

Inclusive Excellence Cohort Hiring Initiative: Seeking Black Scholar in Environmental Studies

Wilfrid Laurier University (Laurier) is a multi-campus university renowned for its extraordinary learning environment and highly personalized educational experience. As a comprehensive university with more than 19,000 students, Laurier has grown rapidly in research intensity while at the same time preserving our well-earned reputation for excellent undergraduate teaching and learning. With a multi-campus and multi-community culture, Laurier offers students an exceptional range of more than 100 academic programs. As a leader in higher education for more than a century, Laurier has offered students a transformative experience, an ethos that is reflected in Laurier's intention to inspire lives of leadership and purpose.

Laurier is taking a step toward [Indigenization](#) and reconciliation and [equity, diversity and inclusion](#) (EDI) by hiring six new Indigenous faculty members and six new Black faculty members. The initiative is part of Laurier's broader Faculty Rejuvenation efforts to advance strategic academic and research goals, enhance academic excellence and student experience, and strengthen collaborative and interdisciplinary initiatives.

Laurier's campuses and locations are on the Haldimand Tract, within the traditional territories of the Neutral, Anishnaabe and Haudenosaunee peoples. The university is within a short 2.5-hour drive of 18 First Nations communities, including the Six Nations of the Grand River— the most populous First Nation in Canada — and the Mississaugas of the Credit First Nation. Kitchener-Waterloo and Brantford both have large urban Indigenous populations. There are 12 Métis councils within a 3-hour radius. We recognize the unique heritages of Indigenous peoples and support their right to preserve and express their distinctive Indigenous cultures, histories, and knowledge through academic programming, research, and co-curricular activities. Laurier honours Indigenous knowledge through diverse ongoing initiatives, programs, funding events, and positions, including the university's Indigenous Student Centres, its [Centre for Indigegogy](#), the Indigenous Knowledge Fund, Indigenous Education Week and the annual Indigenous Research Symposium. Laurier welcomes a regular stream of Visiting Elders and has an Indigenous Curriculum Specialist, not to mention a growing number of Indigenous faculty, students, and staff.

Nestled around one city block, Laurier's Waterloo campus is home to more than 15,500 students in undergraduate and graduate studies. Known for its small community feel, the campus is a welcoming environment for students and staff. The Waterloo Region, consisting of the cities of Kitchener, Waterloo and Cambridge, as well as the townships of North Dumfries, Wellesley, Wilmot and Woolwich, is home to Canada's fastest-growing technology sector and is part of the Toronto-Waterloo Innovation Corridor. Neighbouring Laurier's Waterloo and Kitchener campuses are the Caribbean Canadian Association of Waterloo Region, the African Caribbean Black Network of Waterloo Region and the Waterloo Region Black Innovation Centre. Located approximately one hour west of Toronto, the Waterloo Region offers a unique blend of modern, energetic urban centres and scenic, rural landscapes, and is easily accessible by road, rail and air. Waterloo Region is renowned for higher education and research. Internationally recognized research organizations also make their home in Waterloo: the Perimeter Institute for Theoretical Physics, the Institute for Quantum Computing, and the Balsillie School for International Governance Innovation.

Faculty and Department/Area:

Faculty of Science, Department of Geography and Environmental Studies

Position Location:

Waterloo

Area of Specializations:

Environmental Studies, work that shows a focus in any of the following: environmental racism, environmental justice, urban environmental challenges, racial dimensions of environmental policy and Black geographies

Rank/s of the Position:

Open

Type of Position:

Tenure Track

Faculty/Department/Program Description:

The Department of Geography and Environmental Studies is a dynamic subunit within the Faculty of Science, with leading researchers in many fields and a commitment to building collaborative interdisciplinary research partnerships to address complex and diverse issues. The department offers a BA degree in Environmental Studies as well as degrees in Geography and Environmental Science. The Environmental Studies BA prepares students to establish themselves in a variety of stimulating careers ranging from environmental management and consulting to teaching, from land-use planning to intelligence work, and from public administration to development work in Canada's Indigenous communities and overseas. Because of their considerable breadth of theoretical and applied knowledge, Environmental Studies graduates are frequently part of multidisciplinary teams working in the natural sciences, business and industry, and public services. Environmental Studies students are exposed to a variety of different perspectives and concepts from different fields, including (but not limited to) geography, biology, anthropology, Indigenous studies, environmental data analytics and political science. Moreover, students are taught how to think holistically about the interactions between the environmental, social, and economic considerations that underlie all environmental management decisions.

With a focus on Environmental and Resource Management, including courses that examine Indigenous land stewardship, national parks and protected areas, environmental migration, and sustainable food systems, the Environmental Studies program allows students to advance their studies through participation in labs and field work with our internationally respected faculty. The department plays a leadership role in several university level research centres, including the [Cold Regions Research Centre](#), an internationally recognized centre for arctic and mountain research, including northern studies and paleohydrology; the [International Migration Research Centre](#), which serves as a node of excellence in scholarship and research, debate and policy formulation pertaining to international migration; and the [Laurier Centre for Sustainable Food Systems](#) which connects researchers and community partners engaged in sustainable food systems change.

The department, together with the Department of Geography and Environmental Management at the University of Waterloo, offers a joint graduate program leading to MA, MES and PhD degrees, one of the largest of its kind in North America. Graduate students acquire critical understanding of issues and insights in all main areas of geography or environmental studies, as well as an in-depth knowledge of one area of specialization. This objective is achieved through advanced coursework, seminars and substantive research (i.e., thesis or research paper) which emphasize independent knowledge generation and current research methodologies.

Position Summary:

Geography and Environmental Studies is seeking a scholar focused on conducting research and graduate and undergraduate teaching and training in Environmental Studies. Depending on the scholar's specific research interests, the candidate will conduct research and graduate student training in one or more of the following: anti-Black racism, environmental racism, environmental justice, urban environmental challenges, vulnerability of Black communities to environmental risks, racial dimensions of environmental policy and Black geographies.

Qualifications:

We are seeking a Black scholar with a promising research record in Environmental Studies, who is prepared to provide high quality and effective teaching and engage in experiential learning initiatives both locally and/or internationally. The successful candidate will teach a selection of existing courses in the undergraduate Environmental Studies program and develop additional undergraduate and graduate electives within their area of expertise, including online courses. Preference will be given to candidates with a PhD or near completion of a PhD in Environmental Studies or Geography.

Deciding to Become a Candidate

The following is a list of the steps we anticipate in the recruitment process for this position. We would also like to bring to your attention several key issues we would recommend you consider as you navigate the search process.

How to apply

Qualified candidates are encouraged to apply by including the following in their application. Please note that additional materials may be requested through the review process as required by the home department.

- a letter of interest including the candidate's research and teaching interest and where this best aligns with Laurier's academic programs;
- a curriculum vitae;
- a statement on teaching philosophy, and any evidence of teaching effectiveness (such as a course syllabus, a peer teaching review, or student feedback).
- a research plan outlining the candidate's prospective or in-progress research for the next three to five years (max 2 pages) including two sample publications, reports or other scholarly outputs (whether in-progress or complete)
- the names and contact information of three referees (will not be contacted without the candidate's consent).
- information on membership in an African Diasporic community that has been historically racialized as Black and/or lived experiences of anti-Black racism. This can be included in a separate statement or within the letter of interest.

Applications can be addressed to Mike Young, Executive Search Associate and submitted electronically to wlucohort@boyden.com. Review of applications will begin on October 29th and will continue to be collected and evaluated until all the Inclusive Excellence cohort positions are filled. Candidates are encouraged to apply once interested as applications will be reviewed on a rolling basis.

Wilfrid Laurier University is committed to employment equity and values diversity. Laurier welcomes applications from qualified members of the equity-seeking groups. All qualified candidates are encouraged to apply; however, as per Canadian immigration laws, Canadians and permanent residents will be given priority. To comply with the Government of Canada's reporting requirements, the University is obligated to gather information about applicants' status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenships; however, all applicants must include one of the following statements in their cover letter:

Yes, I am a current citizen or permanent resident of Canada;
No, I am not a current citizen or permanent resident of Canada

Applicants are encouraged to address any career interruptions or special circumstances that may have affected their record of research and teaching, in accordance with Tri-Council definitions and guidelines.

Laurier strives to make our application process accessible and provides accommodations for both applicants and employees as outlined in Policy 8.7. <https://www.wlu.ca/about/governance/assets/resources/8.7-employment-accommodation-policy.html>. If you require assistance with applying for this position, wish to obtain a copy of this job description in an accessible format, or would like to discuss accessibility and accommodations during the recruitment process please email equity@wlu.ca.