

**GLOBAL CENTRE FOR PLURALISM and
CONSORTIUM ON ELECTORAL DEMOCRACY
FELLOWSHIP
TERMS OF REFERENCE**

Founded by His Highness the Aga Khan in partnership with the Government of Canada, the Global Centre for Pluralism (GCP) is an independent research and education centre created to advance positive responses to the challenge of living peacefully and productively in diverse societies.

The Consortium on Electoral Democracy (C-Dem) is a dynamic research network across Canada that addresses urgent questions about political engagement, underrepresentation, levels of government, the evolution of public opinion between and across elections, and data collection practices with an evidence-based, cooperative approach to studying electoral democracy.

The Global Pluralism Index is a new tool developed by the Global Centre for Pluralism. It enables policymakers and practitioners to understand and measure inclusion and exclusion in societies, and helps to shape more inclusive responses to diversity. The Global Pluralism Index was piloted in 2019, and the Canada pilot included a data partnership with C-Dem. The Index measures pluralism at the national-level to facilitate comparison across countries. To complement a national-level analysis of pluralism in Canada, this fellowship will be focused on a deeper-dive into the state of pluralism at the sub-national levels, including further group-disaggregation, regional variation and more granular measurement of levels of trust and belonging, as well as documenting data gaps relevant to policy-makers.

BACKGROUND: GLOBAL PLURALISM INDEX

Pluralism is an ethic of respect for diversity. In a pluralistic society, the dignity of each person is recognized and everyone feels that they belong. Advancing pluralism requires identifying the exclusions and inequalities that exist, understanding their root-causes, making informed decisions to address them, and monitoring progress over time.

Our approach to pluralism places a twin focus on institutions (hardware) and cultural mindsets (software) and the complex interactions between the two. Pluralism requires a holistic view that considers how diversity is treated in social, economic and political domains. Applying this lens, the Pluralism Index Framework is comprised of fifteen indicators that span five dimensions:

1. Legal commitments in support of pluralism;
2. Implementation of legal commitments;
3. Leadership for pluralism;
4. Levels of group-based inequalities;
5. Levels of trust and belonging

GCP has developed an Expert Assessment Questionnaire that outlines indicators across these 5 dimensions, with detailed guidelines and benchmarks for each. The Index uses an expert assessment methodology, relying on a range of qualitative and quantitative data sources to inform the assessments. The Index also generates unique primary data using a survey on public levels of trust and belonging.

The Global Pluralism Index currently measures pluralism at the country-level in order to enable global comparison. However, the Index Framework also lends itself to application at sub-national levels.

In 2019, the Global Pluralism Index conducted a pilot of Index framework and methodology in three countries- Canada, Germany and Kenya. In each country under assessment, independent expert assessors (representing a variety of academic and practitioner experiences) completed the assessments. In Canada, the Index also collaborated with the Consortium on Electoral Democracy (C-Dem) to capture original data on public levels of trust and belonging.

Through this proposed fellowship, GCP and C-Dem are interested in learning how the measurement of pluralism varies at regional and/or provincial levels in Canada, conducting a deeper assessment of particular themes such as “belonging”, and disaggregated analysis of how treatment of diversity varies across different groups. GCP and C-Dem would also like to present a mapping of the areas and issues on which there is adequate good-quality data available for research, and those where there are data gaps.

ELIGIBILITY

We are seeking a qualified graduate or postdoctoral researcher to apply for a [MITACS accelerate program](#). The selected candidate will be hosted at the Université du Québec à Montréal under the supervision of Professor Allison Harell, Department of Political Science. The candidate must have experience using public opinion data, including advanced statistical skills and competence with SPSS, Stata or R.

The position is contingent on successful acquisition of the MITACs fellowship, which provides up to CAD \$15,000 to the intern to conduct their work

ASSIGNMENT OVERVIEW:

The fellow will undertake an assessment of pluralism in Canada, using the Global Pluralism Index Framework that includes:

- Review existing data sources, and identify key gaps in national and sub-national level data on health, crime, education and political participation for four groups- Immigrants, Indigenous peoples, Francophones, and Women
- Analysis of levels of pluralism across different provincial and/or regional levels in Canada. This will include comparing the country level Index assessment report with the provincial or regional level of inclusion and exclusion, using data available through the Global Pluralism Index pilot assessment, C-Dem and other public platforms.
- Intersectional analysis of inclusion and exclusion with a focus on four groups- Immigrants, Indigenous peoples, Francophones, and Women
- An in-depth assessment of public levels of trust and belonging in Canada using the existing survey data drawn from the Democracy Check-up survey from C-Dem, and other available survey data from C-Dem and other sources.

DELIVERABLES AND TIMELINE

The total duration of MITACS internship is 6 months from September 2020 to February 2021. Additionally, there may be opportunities to disseminate the findings to selected audiences, including stakeholders in the Government of Canada, or in research and academic communities. Dissemination opportunities will be determined in collaboration between the Fellow, GCP and C-Dem. Travel costs associated with the Fellow's participation in these events will be covered by the project.

September 2020	Prepare research design and methodology and implementation plan in collaboration with GCP team and academic supervisor, Dr. Allison Harell.
October-November 2020	<ul style="list-style-type: none">• Conduct research• Deliver Report on data-gaps
December 2020	Submit first draft of the report; Workshop with GCP staff and academic supervisor to review
January-February 2020	Submit final report

The language for the assignment is English.

To apply, please submit a cover letter and CV to careers@pluralism.ca by Friday, July 17, 2020 with "GCP-C-Dem Fellowship" in the subject line.