_LastName(s)\_FirstName(s)".

Letters of Support must also be received by Monday, May 15th to [anna.penner@utoronto.ca](mailto:anna.penner@utoronto.ca).

### Training Components

The various components of this training program will connect 2SLGBTQ+ health researchers, trainees, and professionals to develop a network of scholars and practitioners that are experts in community-based interventions. The five key components of the training include:

- Synchronous online seminars for Trainees
- Open Lectures
- Training Modules
- Mentorship
- Experiential Learning Opportunities/Placements

We expect Trainees will spend between 150-250 hours over the course of the program, divided between these components and including a multi-day in-person 2SLGBTQ+ Health Hub gathering,

Trainees will also network with the extensive network of the 2SLGBTQ+ Health Hub. Trainees will be matched with at least one 2SLGBTQ+ Health Hub Mentor at the beginning of the program. Trainees will be asked to collaborate with their Mentor(s) to develop an individual learning plan with customized experiential learning objectives. In the event that Mentors are themselves currently leading or supporting projects broadly addressing 2SLGBTQ+ health, Trainees may collaborate with their Mentors to develop a plan to participate in specific activities (embedded in one's own workplace or elsewhere) that address their learning objectives. Mentorship may include opportunities for trainees to work with mentors on projects outside of their current skill sets, disciplines, and institutional sectors.

Our cross-cutting commitment to intersectionality emphasizes the need to consider social justice-based approaches, complex interactions between structures of power and oppression, and interconnected aspects of individual and group identity and social location. This focus allows for richer understandings of inequity and inequalities, while providing a pedagogical approach to learning that will help illuminate and interpret experiences of stigma across the lifecourse and complex systems of power, penalty, and privilege.

## Application Components (from Applicant)

To be submitted as a single (combined) PDF document labeled: 2023\_LastName(s)\_FirstName(s)

Of note, an additional 25% space/length is provided for all documents submitted in French.

- Cover Page (complete Appendix A)
- Applicant Letter (2-page maximum in English; 2.5-pages maximum in French):
  - Describe your interest in this training program, your background and experience that you are bringing to the training program, and your area of study/expertise as relevant to 2SLGBTQ+ health.
  - Thinking about equity, diversity, inclusion, justice, and accessibility, as well as intersectionality, please provide a personal narrative statement describing differences in geography, race, ethnicity, sexual and gender diversity, Indigeneity, class position, disability, religion, and other areas of equity that may be reflected in your social location or areas of scholarship, and the track-record of your work. We understand there may be a multitude of reasons people don't want to locate themselves. We are accepting of different levels of outness. All information provided will be kept in strict confidence. It will only be seen by Health Hub Staff and Reviewers as a part of the adjudication process, and everyone will be bound by Confidentiality Agreements.
  - Describe your past experience in knowledge mobilization, with any relevant examples or activities related to the focus of the 2SLGBTQ+ Health Hub that you have engaged in. Please include plans for how you will share with others your training experiences and activities, especially how this will be brought back to your organization.
  - Identify any of your prior, ongoing, or planned community or stakeholder engagement, especially as relevant to the focus of the 2SLGBTQ Health Hub and this training.
- Most Significant Contributions (1-page maximum in English; 1¼-page maximum in French)
  - Please provide information regarding your most significant contributions (maximum of 5) as they relate to your application. Please describe the contribution, the target audience, the significance, the impacted groups, and your role. Contributions can take the form of:
    - Community or professional service, leadership, etc.
    - Publications, presentations, intellectual property, other knowledge mobilization activities, etc.
    - Awards, degrees, credentials, etc.
    - Clinical or professional practice, policy/program development, workshops, etc.
    - Specialized training, strategic employment positions, etc.
- Applicant CV/Resume (4-page maximum in English, 5-page maximum in French)
  - Any format is acceptable.
- Optional: Special Circumstances (1-page maximum in English; 1¼-page maximum in French)
  - We acknowledge that certain circumstances may affect an applicant's record of achievement. Applicants are encouraged to confidentially explain any personal circumstances in order to allow for a fair assessment of their application.
  - Identify any circumstances that might have delayed or interrupted your academic and/or career advancement, research, dissemination of results, training, etc. Common examples of an interruption/delay are parental leave, child rearing, illness, disability, cultural, community or family responsibilities, socio-economic factors, access to research/leadership opportunities or relocation of your research environment.

## Application Component (from Supervisor)

- One Supervisor Letter of Support (2-page maximum, required). For academic trainees, this would be your academic program supervisor, program advisor, or department head. For community or professional staff, this would be your employment supervisor. Your supervisor will be required to administer the fellowship funds through their institution or organization. This Letter of Support must be provided directly to [anna.penner@utoronto.ca](mailto:anna.penner@utoronto.ca) by May 15th. The Letter of Support must:
  - Describe why you think the applicant, would be a good candidate for this training.
  - Detail any support(s) to be provided to applicant (e.g. space, environment, mentorship, training, resources).
  - Confirm eligibility of the Trainee (e.g. enrolment as a student or currently employed as of September 1st) and level of protected time that will be provided to participate in training activities (e.g. number of hours per week).
  - Confirm any funding available to cover partial or full costs for the Training (this is not required, but will be considered in adjudication and final decision making).
  - If applicable for community/professional staff, confirm the rate (% or \$ value) of mandatory employer contributions required on-top of the \$10,000.
- An additional 25% space/length is provided for Letters of Support submitted in French.

## Adjudication Process

- Applications will be reviewed and evaluated by at least two different independent reviewers on the 2SLGBTQ+ Health Hub Awards Committee. Initial scores will be used to determine which applications are discussed at a full meeting of the Awards Committee. The committee will produce a final ranked list of applicants recommended for funding, balancing diversity based on the narrative statements regarding EDIA and intersectionality provided in the Applicant Letters.
- Applications will be evaluated on their background, experience, and past and potential contributions. All of the following will be evaluated as a whole: Applicant Letter (including the personal narrative statement regarding EDIA and intersectionality), Most Significant Contributions statement, Applicant CV/resume, and Letter of Support. Reviewers will consider any Special Circumstances shared by the applicant in their evaluation.
- Each reviewer will provide a single numeric score using the [CIHR review scale](#) as well as a qualitative constructive narrative of the strengths and weaknesses of the application, which will be provided back to applicants to assist in strengthening future funding applications. Reviewers' numeric scores will be averaged, and where a discrepancy of >1 exists an additional review will be conducted. Applications with an average score in the Fair or Poor range will not be discussed by the committee.

**Adjudication Process (continued)**

Descriptor	Range	Outcome
Outstanding	4.5 - 4.9	May be eligible - will be discussed by the Committee
Excellent	4.0 - 4.4	
Very Good	3.5 - 3.9	
Fair	3.0 - 3.4	Not eligible - will not be discussed by the committee
Poor	0.0 - 2.9	

- We prioritize applications from 2SLGBTQ+ people, Indigenous and Two-Spirit people, people racialized as non-white, women, trans and non-binary people, disabled people, and others who are systemically marginalized.
- We will also ensure representation of Trainees across provinces/territories.
- We expect to inform applicants of our decisions by early July.

**Questions?**

Is there something you would like more clarity about? Do you have any questions?

Please contact [anna.penner@utoronto.ca](mailto:anna.penner@utoronto.ca) or [nlachowsky@uvic.ca](mailto:nlachowsky@uvic.ca).

For more information and FAQ please visit the [2SLGBTQ+ Health Hub landing page](#).



The 2SLGBTQ+ Health Hub is supported by the Canadian Institutes of Health Research (CIHR).

# Appendix A

## 2SLGBTQ+ Health Hub 2023-24 Trainee Application Cover Page

Please complete this form and include it as the first page of your application.

### Applicant:

<b>Name:</b>	
<b>Email:</b>	
<b>Organization Name:</b>	
<b>Organization Department:</b>	
<b>Position as of September 2023:</b> <i>(e.g. Masters/PhD Student, PDF, Professional role/employment job title)</i>	
<b>Scholarship or Fellowship Funding:</b> <i>For any other funding held during the Fellowship, please detail the award amount (\$), duration, and source.</i>	

### Supervisor:

<b>Name:</b>	
<b>Email:</b>	
<b>Organization Name:</b>	
<b>Organization Department:</b>	
<b>Position Title:</b>	

A Letter of Support, also confirming eligibility, must be provided directly to [anna.penner@utoronto.ca](mailto:anna.penner@utoronto.ca) by May 15th, 2023

### Required Attachments:

- Applicant Letter
- Most Significant Contributions
- Applicant CV/Resume

### Optional Attachment:

- Special Circumstances