

Towards Inclusive Excellence

Definitions: EDI and Inclusive Excellence

What do we mean by EDI and why does it matter?

McMaster has a vision to achieve international distinction for creativity, innovation and excellence as a student-centred, research-intensive university. The University distinguishes itself in its commitment to excellence through valuing integrity, inclusiveness and teamwork alongside quality.

Implicit in McMaster's vision is the principle of inclusive excellence.

Inclusive Excellence – refers to a concept or goal that describes the integral relationship between diversity and quality, and which requires expanded ways of measuring merit to take into account the essential role that diversity and inclusion play in harnessing creativity, innovation and excellence.

“Diversity and quality are two sides of the same coin. Diversity – of people, perspectives, scholars, and scholarship – is essential to creativity and innovation and, therefore, integral to excellence,” says Arig al Shaibah, associate vice-president, equity and inclusion. “Reducing bias and removing barriers using an equity lens, and fostering inclusive campus environments and experiences, will attract, engage, and retain the broadest diversity of talent to McMaster – this will certainly help us to sustain excellence in all that we are here to do at the university.”

Diversity – refers to the state or condition of our community in relation to the “mix” of different people and perspectives among students, faculty, staff and senior leaders.

Inclusion – refers to the feeling or experience of belonging in our community.

Equity – refers to an approach or process that recognizes the need for and introduces proactive measures to remove biases and barriers to equal opportunity.