



Inspiring Innovation and Discovery

**McMaster University Statement on
Building an Inclusive Community with a Shared Purpose**

At McMaster University, an inclusive community is one in which there is real, visible and meaningful representation of the diversity evident in the wider community at all levels and in all constituencies on campus (faculty, staff, students, administration). It is a community in which all members feel safe and empowered, valued and respected for their contributions to the shared purposes of the University; research and education excellence. It is a community where the rights of all individuals and groups are protected. Inclusion occurs when an organization provides equitable access to its services, benefits and opportunities, when systems and structures facilitate full participation by all members and where members are treated equitably and fairly and are recognized for their contributions. The key ingredients are equitable access, participation (especially in decision-making processes) and equal attention to the needs and aspirations of all.

In seeking to build an inclusive community with a shared purpose, McMaster University strives to embody these values:

RESPECT COLLABORATION DIVERSITY

A Respectful Community is one where freedom of expression, belief, and diversity of knowledge occur in a framework of dignity, respect, and public engagement.

A Collaborative Community is one where participants jointly move the academic vision forward in respectful and non-confrontational ways, having regard for personal and collective safety and well-being.

A Diverse Community is one that enables us to learn from our differences and that affirms our shared accountability for achieving access, equity, and meaningful inclusion of under-represented groups at all levels of the campus community.