

#### Background

At the University of Calgary we have made foundational commitments to inclusive excellence, to attracting and supporting emerging talent, and to creating future-focused and equitable pathways for the next generations of scholars and scholarship in the academy. Indigenous and Black scholars have historically been underrepresented in many fields of research and scholarship. We seek to close these gaps for Indigenous and Black researchers. Building on our Indigenous strategy (ii' taa'po'to'p), and our Anti-Black Racism initiative, our goal is to build a more equitable, diverse and inclusive academy.

Research on diversity in Canadian universities and institutions highlights that Indigenous and Black scholars are among the most underrepresented in postdoctoral positions, in tenured positions in the professoriate, and in university leadership. As such, the Provost's Postdoctoral Awards for Indigenous and Black Scholars are aimed at ameliorating this underrepresentation, and are an integral element of the University of Calgary's commitment to creating and supporting Equitable Pathways to produce the next generation of diverse researchers and community engaged scholarship. These awards will provide, on a competitive basis, salary support and access to mentorship and support.

#### Eligibility

Scholars who:

- identify as Indigenous (recognized by First Nations, Métis, and/or Inuit communities) and scholars who identify as Black (e.g. Canadian, African/Caribbean descent);
- have completed a PhD in any field, normally within the last five years from the start date of the funding, with a possible extension of this window due to career interruptions;
- have arranged supervision from a full-time faculty member of the University of Calgary;
- anticipate starting a postdoctoral appointment at the University of Calgary within 12 months of application.

#### Value

- Salary of \$50,000 per year, plus benefits (Plan C, CPP, EI, and WCB), plus
- \$5,000 research allowance

#### Number

- Up to 4 will be awarded in 2021 (2 for Indigenous scholars and 2 for Black scholars), with future calls expected to be bi-annual (every 2 years).

#### Duration

- Two years, with renewal for the second year subject to satisfactory performance and submission of the Annual Progress Report.

#### Where Tenable

- University of Calgary

#### Terms

- Postdoctoral scholars holding this award are expected to apply for all other postdoctoral awards for which they are eligible, including those from provincial or national agencies. If a scholar holding this award receives another postdoctoral award or fellowship the value of the Provost's Postdoctoral Award will be adjusted. If the other fellowship is valued at less than \$50,000, then the new value of the Provost's Postdoctoral Award will be the difference between the full award (\$50,000) and the other fellowship(s), plus \$2,500. All other conditions follow the University of Calgary postdoctoral policy and procedures, as approved by the Vice-President (Research).
- Open to Canadian citizens and permanent residents.
- A scholar who already holds a postdoctoral position at the University of Calgary or who has previously held a postdoctoral position at the University of Calgary is ineligible to apply.
- Funding cannot be allocated to a postdoctoral scholar who received their PhD from the University of Calgary, except in cases where established relationships to local community(ies) are important to the scholar's research, or where personal circumstances require the postdoctoral scholar to remain in Calgary, or where there is a significant proposed change in research context (e.g., new supervisor, Institute, or Department/Faculty).

#### Adjudication

Review criteria will include, but not necessarily be limited to:

- Record and quality of previous research and creative contributions, respecting the stage and nature of the applicant's career path;
- Quality of the proposed project, in terms of novelty, originality, feasibility, and expected impact (e.g., for discovery, society, policy, practice, community engagement);
- Record of direct engagement with Black Canadian (e.g. African descent, Caribbean) and/or Indigenous (First Nations, Métis and/or Inuit) communities in Canada;
- Supervisor's current research and training environment; early career supervisors are eligible and encouraged to apply;



## Provost's Postdoctoral Awards for Indigenous and Black Scholars Terms of Reference

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### Apply

Candidates must submit the completed application form, along with all supporting documents, to [Provosts Postdoctoral Awards Indigenous and Black-Scholars](#).

Supporting documents include:

- A current Curriculum Vitae (including a list of publications, presentations, awards, and grants received)
- 2 letters of recommendation, sent directly to [vprawards@ucalgary.ca](mailto:vprawards@ucalgary.ca)
- A letter of support from the proposed postdoctoral supervisor at UCalgary. The proposed supervisor should explain their capacity to enable the applicant to become a future leader in their chosen field and career, including the nature of the academic, mentoring, and networking support to be provided
- Project description (max 3 pages). The description should outline the scholar's proposed research project, its relation to the doctoral studies and training, and the scholar's future career goals

Questions can be directed to [vprawards@ucalgary.ca](mailto:vprawards@ucalgary.ca)

### Deadline

Saturday, May 15, 2021 at 11:59 p.m. MDT

This initiative was developed in accordance with section 10.1 of the *Alberta Human Rights Act*.