

## ***Call for Applications: Postdoctoral Fellowship in Community-based Health Equity Research***

# **Acceptability, Feasibility, and Bias Assessment of Administrative Health Data Linkage among 2SLGBTQQIA+ Communities**

We are pleased to announce a call for applications for a **Postdoctoral Fellowship position** in the School of Public Health & Social Policy at the University of Victoria (Canada) under the direct supervision of [Dr. Nathan Lachowsky](#) as part of his [Community-based Health Equity Research](#) (CHER) team. **This position full-time for up to 2 years (with possibility for extension) and can start as soon as possible.** Remote working arrangements within Canada are possible. This position is associated with our **CIHR-funded mixed methods [Administrative Health Data Linkage](#)** study, with the opportunity to collaborate and support other projects of the CHER team. This Postdoctoral Fellowship is an opportunity to learn, apply, and lead quantitative and mixed methods approaches within the context of community-based research studies.

Dr. Lachowsky has a vibrant and dynamic [program of research focused on community-based health equity research](#). Our team focuses on empowerment of and social justice for marginalized communities such as 2SLGBTQQIA+ people, Indigenous people and ethnoracialized minorities, and those living with and affected by HIV, Hep C, and STIs. We're looking to support enthusiastic folks from the diverse communities that we work with. We believe that no research about these communities should be developed without the communities in question being involved every step of the way. "Nothing about us, without us". As a research environment, our [School of Public Health and Social Policy](#) values social justice, Indigenous knowledges, interdisciplinarity, health equity, and ethical professional conduct.

### **"Administrative Health Data Linkage" Study Overview**

Administrative health databases held by government and health surveys collected from individuals provide complementary, vital data to advance understandings of and to support evidence-informed decision-making for 2SLGBTQQIA+ health. To optimally leverage linkages between these two data sources, we need to understand the risks and opportunities in terms of both the selection and information biases across linked administrative and survey data as well as the acceptability of these approaches among health system data custodians, data scientists, and 2SLGBTQQIA+ communities. With the overall goal of assessing the acceptability of administrative health data linkage to improve health services and health outcomes for 2SLGBTQQIA+ people, our objectives are to:

1. Identify through new qualitative data collection the feasibility, opportunities (facilitators) and challenges (barriers) among the 2SLGBTQQIA+ community and key health system stakeholders to implementing administrative and survey data linkages regarding 2SLGBTQQIA+ health
2. Estimate the effects of selection and information bias in the existing quantitative health and healthcare utilization data of 2SLGBTQQIA+ people in various provinces by leveraging linkages between survey responses and administrative health records

### **Position Requirements**

Applicants should have demonstrated interest or experience in either 2SLGBTQQIA+ health research or administrative health data. Applicants should have methodological training and skills in qualitative data collection and analysis or quantitative/administrative data analysis. They should have the ability to work collaboratively with an interdisciplinary and multi-site team. A PhD must be completed before appointment as a postdoctoral fellow, but a temporary research position could be started while a dissertation is being defended and finalized.

### **Application:**

- **Cover letter**, noting relevant research experience, and desired start date.
- **Curriculum vitae**, with all relevant employment, community, and academic experience.

- **A writing sample**, ideally either a relevant sample publication or thesis/dissertation chapter (draft is fine).
- **List of contact information for three referees** who can be contacted (name, phone and email), and may be invited to attest to the candidate's capacity for critical thinking, interdisciplinary research, independence, perseverance, originality, organization, communication, and collaboration.

**Please submit all documents in a single PDF file.**

**Salary:** starting annual salary of \$60,000 CAD per year

**Applications will begin being reviewed immediately**, but the posting will remain open until filled. Application material should be emailed to Anya Slater ([anyaslater@uvic.ca](mailto:anyaslater@uvic.ca)). Questions about the positions should be directed to Dr. Nathan Lachowsky ([nlachowsky@uvic.ca](mailto:nlachowsky@uvic.ca)). *Please share this posting with your networks and any interested individuals.*

### **Equity Statement**

We are committed to upholding the values of equity, diversity, and inclusion. We know that diversity underpins excellence, and that we all share responsibility for creating an equitable and inclusive community. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups with barriers to equity, including, but not limited to,

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible disabilities;
- persons of marginalized sexual orientations, gender identities, and gender expressions.

We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion is complex. We value the contributions that each person brings, and are committed to ensuring full and equal participation for all in our community. We encourage you to self-disclose any relevant information about yourself in your cover letter.

