

Provost's Postdoctoral Fellowships for Black and Indigenous Scholars at York University

Summary

- Available Fellowships: Up to two (2) fellowships for scholars identifying as Black and up to two (2) for scholars identifying as Indigenous in 2023-24
- Amount: min. \$70,000/year
- Duration: 24 months. (Normally July to June. Exceptional start dates may be negotiated)
- Field: See details below for Faculties seeking candidates for this program.
- Eligibility:
 - A completed PhD (2018 and after), or PhD completed by September 30, 2023 (with confirmed timeline for defence)
- Applicants must secure the support of a supervisor at York University. Only Full-Time, Tenured or Tenure-track York University Faculty Members are eligible to be Supervisors.
- **Deadline to Apply: 01 March 2023**
- Full details: <https://www.yorku.ca/gradstudies/postdoctoral-fellows/prospective-fellows/provosts-postdoctoral-fellowships/>

Background

York University is pleased to announce the third cycle of the Provost's Postdoctoral Fellowships for Black and Indigenous scholars. This program was created to address under-representation of Black and Indigenous scholars in many disciplines and fields of research and associated careers. While gaining a foothold to begin a career can be difficult in itself, too often Black and Indigenous scholars face the additional challenges of racism and systems structured implicitly or explicitly to protect others' privilege. Supportive mentorship and network-building can be lacking or actively denied. The Provost's Postdoctoral Fellowships for Black and Indigenous Scholars begin to address this problem by providing collegial resources, supervision, mentorship, and funded time to successful applicants to seek their chosen careers.

York University is committed to promoting justice in all of its forms through our research, teaching, decision-making, community involvement, and advocacy. Every Faculty at the university seeks to build collegial networks of support to tackle all forms of bias and challenge racism in every form. York University's Centre for Human Rights, Equity and Inclusion assists actively in this work, by providing a suite of services to the York community writ large. We have a responsibility as a public institution to provide equitable access to opportunities for emerging scholars to acquire the knowledge and skills that will help them to create successful futures. A

fundament of equitable access is the inclusion, integration, and promotion of diverse of backgrounds, knowledges and ways of researching, thinking, knowing, communicating and relating. The Provost's Postdoctoral Fellowships for Black and Indigenous Scholars at York University provide one such opportunity.

Eligibility for Scholars who Self-identify as Black

- Scholars who self-identify as Black (of African Descent; for example, Africans and African heritage people from the Caribbean, Americas, Europe)
- Recently completed a PhD, PhD-equivalent, (degree completed between September 2018 and September 2023, with a possible extension of this window by up to a cumulative maximum of two years for career interruptions due to specific reasons.)
- International applicants may apply; however, successful international applicants will require a work permit and Canadian Social Insurance Number in order to take up the postdoctoral position. Exceptional start dates may be negotiated in relation to the permit and visa process timelines.

Eligibility for Scholars who Self-identify as Indigenous

- Scholars who self-identify as Indigenous (limited to First Nations, Inuit, Métis Peoples). Indigenous persons living in or connected to the traditions, culture and/or language of the traditional territories which straddle the Canada - US border are eligible to apply
- Recently completed a PhD, PhD-equivalent, (degree completed between September 2018 and September 2023, with a possible extension of this window by up to a cumulative maximum of two years for career interruptions due to specific reasons.)
- International applicants (those whose traditional territories which straddle the Canada - US border) will require a work permit and Canadian Social Insurance Number in order to take up the postdoctoral position. Exceptional start dates may be negotiated in relation to the permit and visa process timelines.

Field

- The program is open to applicants working with supervisors in the following Faculties/Schools:
 - [Arts, Media, Performance and Design](#)
 - [Education](#)
 - [Environmental and Urban Change](#)
 - [Glendon](#)
 - [Health](#)
 - [Lassonde School of Engineering](#)
 - [Liberal Arts & Professional Studies](#)
 - [Schulich School of Business](#)

- The Schulich School of Business is particularly interested in supporting researchers in the areas of marketing, organizational studies, strategic management, accounting, finance, operations management/information systems or sustainability,
- The program is also open to applicants working with supervisors who are Core Members of [VISTA \(Vision: Science to Applications\)](#) regardless of faculty affiliation. A list of Core members can be found on the [VISTA website](#). Please note that applicants proposing to work with VISTA members may also be considered for VISTA Distinguished Postdoctoral Fellowships with all application materials forwarded to the VISTA review committee.
- Applicants may also explore co-supervision with faculty members in more than one Faculty.

Application Documents

- Curriculum Vitae
- Cover letter including a description of any accomplishments and/or challenges during doctoral studies and training, including any career interruptions, which may be relevant.
- Confirmation of PhD degree received or additional confirmation of proposed completion date from PhD supervisor
- Dissertation Abstract
- Project Description (max.4 pages, not including Bibliography/Works Cited list, single-spaced, 12-pt)
 - The purpose of the description for the adjudicating committee is to understand applicants' goals in relation to the university's priorities, resources and supports. The description should include explanation of:
 - the project and its relation to the doctoral studies and training;
 - future goals, including type of career desired, focal interests, desires for achievement. Those goals may be academic, such as a new research project and a professorship, or alt-academic, realised with organizations or companies for which you will translate your degree studies;
 - the type of supervision, mentorship, and/or skills development from which you think you would benefit most.
 - Research involving Indigenous communities should also outline how the researcher and research project will ensure that respectful relations with Indigenous communities will be established and/or maintained as part of the proposed project.
- Letter of support (max. 3 pages) from the proposed project supervisor(s) at York. Beyond providing an assessment of the applicant's postdoctoral project, the proposed supervisor's statement should explain:
 - Their capacity to enable the applicant to become a future leader in their chosen field and career;
 - The academic, mentoring, and networking support to be provided;
 - Alignment with university and/or faculty-specific research or academic strategic planning documents.

- Any resources that may be required for the postdoctoral fellow to conduct their research and, where applicable, how these costs may be covered
Note: Should the applicant be co-supervised by two faculty members, please submit only one letter of support.
- The names and contact information of two individuals able to write letters of recommendation (see “Application Process,” above). These individuals will only be contacted should the file move forward to the final round of adjudication.
- All applicants must complete the York Self-ID form for academic positions. Without this form, the application dossier will be considered incomplete. All information is kept confidential to the adjudication and subsequent hiring process. [View/download the Self Identification Form](#)

Application Submission

- Applicants should review the full program details, and see the application submission instructions, at: <https://gradstudies.yorku.ca/postdoctoral-fellows/provosts-postdoctoral-fellowships/>

Please contact Kim McIntyre, Postdoctoral Services & Professional Skills Coordinator, at kimcint@yorku.ca with questions.