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.