

WOMEN'S COLLEGE HOSPITAL – INTERNAL CALL FOR APPLICANTS: TIER 2 CIHR CANADA RESEARCH CHAIR IN UNDERSERVED POPULATIONS

Posted: 18 Feb 2020

The Women's College Research Institute (WCRI) at Women's College Hospital (WCH) invites applications for nomination to a **CIHR Canada Research Chair, Tier 2**. The emphasis of this call will be on candidates with a research focus on **Underserved Populations**. This is understood to include Indigenous/Aboriginal peoples, official language minorities, LGBTQ2+ individuals, immigrants, refugees, ethnically or racially diverse populations, persons with disabilities, the homeless, sex trade workers, and low income segments of the population. This nomination looks to fill one (1) Chair position.

Applicants must hold an appointment (primary or adjunct) with WCRI in order to be eligible, and must not hold another Chair of equivalent or near-equivalent standing upon time of the CRC's commencement. At the time of application, candidates must disclose if they have applied, or are in consideration for, any other Chair positions of equivalent or near-equivalent standing.

Tier 2 Chairs are for emerging scholars and the successful nominee should be within ten (10) years of receiving their PhD. To meet the [criteria of the program](#), nominees must be excellent emerging world-class researchers who have demonstrated particular research creativity; have demonstrated the potential to achieve international recognition in their fields in the next five to ten years; as chairholders, have the potential to attract, develop and retain excellent trainees, students and future researchers; and be proposing an original, innovative research program of high quality.

Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc.) may have their eligibility for a Tier 2 chair assessed through the program's [Tier 2 justification process](#).

Applications should include:

- A complete academic curriculum vitae.
- A two-page research proposal highlighting major themes of research to be completed over the next five years.
- If you are more than 10 years from having earned your highest degree, an explanation of why you qualify for a Tier 2 Justification [as described in the following terms](#).

All materials should be submitted to Alex Willis, Manager of Research Grants (alex.willis@wchospital.ca) by 12 pm (noon) **Thursday, March 19, 2020**. Please include "CRC Tier 2, CIHR" in the subject line of your email.

Women's College Hospital recognizes that scholars have varying career paths and that career interruptions due to personal circumstances can be part of an excellent academic record. Search committee members have been instructed to give careful consideration to, and be sensitive to the impact of, career interruptions in their assessments

COMMITMENT TO EQUITY AND INCLUSION

For a century, Women's College Hospital has had an abiding commitment to equity and inclusion. WCH was the first place in Canada where women could study medicine and the first hospital in the country where they could practice medicine. Building on this commitment to diversity, equity and inclusion has been central to our success. We know that inclusive workplace and communities result in innovation, quality and responsive services. Our vision is to have a



workplace culture that promotes and welcomes diversity, whether grounded in sexual orientation, gender, age, race, religion, disability, or cultural background.

WCH supports a barrier-free environment that respects individual dignity and legislative requirements. At WCH it is our policy and practice that no employee will be denied access to employment opportunities for reasons related to race, ethnic origin, place of origin, religion or creed, language, gender, sexual orientation, age, physical and mental abilities, socio-economic, marital and employment status. All WCH employees with the required skills and ability will have access to the fullest opportunities to develop individual potential. During employment, it is the commitment of WCH that differences between people must be respected and accommodated in accordance with human rights legislation. Finally, WCH will promote a climate favourable to the successful integration of all groups protected under human rights legislation, and in particular those which traditionally have been under-represented including women, persons with disabilities, aboriginal peoples, visible minorities, and members identified within the LGBTQ community.

WCH 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.

Further information regarding nomination and eligibility criteria [may be found here](#). For more information about the CRC nomination process at the University of Toronto and affiliated hospitals, contact Judith Chadwick, Assistant Vice-President, Research Services, at crc@utoronto.ca, or visit [the University of Toronto's CRC web page](#).

ACCOMMODATION POLICY

At WCH it is our policy and practice that no applicant (both internal and external) will be denied access to employment opportunities for reasons unrelated to ability and all will have access to the fullest opportunities to develop individual potential. During the recruitment process, it is the commitment of WCH that differences between people must be respected and accommodated in accordance with human rights legislation. Questions or concerns relating to accommodation may be directed to Noura Gharibo Shaw, Director of Human Resources and Labour Relations (Noura.GhariboShaw@wchospital.ca).

COLLECTION OF EQUITY DATA

The Canada Research Chair Program requires the collection of self-identification data in relation to the four designated groups for all applicants to CRC opportunities. Applicants will be asked to fill in a voluntary survey to better understand the diversity of our overall applicant pool as well as the diversity of successful candidates. Information will be managed by the office of the Vice-President, Research and maintained in accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA).