# **2SLGBTQ+ Health Hub**

# ***Call for Community, Academic & Professional Trainees (2024-25)***

## **Summary of the 2SLGBTQ+ Health Hub**

Funded by the Canadian Institutes for Health Research (CIHR), our [2SLGBTQ+ Health Hub](https://www.dlsph.utoronto.ca/2022/03/31/dlsph-researcher-to-helm-2-5-million-training-and-mentorship-hub-in-2slgbtq-health/) **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. Our2SLGBTQ+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 (2024-25)** will form the third annual cohort of Trainees for the 2SLGBTQ+ Health Hub. **This year we expect to fund at least 20 Trainees.** For information, we received over 100 applications last cycle and funded 25 trainees (25% success level). We plan to offer three 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, 2024, to be eligible:

* **Academic trainee:** registered graduate student or student in a registered healthcare provider program,.
* **Community or Professional staff trainee:** employed in a government (municipal, provincial/territorial, federal), health organization (hospital, clinic, health authority), or community-based organization (grassroots, formal not-for-profit, etc.).

Trainees who have previously received funding from the 2SLGBTQ+ Health Hub are ineligible to re-apply. Postdoctoral fellows are not eligible to be Health Hub Fellows, but can join the Hub as mentors.

### **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. For Community or Professional Fellows, the 2SLGBTQ+ Health Hub will provide additional funding to cover required employer contributions on top of $10,000 in salary funding.

### **Duration:**

September 1st to March 31st (7 months). Synchronous sessions will generally be held on Fridays from

12:00noon-2:00pm Eastern (keeping in mind timezone differences across Canada). Trainees must also 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 submitted online by Friday, May 31st via <https://tinyurl.com/2SLGBTQHealthHub2024>

Letters of Support must also be uploaded online by Friday, May 31st via <https://tinyurl.com/2SLGBTQHealthHubLOS2024>

## **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 (generally, these will be held Fridays from 12:00pm-2:00pm Eastern)
* Open Lectures
* Training Modules
* Mentorship
* Experiential Learning Opportunities/Placements

**We expect Trainees will spend between 150-250 hours over the course of the program**, which includes the multi-day in-person 2SLGBTQ+ Health Hub gathering and experiential learning placement.

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.

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 life course and complex systems of power, penalty, and privilege.

## **Application Components (from Applicant)**

To be submitted online here (<https://tinyurl.com/2SLGBTQHealthHub2024>) by May 31st. Of note, an additional 25% space/length is provided for all documents submitted in French.

* **Cover Page** (complete online, see Appendix A)
* **CIHR’s EDI Self-Identification** (complete online, see Appendix B)
* **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 and networks.
	+ 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; 1+¼-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 or 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; 1+¼-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 in English, 2.5-pages in French, required). For academic Trainees, this would be your academic program supervisor, program advisor, or department head. For community or professional staff Trainees, this would be your employment supervisor. This Letter of Support must be uploaded online here (<https://tinyurl.com/2SLGBTQHealthHubLOS2024>) by May 31st. 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) from you and your organization
	+ Confirm eligibility of the Trainee (e.g. enrolment as a graduate student or healthcare 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). Please confirm that no other commitments will be scheduled on Fridays between 12:00noon-2:00pm Eastern so that they can attend the online synchronous session.
	+ If applicable for community/professional staff, confirm the rate (% or $ value) of mandatory employer contributions required on-top of the $10,000 for salary

## **Adjudication Process**

* Applications will be reviewed and evaluated by at least two different independent reviewers from the 2SLGBTQ+ Health Hub. 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](https://cihr-irsc.gc.ca/e/4656.html) as well a qualitative constructive narrative of the strengths and weaknesses of the application, which can 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:

| **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, French-language speakers, and others who are systemically marginalized in Canada. We will also ensure representation of Trainees across provinces/territories.
* We will use information provided in the CIHR EDI Self-Identification form to conduct equalization of successful applications to ensure that underrepresented groups have access to the 2SLGBTQ+ Health Hub proportional to other groups. Equalization means that there are a sufficient number of highly ranked applications in specific groups to ensure that the number funded in each category is at least equal to their proportion of applications submitted.
* We expect to inform applicants of our decisions by the end of July

## **Questions?**

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

Please contact Anna.Penner@utoronto.ca or nlachowsky@uvic.ca.

## **Appendix A – 2SLGBTQ+ Health Hub 2024-25 Trainee Application Cover Page**

**Please complete this form online:** <https://airtable.com/app3L2tKlciP9rLri/pagkK3kgt0qnGyn1t/form>

 **Applicant:**

|  |  |
| --- | --- |
| **Name:** |  |
| **Email:** |  |
| **Organization Name:** |  |
| **Organization Department:** |  |
| **Position as of September 2024:***(e.g. Masters/PhD student, professional role/employment job title)* |  |
| **Scholarship or Fellowship Funding:** *For academic trainee applications, list any other funding held during the Fellowship, please detail the award amount ($), duration, and source.* |  |

**Have you applied previously to be a 2SLGBTQ+ Health Hub Trainee?**

Yes

No

**Are you applying as an Academic or a Community/Professional Trainee?**

Academic

Community/Professional

**What province or territory will you be studying or working in during the 2SLGBTQ+ Health Hub program?**

Alberta

British Columbia

Manitoba

New Brunswick

Newfoundland and Labrador

Northwest Territories

Nova Scotia

Nunavut

Ontario

Prince Edward Island

Quebec

Saskatchewan

Yukon

|  |  |
| --- | --- |
| **Supervisor Name:** |  |
| **Supervisor Email:** |  |
| **Supervisor Organization Name:** |  |
| **Supervisor Organization Department:** |  |
| **Supervisor Position Title:** |  |

**Required Attachments:**

[ ] Applicant Letter [ ] Most Significant Contributions [ ] Applicant CV/Resume

**Optional Attachment:**

 [ ] Special Circumstances

## **Appendix B – CIHR’s Equity, Diversity, and Inclusion Self-Identification**

Of note, this process and documentation is amended from CIHR’s approach and uses CIHR’s current questions as is. We recognize these are flawed and imperfect, especially for our 2SLGBTQ+ communities. We are committed to developing our own process and questions for future use in the 2SLGBTQ+ Health Hub, and there is an open-ended question at the end for you to provide feedback to inform our future work.

**Privacy Notice Statement**

*Purpose and Uses*

Self-identification provides information on the degree of diversity of the population applying for participation in the 2SLGBTQ+ Health Hub. The aim of this self-identification data collection is to increase equitable and inclusive access to the 2SLGBTQ+ Health Hub. The personal information you provide in this questionnaire will only be used or disclosed for the following purposes:

* Implementing application decision equalization measures designed to ensure that underrepresented groups have access to the 2SLGBTQ+ Health Hub proportional to other groups;
* Evaluation of 2SLGBTQ+ Health Hub outreach and potential biases within selection processes; and
* Future 2SLGBTQ+ Health Hub design and delivery, results measurement and reporting purposes.

*Questionnaire Requirement and Provision of Personal Information*

The completion of the self-identification questionnaire is required in order for your application to be considered. If you do not want to provide information about one or more aspects of your identity, you can complete the survey by choosing the option – “I prefer not to answer”. Selecting “I prefer not to answer” to one or more of the questions will not prevent your candidacy from being considered. However, you will not be considered for any corrective measures designed to include historically underrepresented groups.

*Privacy Practices*

The personal information you provide will be kept confidential and will not be used or disclosed for any other purposes without your consent or as may be required by law.

*Confirmation and Privacy Rights*

By submitting your information, you are confirming that you have read and understood this Privacy Notice Statement and provide your personal information in accordance with it. For more information about our privacy practices, please contact Anna.Penner@utoronto.ca. If you believe your personal information has been mishandled or have concerns about our privacy practices, you can file a complaint with the 2SLGBTQ+ Health Hub Nominated Principal Investigator Daniel.Grace@utoronto.ca.

**Self-Identification**

Please note that we are using CIHR’s current questions as is below. All questions have a “I prefer not to answer” option. We recognize these are flawed and imperfect, especially for our 2SLGBTQ+ communities. We are committed to developing our own process and questions for future use in the 2SLGBTQ+ Health Hub, and there is an open-ended question at the end for you to provide feedback to inform our future work.

**1. What is your year of birth?**

(YYYY)

I prefer not to answer

**2a. Which term(s) best describe your current gender identity? [Select the option(s) that apply to you.]**

 Agender
 Bigender / Multigender
 Gender-fluid
 Gender Queer
 Man
 Nonbinary
 Questioning
 Transgender
 Two-Spirit
 Woman
 A gender not specified above. Specify:
 I prefer not to answer

**2b. Which sex was assigned to you at birth?**

Female
Male
I prefer not to answer

**3. Select the sexual orientation that best describes how you currently think of yourself.**

Asexual
Bisexual
Gay
Heterosexual
Lesbian
Pansexual
Queer
Two-Spirit
I don’t identify with any option provided. I identify as: (option to specify)
I prefer not to answer

**4a. Do you identify as Indigenous, that is, First Nation (North American Indian), Métis, or Inuk (Inuit)?**

Yes
No
I prefer not to answer

**5. The**[***Employment Equity Act***](https://laws-lois.justice.gc.ca/eng/acts/E-5.401/?wbdisable=false)**defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour".
Do you identify as a member of a visible minority in Canada?**

Yes
No
I prefer not to answer

**6. Select the population group(s) you identify with.**

**Note: if you answered "Yes" to question 4a (i.e., you are an Indigenous person), select "Population group not listed above" for this question. You can also select from the list any other population group that applies to you.**

Arab
Black
Chinese
Filipino
Japanese
Korean
Latin American
South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
West Asian (e.g., Iranian, Afghan, etc.)
White
Population group not listed above. I identify as: (option to specify)
I prefer not to answer

**7a. The**[***Accessible Canada Act***](https://laws-lois.justice.gc.ca/eng/acts/A-0.6/)**defines disability as "any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment - or a functional limitation - whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society."
Do you identify as a person with a disability as described in the Act?**

Yes
No
I prefer not to answer

**8a. What language(s) did you first learn at home in childhood and still understand? (Select all that apply)**

English
French
Another language
I prefer not to answer

**8b. What language(s) do you speak most often at home? (Select all that apply)**

English
French
Another language
I prefer not to answer

**9. Please share any feedback you have for the 2SLGBTQ+ Health Hub as we develop our own process and questions for future use. [large open text box]**