

*Office of the Vice-President Research and International*

# **INCLUSIVE RESEARCH IMPLEMENTATION STRATEGY**

**2022–2025**



**UNIVERSITY OF  
WATERLOO**

*The University of Waterloo is committed to increasing Equity, Diversity, Inclusion, and Indigenous Relations in all facets of its operations and to remove barriers in building an equitable academic, research, and campus environment.*

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# INCLUSIVE RESEARCH IMPLEMENTATION STRATEGY

**THE UNIVERSITY OF WATERLOO** (Waterloo) is committed to increasing Equity, Diversity, Inclusion, and Indigenous Relations (EDIIR) in all facets of its operations and to remove barriers to achieving an equitable academic, research, and campus environment, as outlined in [Waterloo's Strategic Plan](#). The creation of the Inclusive Research Team reflects the specific strategic transformational aims of supporting these goals in the [Office of the Vice-President, Research and International \(VPRI\) Strategic Plan's Research Enhancement Goal](#)—

*“fully implement equity, diversity, and inclusivity (EDI) across the research enterprise”.*

The Inclusive Research Implementation Strategy will work toward achieving the following Research Enhancement Goals:

## Support the Culture

- ◆ Promote and support a culture of EDI to ensure a dynamic research environment with different perspectives, fresh ideas and new approaches
- ◆ Ensure the research environment is equitable, welcoming and one in which everyone can flourish
- ◆ Promote and support Indigenous approaches to research including Indigenous ways of knowing

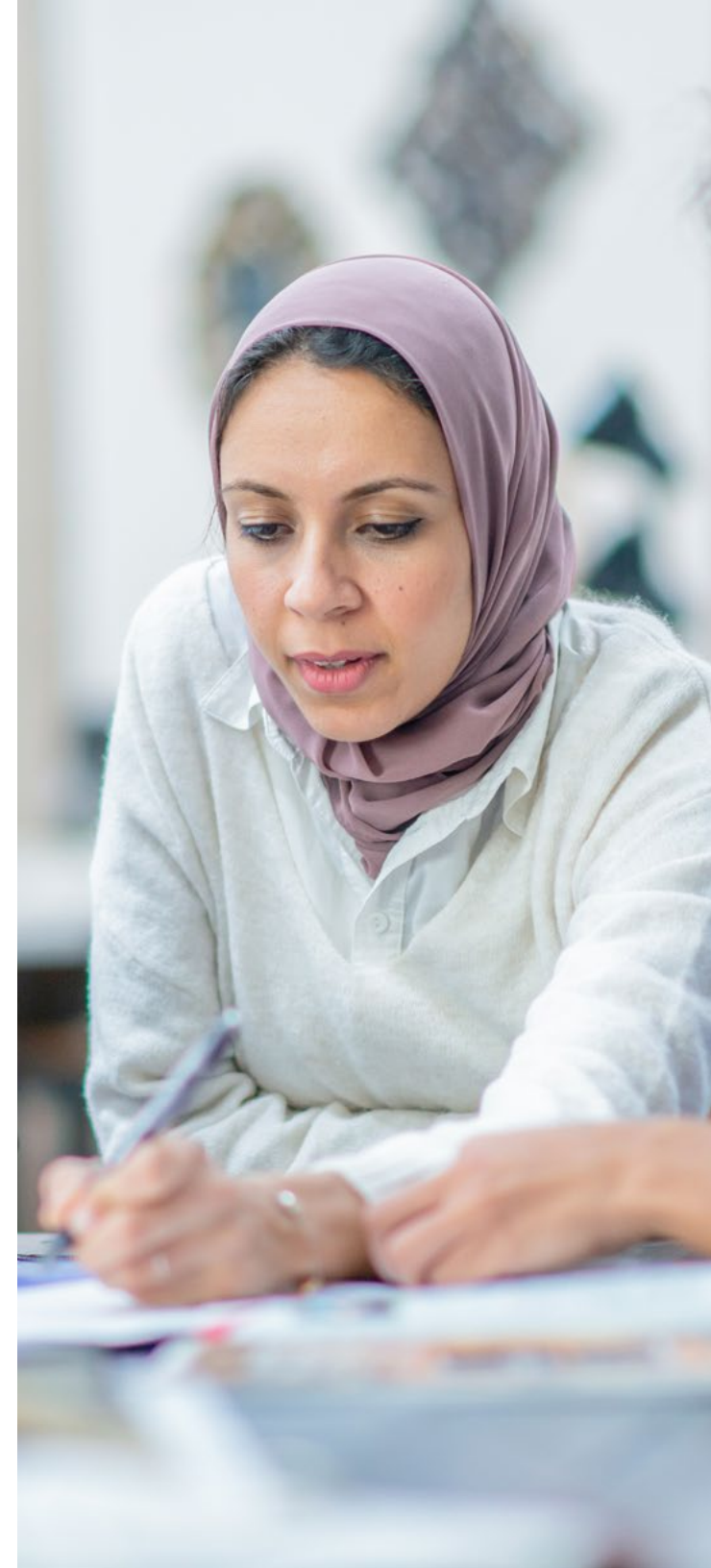


- ◆ Work with the Equity Office, Faculties and Departments to ensure broad awareness and implementation of the principles of EDI
- ◆ Foster a research and innovation ecosystem that attracts and retains outstanding, diverse faculty members who will enable Waterloo to thrive in a global setting

### **Educate for Change**

- ◆ Revise and expand unconscious bias, EDI training
- ◆ Increase accountability for improving representation of the Four Designated Groups (FDGs)
- ◆ Review policies and procedures regularly to ensure they continue to reflect EDI principles

This implementation strategy represents the plan of practical action and programming to create the transformational change identified above. It is grouped into four implementation areas with objectives outlined in each area. The *Objectives* will be applied across the *Areas of Impact* identified below recognizing that these areas are all are deeply connected to and overlap with each other.



## OUR VALUE PROPOSITION

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The Inclusive Research Team works to build EDIIR capacity within Waterloo research, international and commercialization efforts, through knowledge mobilization, specialized consultations, grant resources and advice in order to drive forward innovative ideas, address systemic barriers, and create a more equitable and inclusive research ecosystem.

## OUR GOAL

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To establish Waterloo as a leader in inclusive research excellence—demonstrating the university’s ability to be change leaders addressing systemic barriers, enacting meaningful advocacy, and enabling researchers and research administrators at every stage of their career to actively practice and embed EDIIR considerations into their work to *fully implement equity, diversity, and inclusivity across the research enterprise*.



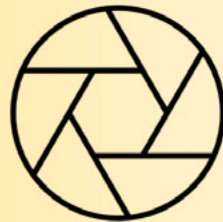
## OUR AREAS OF IMPACT

Our work will be focused on the following areas of impact, with specific attention to the intersectional nature of this work. The strategic directions and objectives below will apply in each of these areas:



Equity, Diversity, and  
Inclusion in Research

CURRENT  
AREA OF IMPACT



Indigenous  
Research

CURRENT  
AREA OF IMPACT



Accessibility in  
Research

EMERGING  
AREA OF IMPACT



## OUR GUIDING PRINCIPLES

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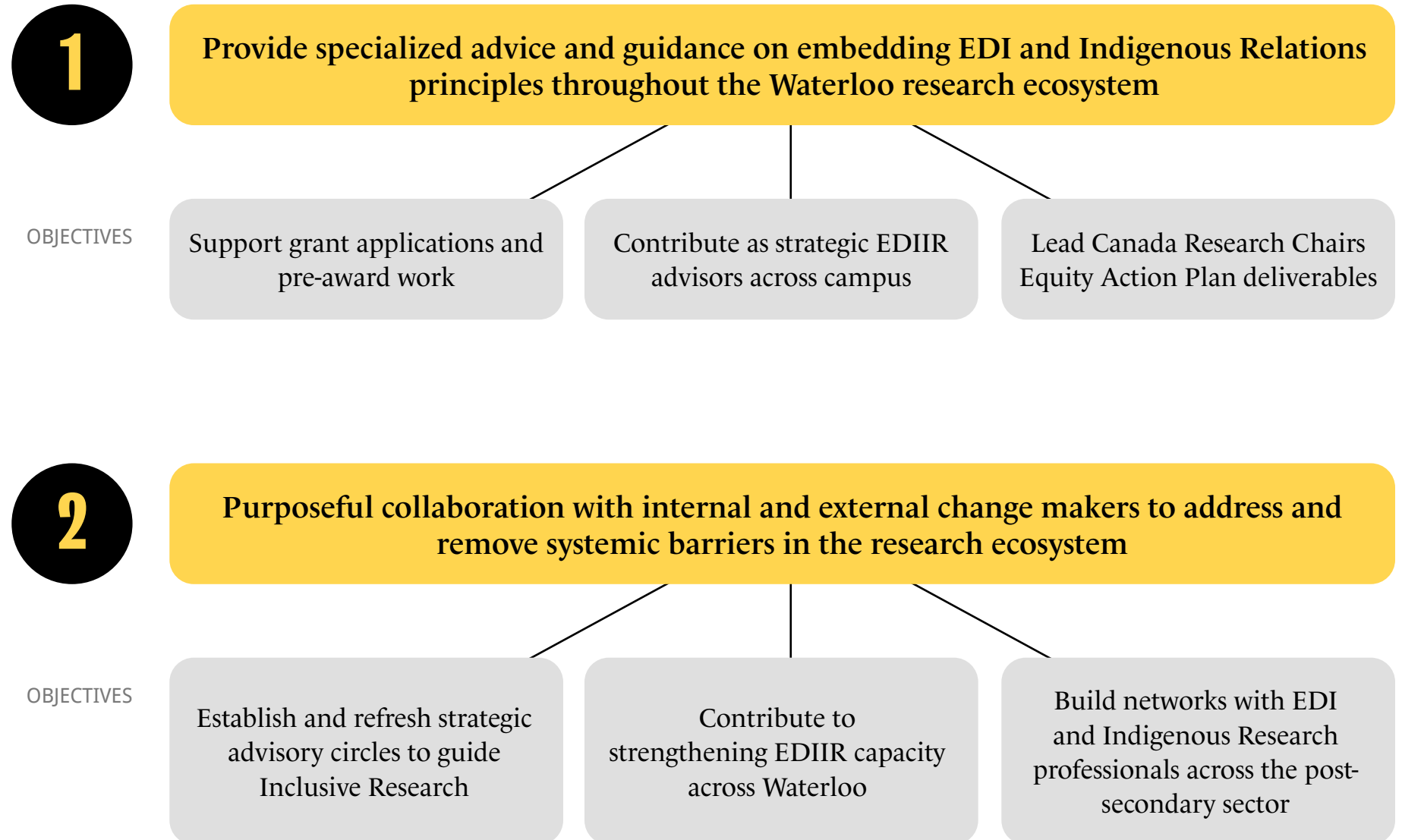
### The Inclusive Research Team commits to:

- ♦ advocating for bold transformation and working towards strategic and systematic change
- ♦ embedding EDIIR principles into our ways of working
- ♦ amplifying Indigenous and other ways of knowing and seeking out ways to initiate and support the revitalization of Indigenous cultures
- ♦ centering people's lived experience and celebrating the diversity of our experiences
- ♦ engaging, collaborating, and co-creating while acknowledging the role of power relations in systematic inequalities and working to address structural and cultural barriers to change
- ♦ being accountable to the principles we promote and recognizing our collective responsibility as a campus community to be a part of an inclusive culture

This work will always need to be done with a collaborative approach across the VPRI, researchers from all faculties, Academic Support Units such as the Equity, Diversity, Inclusion and Anti-Racism Office (EDI-R), the Office of Indigenous Relations, and the broader community.

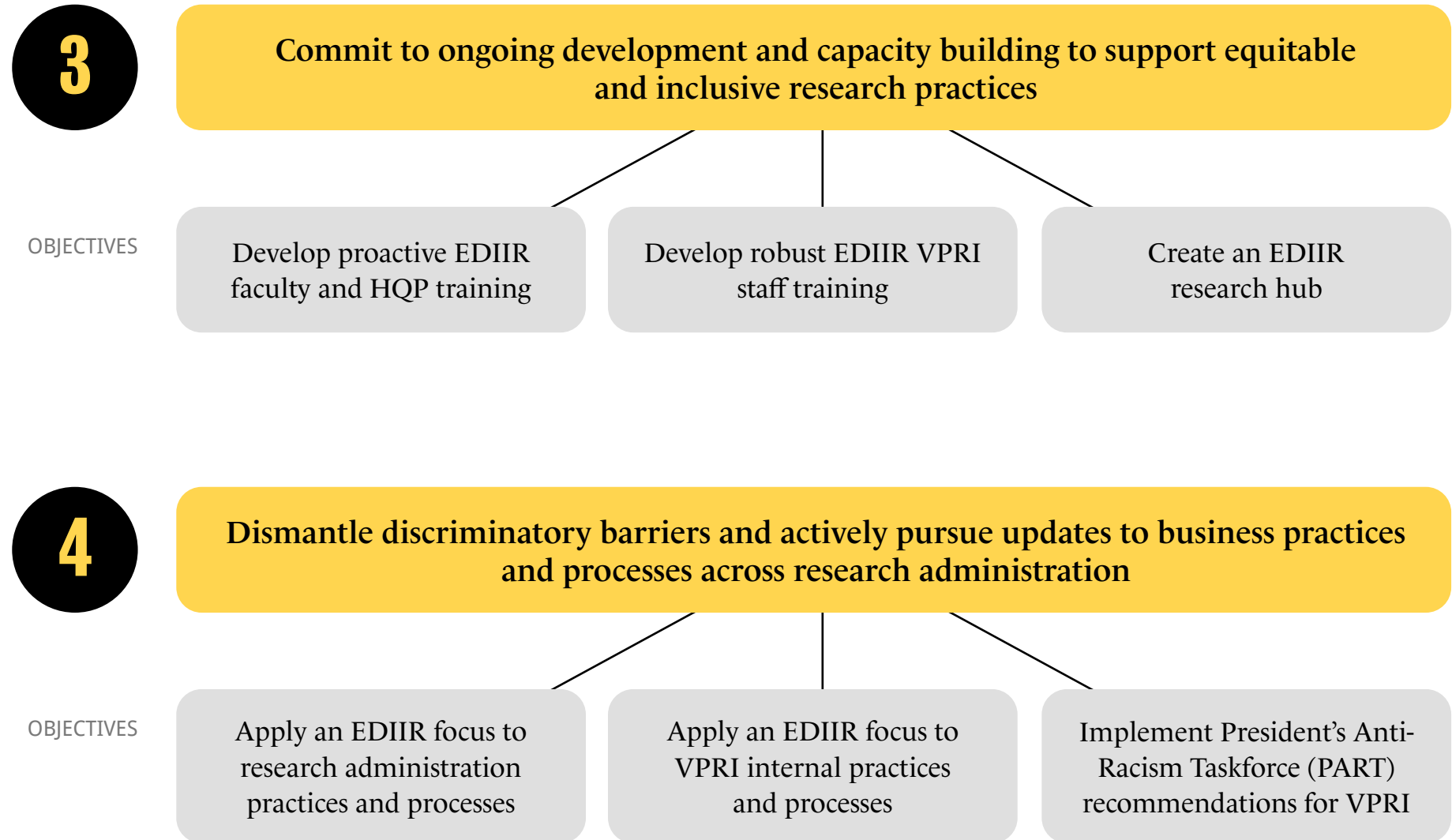


## 4 IMPLEMENTATION AREAS





## 4 IMPLEMENTATION AREAS (CONTINUED)



March 2023

We are committed to enabling and supporting excellence in research and scholarship for global impact.

**The Inclusive Research Team** is one of the units within the Vice-President, Research and International portfolio that works collaboratively across the VPRI and with others in the University to support faculty members and students in all stages of research including grant applications, the management of funds, research ethics, research partnerships, commercialization, and international endeavours. We also help our community to build strong global connections.

**Find out more** <https://uwaterloo.ca/vice-president-research-international/>

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