

## **Indigenous Researcher – Job description and Statement of Work**

### **Purpose:**

The Royal College seeks to recruit a highly qualified qualitative researcher with expertise in either qualitative or historical research approaches, particularly within the context of Indigenous Studies. This position requires the candidate to bring in-depth knowledge and methodological skills that will contribute to a larger academic or community-based project. The ideal candidate will possess a Master's or PhD in History, Indigenous Studies, or a closely related discipline, demonstrating proficiency in historical research or applicable qualitative approaches (e.g. critical discourse analysis).

Specifically, the Royal College aims to explore and determine the role the organization itself may have played in enacting harms to Indigenous Peoples. Enacting harm is understood as active, or passive, in the Royal College's role of shaping medical education in Canada.

This project is an act of reconciliation and an initial step towards acknowledging and taking accountability toward active changes to correct harms committed.

The project will explore the Royal College of Physicians and Surgeons' evolution from its inception to the present, focusing on how its policies, standards, and physician competencies have affected and impacted Indigenous Peoples. It will assess the historical and ongoing impact of the College's practices on Indigenous communities, particularly in the areas of medical education, accreditation, and physician assessment.

### **Scope:**

The project will examine the actions, inactions, or initiatives within the Royal College's work that have positively or negatively impacted Indigenous Peoples. It will focus, for example, on periods of colonial harm and explore the Royal College's role, and the extent to which these impacts could have been mitigated, particularly in terms of policy and medical education, to address Indigenous needs and reduce harm.

This research will also highlight Indigenous leaders who have contributed to positive changes at the Royal College in healthcare for Indigenous Peoples. It will explore how these leaders have influenced and advanced policy, raised awareness, and driven reforms to improve healthcare access and treatment for Indigenous communities.

## **Deliverables**

This research will inform the expected deliverables for this project; a comprehensive written report that details findings, as well as one or more oral presentations to committees and/or national meetings.

The work will also require conducting interviews with Indigenous leaders, which will contribute to a written report on the findings related to Indigenous leaders at the Royal College.

## **Requirements**

- Able to competently apply an Indigenous perspective to archival and historical research, analyzing the role of the Royal College in its actions and inactions related to harms against Indigenous Peoples in Canada.
- Connected to Indigenous communities and has a deep understanding of Indigenous ways of being and knowing. Will work closely with the Office of Indigenous Health and consult Elders as needed.
- Strong understanding of Indigenous data sovereignty and research methodologies, ensuring ethical and contemporary standards for use of Indigenous knowledge and data.
- Able to adapt research outputs (e.g. report) into high-quality, clear, and accessible deliverables for the Royal College, including a strength-based timeline of community leaders through an Indigenous lens.
- Skilled in writing clearly, organizing information effectively, and presenting Indigenous-focused findings in a coherent manner.
- Capable of critically analyzing complex historical and contemporary issues, synthesizing information, and drawing meaningful conclusions.
- Able to work collaboratively with diverse interested peoples, including Indigenous communities, academic peers, and organizations, ensuring culturally sensitive and respectful research practices.

## **Project Schedule:**

This role will require 1 day per week of work, not to exceed a 1-year term total.

## **Project Budget:**

A 1-year term with a monthly salary of \$2083.