

## Transparency Statement for the use of the Emergency Retention Mechanism

York University plans to nominate an existing faculty member for a Tier 2 Canada Research Chair (CRC) using the CRC's Emergency Retention Mechanism. This individual is being recruited by another university and the proposed CRC is York's response to retain them. This statement is posted in accordance with the requirements of the CRC program (<https://www.chairs-chaires.gc.ca/programme/equity-equite/recruitment-recrutement-eng.aspx>, section 9) in order to facilitate this retention nomination.

The nominee is an exceptional emerging researcher who has made substantive contributions to the field. This nomination will significantly advance the themes of "Building Healthy Lives, Communities and Reimagining Futures" and "Healthy Communities, Equity and Global Well-being", as articulated in York's [Strategic Research Plan 2023-2028](#). The loss of this researcher would have a significant detrimental impact on the University.

The decision to invoke the Emergency Retention Mechanism was taken in full consideration of York's CRC equity targets, which are actively managed and monitored.

The use of the Emergency Retention Mechanism was approved by:

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Posted: September 27, 2024