



### Community building

- Provide an **institutional framework** for research integrity
- Promote participative **leadership**
- Provide an **institutional framework** for **diversity and inclusion**
- Provide a **safe, inclusive, and open environment**
- Support the wellbeing** of researchers
- Ensure **responsible performance** management



### Diversity and inclusion

Understand the **broad meaning of diversity**

**Collect data** on diversity and inclusion



Implement an **institutional policy** for diversity and inclusion

Ensure **awareness** and **commitment** within the institution

Ensure a **safe environment** for all

### Education and skills



Provide **guidance for integrity** and good research practices

Implement a **framework for adequate training**

Provide **exposure** to other sectors

Foster **communication and exchange** among researchers

### Competition and pressure

**Protect research freedom**

Foster **coordination and collaboration**

Engage with **external stakeholders**

Implement a **research career structure**

Adopt **responsible assessments**

Provide **balanced workloads**

