

**Institution:** Mount Saint Vincent University

**Reporting period:** April 1 2024, March 31 2025

## Equity Diversity and Inclusion 1

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

Key institutional actions in support of EDI in the CRCP:

**Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)**

### Key EDI Action.

Offering OCAP training to CRCs and other faculty members as part of our EDI and TRC commitments as outlined in our institutional mission and our strategic research plan.

## Equity Diversity and Inclusion 2

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact.

A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

### **CRCP Stipend for Equity, Diversity and Inclusion**

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers

- Not important
- Somewhat important
- Important
- Very important
- Do not know
- Not applicable

### Other EDI initiatives

**Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is expected to address systemic barriers and foster an equitable, diverse and inclusive research environment.**

For example, are there projects underway that underscore the importance of EDI to research excellence? Is there additional training being offered to the faculty at large? Are there initiatives to improve the campus climate? Please provide hyperlinks where relevant in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP.

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In March 2025, the MSVU Research Office opened a special call for internal EDIA in research grant applications, aimed at supporting capacity building to integrate EDIA into research practices at our university and beyond. Funded projects underway include: 1) analysis of EDIA policies and frameworks at universities nationally to evaluate EDIA practices and identify areas for enhancement, and document EDIA integration efforts; 2) creating a protocol and lab manual to use an electroencephalogram (EEG) data collection tool to promote the inclusion of demographic groups that have been systematically excluded from neuroscience research; 3) Participatory photography to explore displacement, colonialism, and other concepts with Indigenous and refugee youth in Nova Scotia; and 4) Exploring the imposter phenomenon as a barrier to research participation among University students with ADHD.

In terms of training, we offer an internal special grant to offset the costs of the "Ownership, Control, Access, Principles (OCAP) training to all faculty on a trial basis in an effort to increase awareness of EDI and TRC in research excellence. We also host the Black and Indigenous Speaker series to help enrich our collective understanding and appreciation of other worldviews in how research is undertaken. During the reporting period, we hosted Dr. Afua Cooper, Professor of History and Women's and Gender Studies from the University of Toronto, who spoke on "Black Women and Cultural Production", and Mr. Randy Headley, MSVU Black Student Advisor, Founder of MSVU Afrocentric Support group, who spoke on "Unpacking the Underrepresentation of Black Students in Research at MSVU"