

Mount Saint Vincent University (MSVU) Research Strategic Plan (2023-2028)

Land Acknowledgement

Mount Saint Vincent University (MSVU) acknowledges our location in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Wolastoqiyik (Maliseet) People first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wolastoqiyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations.

Mount Saint Vincent University (MSVU) acknowledges, with deep respect, that long history of cultural traditions of the Mi'kmaq. We are committed to maintaining and building relationships based on the principles of mutual trust, respect, reciprocity and collaboration in the spirit of reconciliation.

A Message from the Associate Vice President of Research

The development of a research strategic plan offers a unique opportunity to take stock of various existing research strengths and challenges and to use these insights to help create a new vision and path for research success going forward. Mount Saint Vincent University (MSVU) continues its commitment to world-class research that has both a local and global impacts related to our mission in the advancement of women and girls. Research at MSVU is inspired by our strong tradition of social responsibility, the delivery of academic excellence through a rich and rewarding university experience, the pursuit of knowledge including scholarship, teaching and intellectual endeavours of the highest quality, and the promotion of accessibility through flexible learning opportunities and services.

Our 5-year Research Strategic Plan reflects not only the overall strategic mission of MSVU but also our membership in the Dimensions program which aims to foster increased research excellence, innovation and creativity within the post-secondary sector across all disciplines through increased equity, diversity and inclusion (EDIA) and our commitments to Truth and Reconciliation. As such, our Research Strategic Plan is informed by, and grounded in, the core principles of EDIA, and Truth and Reconciliation. Further, given that MSVU has Canada Research Chairs (CRC) and receives funding from the Canada Foundation for Innovation (CFI), we are required by the Government of Canada to have a Research Strategic Plan and to post our plan on our website and on the CRC website.

I wish to extend a very heartfelt thank you to everyone involved in co-creating the new MSVU research strategic plan, in particular, I would like to thank the Committee for Research and Publications, for their careful consideration of and insightful input into this plan.

Warmly,

A handwritten signature in black ink, appearing to read 'Jacquie Gahagan', with a large, elegant flourish extending to the right.

Jacqueline (Jacquie) Gahagan, PhD (They/Them)

Associate Vice President, Research

Mount Saint Vincent University

The MSVU Vision, Mission and Values

The **Vision** of Mount Saint Vincent University (MSVU) is a model of creative teaching and research that nurtures socially responsible global citizens.

The **Mission** of MSVU is the advancement of women and girls, inspired by our strong tradition of social responsibility; the delivery of academic excellence through a rich and rewarding university experience; the pursuit of knowledge: scholarship, teaching and intellectual endeavours of the highest quality; the promotion of accessibility through flexible learning opportunities and services.

The **Values** of MSVU include academic freedom, accountability, creativity, engagement, professionalism, and respect.

A Brief History of Mount Saint Vincent University

Mount Saint Vincent University (MSVU), established in 1873 by the Sisters of Charity of Saint Vincent de Paul, has a long-standing history of academic excellence, including a vibrant research environment with a focus on the advancement of women and girls. In fact, MSVU was one of only a handful of higher education institutions in Canada with this specific focus. While the original purpose of MSVU was to train novices and young sisters to become teachers, it also recognized the importance of education for women more broadly.

In 1925, the Nova Scotia Legislature awarded Mount Saint Vincent the right to grant its own degrees, making it the only independent women's college in the British Commonwealth. By 1951, the college offered degrees in Arts, Secretarial Science, Music, Home Economics, Library Science, Nursing and Education. In 1966, the college officially became Mount Saint Vincent University (MSVU) and in 1988 university ownership and operations were transferred from the Sisters of Charity to a Board of Governors and Senate. In 1967, MSVU began admitting men as students and in the decades that followed, the university continued to evolve, expanding its academic offerings and furthering its research impact in a range of areas.

Leading up to the 150th anniversary of the founding of MSVU, we continue to advance meaningful efforts in truth and reconciliation, to support Black students and scholars, and to ensure an accessible education to traditionally under-served populations. In 2018, the Sisters of Charity–Halifax unveiled the Truth and Reconciliation Panel in the Heritage Garden on the grounds of Caritas Residence in Halifax. In acknowledging the Order's history with the Shubenacadie and Kootenay Residential Schools, the panel reads:

The Indian Residential School system was established in 1867 with the goal of assimilating Indigenous children into Euro-Canadian society through its church-run, government-funded institutions. From its establishment until the closure of the last federally-run school in 1996, more than 150,000 Indigenous children were placed in residential schools across Canada. The students were punished for speaking their language, denied access to their culture and families, and, in many cases, suffered physical, sexual, and emotional abuse.

In looking toward the path forward, The Sisters of Charity–Halifax noted that “We can't change the past, but we can listen deeply, with our hearts, to those who feel they can speak ... we can work toward a future of hope, healing and right relationships.”

On October 20, 2021, at the wikuom located on the Mount Saint Vincent University campus, Dr. Ramona Lumpkin, CM, Interim university President and Vice-Chancellor, gathered with a group of Indigenous community representatives, including residential school survivors, First Nation community leaders, Elders, MSVU L'nu Advisory Circle members, and university representatives for a ceremony of apology and commitment. We will build upon efforts already undertaken, and with the valued advice of Indigenous community Elders and leaders as our guide. MSVU is deeply grateful for the continued leadership of the L'nu Advisory Circle at MSVU, a collective of Indigenous and non-Indigenous community, student, faculty and staff representatives dedicated to advancing work in support of Indigenous learners and communities.

Background

As stated in the Mount Saint Vincent University Strategic Plan “Strength Through Community” (2021-2028) <https://www.msvu.ca/wp-content/uploads/2020/12/MSVU-Strategic-Plan-2020-Strength-Through-Community.pdf> under **Theme 2: Research, Scholarly Work and Professional Activity**, this 5-year research strategic plan focuses on the advancement of women and girls, Indigenous and African-descendent groups, other marginalized and underrepresented groups, social responsibility and social justice. In addition, a core of this research strategic plan is grounded in increasing equity, diversity, inclusion and accessibility (EDIA) in research in keeping with the principles of the Tri-Council Dimensions initiative. As one of 17 universities in Canada to be part of the Dimensions program, EDIA is a vital consideration that will help guide our research strategic plan over the next five years. https://www.nserc-crsng.gc.ca/InterAgency-Interorganismes/EDI-EDI/Dimensions_Dimensions_eng.asp

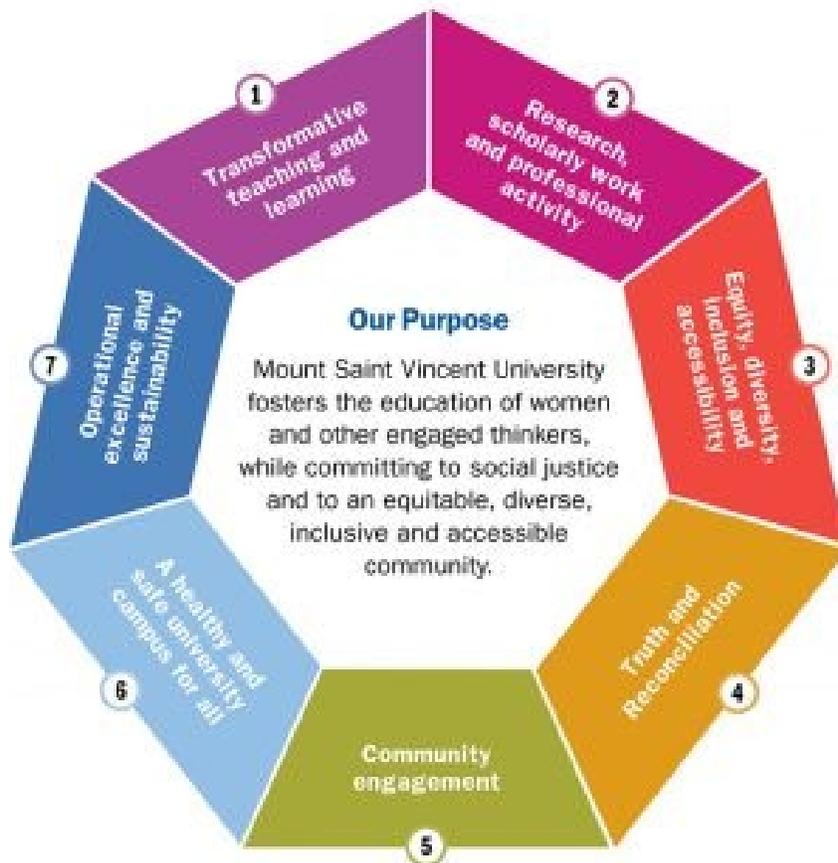


Image 1: MSVU Strategic Plan 2021-2028 “Strength Through Community”

The objectives for Theme 2 on research include:

1. Enhance and expand research, scholarly and professional activity in support of the advancement of women, girls and other marginalized groups, social responsibility and social justice.
2. Enhance and expand community-based research.
3. Enhance undergraduate and graduate student research and encourage faculty to engage their undergraduate and graduate students in their research endeavours.
4. Encourage women and other marginalized and underrepresented faculty, staff and students in their research endeavours.
5. Increase the university's impact on local, national and global issues through research and scholarly activity.
6. Undertake creative knowledge mobilization activities with relevant communities to share research/knowledge and to influence decision makers.

The strategies for Theme 2 on research include:

- 1a. Develop an institutional strategic research plan that focuses on the advancement of women and girls, Indigenous and Africa-descendent groups, other marginalized and underrepresented groups, social responsibility, and social justice.
- 1b. Continue to work toward increasing EDIA in research in line with the principles espoused in the Tri-Council's Dimensions initiative and Scarborough Charter.
- 2a. Leverage programs such as the Nova Scotia's Change Lab Action Research Initiative (CLARI) and Canadian not-for-profit organizations, including Mitacs, to enhance community-based research initiative.
- 2b. In partnership with local Indigenous and African-Nova Scotian communities, strengthen university research and identify research questions and collaborations on initiatives that are of mutual benefit and interest and that have the potential to positively impact lives.
- 2c. In partnership with relevant organizations, non-profits and industry, strengthen university scholarly research, identify research questions and collaborate on initiatives that are of mutual benefit and interest.
- 3a. Develop more academic programs with embedded research components and recognize existing programs that do so.
- 3b. Recognize and support faculty and student research collaborations.

Indicators of success for Research, Scholarly Work and Professional Activity at MSVU include:

1. Increased number, quality and visibility of research, scholarly and professional contributions related to the advancement of women and girls, marginalized and underrepresented groups, social responsibility and social justice.
2. Increased number, quality and visibility of community-based research projects and increased external and internal funding to support such projects and their impacts on community.
3. Increased participation of women and other marginalized and underrepresented faculty, staff and students in research endeavours.
4. Increased number, quality and visibility of research projects and scholarly contributions aimed at addressing local, national, and global issues in keeping with the mission of MSVU.
5. Increased number and diversification of Canadian Research Chair (CRC) nominations and retention of quality CRCs and their research programs.

Our consultation processes in the development of this 5-year Research Strategic Plan:

Starting in September 2021, a series of in-person and virtual consultations took place between faculty members and others with a role in research at MSVU. A total of 45 individuals met with the Associate Vice President of Research to offer their thoughts on the strengths and challenges in the research ecosystem at MSVU. Based, in part, on these consultations, an online survey was developed in November 2021 to solicit further feedback on shaping the research strategic plan from the MSVU community more broadly. The Research Office at MSVU invited all MSVU faculty, staff and students to voluntarily complete an anonymous online survey related to key considerations in the development of our new 5-year Research Strategic Plan. The online survey remained open from mid-December 2021 through the end of January 2022. A total of 84 individuals contributed their input by responding to some or all of the questions in the online survey. This survey was strictly voluntary and included questions on demographics, perceived strengths, challenges and opportunities for research at MSVU, the connection between research and MSVU's mission statement, the research culture and the scholarship of teaching and learning, and the links between research at MSVU and Equity, Diversity, Inclusion, and Accessibility (EDIA), Truth and Reconciliation, and the United Nations Sustainable Development Goals.

Demographic Data from the Research Strategic Plan Online Survey

Of those who completed the survey, 42 self-identified as faculty members, 15 as undergraduate students, 8 as staff members, 7 as graduate students, 2 as post-doctoral fellows, 1 as librarian, 7 as other, 2 preferred not to answer.

In terms of research partners, 43 of those who completed the survey indicated that they work with community members to identify research concerns/topics, 41 indicated partnering on research with other post-secondary institutions in Nova Scotia, 33 indicated partnering with provincial or federal government departments on research, 17 indicated their research involves developing industry partners, while 13 indicated other, and 6 preferred not to answer.

When asked how participants self-identify, 58 identified as a woman, 20 identified as a person with a disability, 17 identified as a person of minority sexual orientation and/or gender identity, 15 identified as a racialized person, 6 identified as an Indigenous/Aboriginal person, 3 identified as a person of historical Black/African Nova Scotian ancestry, and 2 identified as Mi'kmaw.

MSVU Research Strengths:

The key research-related strengths at MSVU as noted in the online survey findings include the existing diversity of research areas, community-based connections for research, and that the smaller size of our institution allowed for greater researcher partnerships, and close relationships with staff, faculty and students with a role in research. In addition, several important opportunities were noted including the interdisciplinary research collaborations with MSVU, with other educational institutions in the region, and with other sectors such as the non-profit sector. Further, the existing centres and institutes at MSVU were seen as important aspects of the research infrastructure and can serve to further advance research that maps onto the Mission of MSVU. On the other hand, the importance of investing in research was seen as a critical area to address in the advancement of research at MSVU over the next five years of this research strategic plan and beyond. Greater emphasis and attention to showcasing research at MSVU is also warranted, particularly in relation to our unique history and our existing research expertise in the Atlantic region.

MSVU's Current Research Landscape

As indicated in our overall institutional strategic plan, MSVU remains committed to supporting the diversity of research and scholarship across disciplines by members of our community and at all stages of career development and in all aspects of the research process. It is noteworthy that MSVU's existing research environment includes a number of research initiatives, centres, and institutes which cut across a variety of research disciplines and forms of scholarship. Examples include the Nova Scotia Centre on Aging, the Centre for Social Innovation and Community Engagement in Military Affairs, the Developmental Psychobiology Research Centre, the Early Childhood Collaborative Research Centre, the Child Study Centre, and the Alexa McDonough Institute. Collectively, these offer opportunities to advance interinstitutional and intersectoral collaborations that can create training and research opportunities for new faculty, students and highly qualified personnel.

Equity, Diversity, Inclusion, and Accessibility (EDIA) in Canada Research Chair Nominations

MSVU is committed to equity, diversity, inclusion, and accessibility (EDIA) in employment and believes that research excellence at MSVU is enhanced through the diversification of Canadian Research Chair (CRC) nominations. MSVU's overall research culture benefits from shared experience with people from diverse backgrounds who bring new and varied perspectives. MSVU's commitment to the advancement of women is historically embedded within our policies and practices, and this will be extended to all members of equity-seeking groups. As we move towards decolonizing our internal and external research practices, we will implement the Truth and Reconciliation Commission's Calls-to-Action.

MSVU will continue to uphold excellence in attracting, recruiting and retaining CRCs to further our commitment to our research strategic priorities. Existing CRCs undergo a rigorous, international review process for appointment and renewal, in keeping with the parameters of the CRC program. Further, MSVU will expand EDIA self-identification data collection, management and reporting to support ongoing CRC EDIA initiatives and objectives. In 2020, MSVU was selected as a pilot site for the federal Dimensions: Equity, Diversity, and Inclusion program: one of only 17 universities and colleges in the country to be selected. The application process followed in the Dimensions pilot program will encourage an inclusive environment at MSVU and we will continue to develop university-wide plans to achieve full-status in the Dimensions program.

Throughout its history, MSVU has demonstrated an unwavering commitment to advancing the education, support, capacity building, and career opportunities of women. Explicitly, MSVU promotes research on women and related issues of gender and equity that includes representation from most academic departments. Integrally linked to this overarching and interdisciplinary focus on women is a Strategic Research Plan that emphasizes social responsibility and community engagement. Many of the University's educational programs

and departments, as well as many faculty members, have developed a significant record of accomplishment regarding these commitments.

The Deployment of Canada Research Chairs (CRCs) and Canadian Foundation for Innovation (CFI) Infrastructure Support

EDIA informs MSVU’s plans to deploy Canada Research Chairs and necessary Canadian Foundation for Innovation (CFI) infrastructure to help support their research. Specifically, MSVU deploys CFI support where research infrastructure can be demonstrably required to advance research and/or when the capacity to increase faculty research outcomes can be maximized, especially for Canada Research Chairs.

Foregrounded in EDIA, the consultation process regarding designated research areas for CRCs occurs in a coordinated manner by the Associate Vice President Research (AVPR), the Vice President Academic and Provost and the three Deans, all of whom contribute to the discussion of the Strategic Research Plan in the determination of areas to be designated, based on growth potential of a discipline/or disciplines.

MSVU currently has 4 Canada Research Chairs (CRCs) and 4 named chairs:

Named Chairs	Council	Centre	Department	Time Period	Pillars to be determined by new plan
Tier I Canada Research Chair Global Aging and Community	SSHRC (Special)	Global Aging and Community Initiative	Family Studies and Gerontology	2016 - 2022	Pillar 3
Tier II Canada Research Chair Social Innovation and Community Engagement	SSHRC	Centre for Social Innovation and Community Engagement in Military Affairs	Political Studies/ Women’s Studies	2019-2024 (renewed)	Pillars 1 and 2
Tier II Canada Research Chair Early Childhood: Diversity and Transitions	SSHRC (Special)	Early Childhood Collaborative Research Centre	Education/ Child and Youth Study	2018-2023	Pillars 1 and 3
Tier II Canada Research Chair Interdisciplinary Studies in Neuroscience	SSHRC (Special)	Interdisciplinary Developmental Neuroscience Research Centre	Psychology	2021-2026	Pillars 2, 3, 4

Named Chairs	Council	Centre	Department	Time Period	Pillars to be determined by new plan
WISE Atlantic NSERC Chair for Women in Science and Engineering	NSERC	N/A	Biology	2011-Present	Pillars 1 and 4
Gail and Stephen Jarislowsky Chair in Learning Disabilities	N/A	N/A	Education	2011 - Present (reappointed in 2019)	Pillars 2 and 3
Nancy's Chair in Women's Studies	N/A	Alexa McDonough Institute	Women's Studies	2022-2024	Pillars 1 and 2
Lena Isabel Jodrey Chair in Gerontology	N/A	Maritime Data Centre for Aging Research and Policy Analysis	Family Studies, Gerontology	1994-Present	Pillar 3

Strategic Research Pillars:

The strategic research pillars for this 5-year research strategic plan were derived from in-person consultations in the Fall of 2021, the online survey results analyzed in Winter 2022, townhall consultations in Spring 2022, additional feedback from faculty, including the members of the Committee on Research and Publications in Summer and Fall 2022.

Our strategic research pillars are:

PILLAR 1: GENDER, SEXUALITY, & THE ADVANCEMENT OF WOMEN & GIRLS & OTHER EQUITY-SEEKING POPULATIONS

Strategic research goals include enhancing research opportunities through existing and new academic programs such as the Queer Studies Minor, MA in Women and Gender Studies, as well as securing additional research funding opportunities for students such as the AMI Research Fellows program, the Lesbian Pulp Fiction Collection, and the MSVU Archives.

PILLAR 2: INTERSECTIONAL WAYS OF KNOWING & KNOWLEDGE MOBILIZATION

Strategic research goals include moving beyond Western approaches to research to include a greater emphasis on Indigenous knowledges, including two-eyed seeing, intersectionality and community-engaged research.

PILLAR 3: HEALTH, WELLNESS & SOCIAL JUSTICE ACROSS THE LIFE COURSE

Strategic research goals include addressing the information gaps in meeting the health and wellness issues facing historically underrepresented populations in the Atlantic region, nationally and internationally.

PILLAR 4: LIFE, COMPUTATIONAL, & PHYSICAL SCIENCES

Strategic research goals include supporting the growth of research laboratories, increasing partnerships with the private sector and industry sponsors, and increased learning opportunities for students.

PILLAR 5 : SUPPORTING THE RESEARCH LIFECYCLE

Strategic research goals include supporting research excellence by providing an environment where researchers at all career levels have access to a robust and diverse research infrastructure (e.g., digital, physical, networks) with a high standard of support throughout the research lifecycle. Maintain research excellence through the promotion of best practices in research ethics and research data management (RDM) and provide support for the dissemination of research output through open access methods.

Our Strategic Research Pillars will be supported and advanced by a greater focus on issues of equity, diversity, inclusion, and accessibility through the creation of new research partnerships, through additional mechanisms to support research, including student research, and through developing and sustaining a world-class research culture and ecosystem.

Equity, Diversity, Inclusion and Accessibility (EDIA): Implications for Research

As stated in the MSVU Strategic Plan (2021-2028), equity, diversity, inclusion, and accessibility (EDIA) are central priorities to the overall mission of the university. EDIA is also an integral part of the actions MSVU brings to our research ecosystem, including being a national leader in the removal of systemic barriers to full participation in the university experience for all faculty, staff and students, including in relation to research and scholarship.

Specific actions include the review of existing research policies, practices, and procedures to ensure they are informed by anti-racism, anti-discrimination, and decolonizing principles. Noting that MSVU is a signatory of both the Dimensions and the Scarborough Charter, we are committed to the core principles of these initiatives (https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/Dimensions_Dimensions_eng.asp https://www.utsc.utoronto.ca/principal/sites/utsc.utoronto.ca.principal/files/docs/Scarborough_Charter_EN_Nov2022.pdf) which call for a cultural change within the research ecosystem to address obstacles faced by, but not limited to, women, Indigenous Peoples, persons with disabilities, members of visible minorities/racialized groups, and members of LGBTQ2+ communities.

Additional information on EDIA at MSVU can be found here: <https://www.msvu.ca/research-at-the-mount>

Truth and Reconciliation: Implications for Research

MSVU's commitments

MSVU has taken steps to change our university, however, we recognize that more needs to be done. We will build upon efforts already undertaken, with the valued advice of Indigenous community Elders and leaders as our guide. In particular, we are deeply grateful for the continued leadership of the L'nu Advisory Circle at MSVU, a collective of Indigenous and non-Indigenous community, student, faculty and staff representatives dedicated to advancing work in support of Indigenous learners and communities. We will emphasize listening and learning, followed by enduring action.

Specifically, MSVU will:

- Continue to strengthen Indigenous research and ways of knowing to include non-Western approaches.
- Welcome Indigenous scholars to share their work as part of the Black and Indigenous Speaker Series.

In addition, the research environment would benefit from learning more about the harmful effects of racism and about the tragic history of the residential schools in Canada.

In keeping with MSVU's commitment to Truth and Reconciliation, our research strategic plan is grounded in the need to advance Indigenous world views in research policies, practices and procedures. The principles of reconciliation as described in the Truth and Reconciliation Commission report are integral to conducting research in a good way. Further, the Truth and Reconciliation Commission of Canada believes that for Canada to flourish in the twenty-first century, reconciliation between Aboriginal and non-Aboriginal Canada must be based on the following principles:

1. The *United Nations Declaration on the Rights of Indigenous Peoples* is the framework for reconciliation at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.
8. Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and

Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society.

For more information on MSVU's commitment to TRC, please see theme four of MSVU's strategic plan: [Strength Through Community - MSVU Strategic Plan 2021-2028 by Mount Saint Vincent University](#)

Research-related Actions by Sector

The following section offers a series of suggested actions to further advance research excellence at MSVU with an eye to EDIA and Truth and Reconciliation. These actions are informed by our in-person consultations, our survey data, our town hall discussions, as well as the broader research landscape in Nova Scotia, nationally and internationally.

MSVU Faculty

1. Increase researcher awareness about the core principles of EDIA and Truth and Reconciliation and their application to research through learning circles, speaker series, and workshops.
2. Work collaboratively to identify and address barriers (e.g., functional, structural, and systemic) to research through annual consultations with researchers and those who have a role in supporting research at MSVU.
3. Increase research opportunities and support mechanisms for equity-deserving researchers, such as mentorships, leadership positions, research chairs and fellowships.
4. Identify and share information on innovative research partnerships and funding opportunities through enhanced research communications within and across departments.
5. Support scholarship of teaching and learning in relation to decolonizing practices in research and teaching through workshops and webinars.
6. Promote and celebrate research and scholarship, including community-based approaches that are respectful and mutually reciprocal, through annual research excellence events.
7. Provide research supports for internal and external opportunities for both part-time and full-time faculty such as reviewing grant applications and identifying research partners.
8. Develop additional national and international research partnerships through meetings about research with academic departments.
9. Create conditions that facilitate retention of researchers such as sharing best practices in research grant writing, research partnerships, and ethics.
10. Develop a recognition award for leadership in EDIA in research to be awarded on an annual basis.

11. Maintain research excellence through the promotion of best practices in research ethics and research data management (RDM) and provide guidance on the new RDM requirements established by the Tri-Agencies.
12. Provide resources and support for the mobilization of research output via open access methods.

MSVU Students

1. Increase awareness about EDIA and Truth and Reconciliation and the relevance in research both in the classroom as well as in the research environment.
2. Increase the numbers of opportunities for students to gain direct, hands-on experience in research.
3. Increase research support mechanisms, such as mentoring, workshops, seminars, and safe-spaces, for equity-deserving students.
4. Provide funded research opportunities to students.
5. Recognize and celebrate student excellence in research on an annual basis.
6. Make research-related experiences more accessible to equity deserving and marginalized groups.

MSVU Research Environment

1. Examine existing research-related policies to determine if core principles of EDIA, and Truth and Reconciliation Calls to Action are being considered and included and revise accordingly.
2. Ensure research procedures are guided by the existing MSVU institutional EDIA action plan.
3. Advance collaborative research networks through existing Centres and Institutes.
4. Coordinate the Black and Indigenous Speakers Series.
5. Develop a searchable database of research funding and scholarly outputs to track progress in advancing EDIA and Truth and Reconciliation.
6. Increase data collection on the diversity of research/researchers on research teams, in research grant awards, in research chairs and fellowships according to EDIA principles, the Dimensions Program, and the Scarborough Charter.
7. Offer additional research training events such as workshops, webinars, and speakers' series, particularly in relation to EDIA and Truth and Reconciliation.
8. Strive to include equity-seeking members as key decision makers in research-related policies and programs.
9. Recognize and celebrate excellence in research that includes EDIA and Truth and Reconciliation.
10. Recognize the ethical responsibility to respect EDIA principles and Indigenous-informed definitions of research, including alternative knowledge systems and modes of dissemination as valid and authoritative.

11. Increase the variety of research knowledge dissemination mechanisms both on and off campus, nationally and internationally.
12. Leverage existing partnerships while increasing efforts in the identification of new internal and external funding sources to support investments in equipment, software, and other digital infrastructure.
13. Support the Library's efforts to provide students and researchers with the resources required to sustain a world-class teaching and research culture.
14. Build a culture that promotes understanding and value of research among university and support services administration (e.g., IT&S, finance, procurement, facilities management).
15. Provide a functional research environment that enables and enhances productive research.