



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

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Job Board Posting



Careers.Indigenous.Link

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Equity, Diversity, Inclusion And Decolonization In Research Specialist; Posting ID 38439

Job ID	A1-6A-84-11-A3-F6	
Web Address	https://careers.indigenous.link/viewjob?jobname=A1-6A-84-11-A3-F6	
Company	Western University	
Location	London, Ontario	
Date Posted	From: 2025-04-15	To: 2025-10-12
Job	Type: Fixed-term	Category: Education
Job Start Date	June 1, 2025	
Languages	English	

Description

Faculty/Unit: VP Research - Western Research

Department: Research Development & Services

Full/Part Time: Full-Time

Employee Group: Non Union

Appointment Type: Contract

Appointment Status: Temporary Full-Time

Hours per Week: 35

Salary Grade: 15

Please note, this is a contract opportunity covering a leave.

About Western

Western University delivers an academic experience second to none. Western challenges the best and brightest faculty, staff and students to commit to the highest global standards. Our research excellence expands knowledge and drives discovery with real-world application. Western attracts individuals with a broad worldview, seeking to study, influence and lead in the international community. Since 1878, The Western Experience has combined academic excellence with life-long opportunities for intellectual, social and cultural growth in order to better serve our communities.

Western ranks as one of Canada's top research-intensive universities. With contributions that range from fundamental research to applied discovery, its researchers advance knowledge and provide tangible benefits for the economic, social, health and cultural development of citizens in London, in Canada, and around the world. Western Research provides strategic and comprehensive support to foster a culture of research excellence that enhances Western University's profile on the global stage.

Responsibilities

The Equity, Diversity, Inclusion and Decolonization in Research Specialist (EDI-D Research Specialist) will support the implementation of EDI-D and anti-racism praxis across all internal and/or external research funding, adjudication and ethics processes at Western. The role will identify internal and external funding opportunities related to EDI-D and anti-racism research, and will assist directly with partnership building, opportunity dissemination, proposal development, and providing education to embed meaningful EDI-D and anti-racism promising practices. The role will ensure that proposals conform to Western's and the funding agencies' EDI-D and anti-racism policies, action plans, procedures and criteria. The EDI-D Research Specialist will liaise with and coordinate activities among Western's researchers, relevant Departments, its local affiliates, and other national and international peer institutions, with the goal of facilitating the success of research proposals. The role will deliver diplomatic and professional client-oriented services for proposals, which are typically related to major national and international research grant programs and strategic grant programs from the three major granting agencies.

Knowledge, Skills & Abilities:

- Demonstrated passion, commitment and knowledge of EDI-D
- In-depth knowledge of best practices for reviewing and writing EDI-D action plans as part of grant proposals, and of Canadian peer-review granting systems, processes and procedures related to EDI-D

- In-depth understanding of complex issues related to EDI-D and anti-racism as they relate to the researcher, faculty and student experience and research impact
- Demonstrated understanding of systemic issues and of the legal and legislative frameworks related to EDI-D (e.g. Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA))
- Ability to assess situations using sound judgment and to navigate sensitive and sometimes difficult conversations that can be emotionally charged
- Exceptional and persuasive communication skills and critical thinking skills to translate information into easily understood terms, summarize information, and provide a rationale for action
- An innovative and strategic thinker with a broad vision for the role of diversity in achieving research excellence
- Demonstrated ability to understand and enable diverse viewpoints and approaches to achieve complex goals
- Proven ability to work well with diverse groups at all levels within the institution and external parties, exercising appropriate judgment in decision making
- Ability to work independently, handle details with a high degree of accuracy and to organize and prioritize a high volume of work to meet deadlines
- Ability to conduct difficult conversations with diplomacy and tact while advancing research from an EDI-D and anti-racism lens
- Ability to work in a manner that models best practices in confidentiality, sensitivity and relationship building standards and treat sensitive information with discretion
- A desire to grow and advance skills, which is demonstrated by attending conferences, workshops and other professional developmental opportunities to enhance performance
- Demonstrated ability to develop and deliver educational sessions & resources to diverse stakeholders to increase their awareness of, and advance, EDI-D and anti-racism promising practices
- Advanced computer skills in Microsoft Office Suite
- Ability to research new avenues of funding from federal granting agencies, industry and other funding sources
- Strong editing and proofreading abilities with attention to detail with emphasis on requirements for proposal development, reports and presentations

Experience

- 5 years' experience working on EDI-D initiatives within a research-intensive, and/or post-secondary environment
- 1 year experience weaving EDI-D praxis into grant proposals and/or supporting EDI-D related items as part of large-scale funding applications with multiple stakeholders, funding sources, partners and/or outcomes
- Proven experience writing successful proposals and working with major government research programs is preferred
- Experience working with equity-deserving groups preferred

Education Requirements

- 4-year Undergraduate Degree in a relevant area of study (e.g. diversity and equity, human rights, accessibility etc.)
- Relevant courses related to EDI-D
- Lived experience and/or deep understanding of cultural competency and history of the research ecosystem for equity-deserving groups (e.g. Indigenous, Black, racialized person, person with a disability and/or as a member of the LGBTQAI2S+ community) is preferred
- Master of Professional Education (MPEd) in Equity, Diversity and Social Justice or Masters with a significant EDI-D component is preferred
- Thesis based area of study preferred
- OCAP (Ownership, Control, Access, and Possession) Certification and/or cultural competency and safety training
- EDI-D related training

Other

The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Human Resources or phone 519-661-2194.

Please Note:

We thank all applicants for their interest; however, only those chosen for an interview will be contacted.

How to Apply

Click Apply Now!

The posting ID is 38439