

# RESEARCH ASSISTANT

## Performance measurement and evaluation

*Promoting Black students' Mental Health: A Pan-Canadian Research and Intervention Project on Social Determinants of Health and Equity in Canadian Universities* aims to research and implement health promotion initiatives. This project follows an incubation phase conducted in 2019-2020.

Funded for three years by the Public Health Agency of Canada (The Promoting Health Equity: Mental Health of Black Canadians Fund), the goals of this Pan-Canadian and bilingual project are multiple:

1. This research and implementation initiative aims to generate knowledge and evidence-based data on the social determinants of mental health of Black students.
2. Based on capacity-building, the project aims to identify, create and develop culturally adapted interventions and psychoeducation to improve the health equity of Black students according to their needs in terms of mental health prevention and treatment.
3. By its results, this project sustains Canadian universities to develop innovative approaches to equity and social justice to overcome systemic and interpersonal racism in the academic setting.

Indeed, this Pan-Canadian community-based project aims to counter the systemic barriers faced by Black university students from diverse communities and backgrounds.

As part of this initiative, the principal investigator, Dr. Agnès Berthelot-Raffard (School of Health Policy and Management, York University), is looking for a research assistant.

## ROLE AND RESPONSABILITIES

The research assistant will:

- Attend, and participate in research team meetings and team projects to enhance the technical infrastructure or improve quality or efficiency
- Ensure that the tools development matches project needs, values of health equity, gender justice, anti-racism framework, and PHAC requirements.
- **Support** the principal investigator, the research coordinator and the project evaluator **in developing performance measurement and evaluation** according to the PHAC requirements.

- Assist the external project evaluator in the development of performance measurements to ensure that they
  - use a health equity lens and a Gender-Based Analysis Plus (GBA+) approach in order to highlight how multiple factors (e.g., intersections of sex, gender, age, sexual orientation, disability, language, etc.) impact participants' experiences during the project.
  - allows to PHAC to see how the project seeks inclusivity and representation through all its phases.
- Autonomously **design tools to maintain records of project activities**, from the research and interventions implementation to the evaluation and knowledge mobilization.
- Autonomously **design tools to ensure participation and better follow-up among project partners** (community organizations, university professors, independent researchers, mental health practitioners, etc.)
- Conduct if needed other tasks such as performing descriptive statistical analyses and summarizing findings in tables, graphs or text; developing and maintaining; assisting in preparing periodic and ad hoc reports.

## ESSENTIAL SKILLS AND EXPERIENCE

The ideal candidate is:

- **Master's student in Health Policy & Equity** (priority to a student who held a BHS in Health Management or a BHS in Health Policy)
- **Previous relevant working experience or practicum** with preparing finishing system, quality procedure or program or experience as health system planner assistant, research coordinator assistant.
- Ability to comprehend quantitative health information: knowledge of quantitative data analysis techniques; data management; statistical software.
- Strong knowledge in health equity and **capacity to apply GBA+ approach** and intersectionality as a health management method.
- Previous experience in mental health services research or knowledge in cultural safety will be an asset.
- Strong change management skills as well as the ability to creatively resolve complex situations.
- **Excellent critical thinking, planning and organizational skills** as applied to planning.
- Results-oriented, autonomous, flexible, and able to multi-task; Ability to set priorities, meet tight deadlines, and manage work in a fast-paced environment, Capacity to work autonomously with minimal supervision.
- Excellent communication and writing skills in English (French will be an asset).

- Excellent computer skill- Excel focus, ability to learn new software system.
- Respect for confidentiality, intellectual property and ethical standards.

Regarding the specificities of this project and the PHAC requirements to equity and capacity building: at equal competencies, the priority will go to a Black or racialized Student.

## CONDITIONS

- Contract duration: Fall 2021.
- 100 hours (around 35 hours on the PHAC requirement + 65 hours to develop internal project management tools)
- Expected entry: August 15, 2021.

## HOW TO APPLY

Interested applicants should submit their cover letter, CV, transcripts, and the names of 2 appropriate referees in one PDF file by email: [aberthel@yorku.ca](mailto:aberthel@yorku.ca).

Please put "**Research Assistant position: performance measurement and evaluation**" in the subject line.

**Deadline** for submitting applications: **August 2, 2021**.