Towards Inclusive Excellence is McMaster University's institutional Equity, Diversity and Inclusion (EDI) Strategy. The Strategy includes: Guiding Principles for EDI Planning, Implementation and Evaluation; an EDI Framework for Strategic Action. and a Strategic EDI Action Plan for 2019 – 2022.

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Mandate:

The Steering Committee is a diverse pan-institutional body comprising senior leaders and campus partners with influence and a vested interest to advance McMaster's inclusive excellence aspirations through its EDI Strategy.

The purpose of the Steering Committee is:

1. To partner with and actively support the Associate Vice-President, Equity and Inclusion to mobilize and sustain EDI change and continuous improvement;
2. to inform strategic directions related to ongoing institutional EDI priorities and goals articulated in McMaster's *EDI Strategy: Towards Inclusive Excellence*;
3. to drive the implementation and evaluation of McMaster's EDI Action Plan; and
4. to act as a conduit to facilitate a "coordinated decentralization" model of information flow, efficiencies, and synergies between unit-level EDI planning and advisory bodies, as well as institutional planning and advisory bodies working on EDI-related priorities.

The Steering Committee members will:

- champion the imperative to advance inclusive excellence;
- advise on communications about strategic EDI priorities and goals;
- participate in planning processes to inform strategic directions and actions;
- identify key performance indicators to measure progress towards goals;
- advise on the development of tools to evaluate and report progress;
- receive reports on EDI initiatives from cross-campus EDI leads and champions;
- support implementation and continuous improvement;
- recommend resource acquisition or allocation to support implementation; and
- engage and consult with stakeholder groups through change efforts; and
- endorse the annual progress report to be submitted to the President and Vice-President's group (PVP).

Operation:

The Steering Committee will meet three times a year or at the call of the Chair. Implementation Teams will be established depending on identified strategic priorities on an annual basis.

Committee Membership:

Chair
- Associate Vice-President, Equity & Inclusion

Champions
- Vice-Provost, Faculty
- Vice-Provost/Dean of Graduate Studies
- Vice-Dean, Faculty Affairs (FHS)
- Associate Vice-President & Dean of Students
- Assistant Vice-President/Chief Human Resources Officer
- Assistant Vice-President, Research

Advisors
- Director, Institutional Research and Analysis
- Assistant Vice=President, Communications & Public Affairs: Andrea Farquhar

Constituency Representatives and Influencers
- Decanal Rep
- MUFA President
- Clinical Faculty Association President
- Libraries: University Librarian or delegate
- PACBIC Faculty Co-Chair
- African and Caribbean Faculty Association of McMaster, Chair
- Indigenous Students: Indigenous Student Services
- Undergraduate Students: McMaster Student Union
- Graduate Students: Graduate Student Association

Liaisons for Complementary Institutional Frameworks, Strategies and Plans
- Indigenous Priorities and Strategy (via Chair, Indigenous Education Council)
- Accessibility Strategy and Plan (via Chair, McMaster Accessibility Council)
- (Student) Access Strategy (via Chair, Access Strategy Advisory Committee)
- Employment Equity Framework (via Chair, Employment Equity Committee)
- Tri-Agency EDI Requirements and Action Plan (via ROADS)

Accountabilities:

The President is responsible for championing institution-wide EDI priorities and aspirations towards inclusive excellence. The PVP group is responsible for mobilizing leaders across the institution to influence the integration of EDI principles into academic and administrative policies and practices, in order to advance inclusive excellence in research, teaching, service and governance. The Associate Vice-President, Equity and Inclusion is responsible for providing leadership and working in close collaboration with colleagues on the development, implementation and evaluation of strategic EDI actions. The Associate Vice-President, Equity and Inclusion is also responsible for regularly reporting on the status of strategic actions to the PVP, and drafting an annual EDI Strategy progress report (July 1 – June 30) for endorsement by the Steering Committee in the fall term of the preceding reporting year, and presenting a final report to the PVP group and subsequently to Senate and Board (in the winter term following the reporting year).