

Black Health Lead

The Department of Family and Community Medicine (DFCM) is recognized internationally for its clinical, educational and research excellence. Encompassing more than 2,300 faculty and hundreds of learners across Ontario and beyond, we are helping to shape the future of family medicine in Canada and around the world.

VISION: Outstanding primary care for all, powered by world-leading research, education, and innovation.

MISSION: We deliver the world's best education for family doctors and propel knowledge, systems, and teams to help people and communities thrive.

The Department's 2022-2027 Strategic Plan outlines a focus on Community, Relationships and Leadership and includes a clear focus on advancing health in Black communities. With the formation with the Black Health Advisory Table (BHAT) in January 2024 under the Community priority action C.3.3, the department aims to achieve this focus with clear leadership in research, education and Quality Improvement in the area of Black health and primary care.

The DFCM is one of the largest academic departments of family medicine in the world and is the academic home for many skilled primary care clinicians who are leaders in their fields of work. This role will assist in identifying and building on the strength of our Black faculty, allied health professionals and department members to support evidence-based programs and education that bolster the broader work ongoing in the Black communities to achieve better health outcomes. Furthermore, Toronto has the largest Black population in Canada, with nearly 488,000 Black individuals residing in the Toronto Census Metropolitan Area, accounting for nearly 8% of the population (Sources: [Stats Can 1](#); [Stats Can 2](#)).

The Black Health Lead position will work with the Black Health Education Lead, the BHAT with the support of the Vice-Chair Community Partnerships to advance health in Black communities and advise the department on ways to support Black faculty and learners. This work will be focused on the 4 key areas of the BHAT strategy including: 1) Recruitment and retention into family medicine, 2) Black Health Education in primary care, 3) Black Expert consultants 4) Black health research in primary care and be supported by the executive leadership of the BHAT.

The ideal candidate

The ideal candidate will bring lived experience as a member of a Black community to their work in the role. They will demonstrate community engagement skills working with Black communities and possess excellent leadership and communication skills in addition to having a proven ability to lead and work well with others and a strong commitment to students and faculty.

The candidate will additionally be aware of present and future health system trends and needs and possess knowledge of current best practices in family medicine post graduate training. The candidate must be eligible for appointment with the University of Toronto at the rank of Lecturer or higher.

Roles & Responsibilities:

1. **Collaborate with the Black Health Education Lead as well as the Black Health Advisory Table** in the selective implementation of the following priorities:

- a) **Recruitment & Retention into family medicine:** Recruitment and retention of Black faculty into DFCM, including supporting academic promotion, awards and other forms of Black advancement within the department
 - b) **Black Expert consultants** in Primary Care as a resource to federal, provincial, regional levels re community needs, mobilization of resources.
 - c) **Black health research in primary care:** Build research capacity through supporting Black faculty and learners who are interested in research.
2. **Co-chair the Black Health Advisory Table meetings with the Black Health Education Lead**
 3. **Collaborate to develop sustainable of funding model for the Black Health initiatives at the DFCM**

Reporting Relationships:

The Black Health Lead will report to the Vice-Chair, Community Partnerships at DFCM.

Role Support

At the request of the successful candidate the following supports will be provided:

- Funding to complete the Black Health Primer – through the Black Health Education Collaborative (6 hours of accredited CPD)
- Entry into the DFCM Mentorship Program with a Black and a non-Black mentor
- Guidance around CMA Leadership courses and offerings
- BHAT administrative support

Appointment:

1. This position is approximately 1 half day per week.
2. This is a 2-year appointment. A mid-appointment review will be conducted after 1 year to ensure all are satisfied that the appropriate duties and responsibilities are being met, with the appropriate support. The appointment will be renewable after a satisfactory term review and availability of funds.
3. The Black Health Lead will be remunerated by the Department of Family and Community Medicine.

Equity, Diversity, Inclusion, Indigeneity, Accessibility and Fairness

The University of Toronto strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment, and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities. Our search committee is committed to a fair process that will meaningfully reflect these commitments.

Application Deadline: May 22, 2026

Position Start Date: July 1, 2026

Interested Applicants

For additional information, please contact dfcm.chairsoffice@utoronto.ca

Applicants should include a cover letter and curriculum vitae. Please send applications to:

dfcm.chairsoffice@utoronto.ca

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