Towards Inclusive Excellence
EDI Framework for Strategic Action

• to establish and enact organizational systems, structures, symbols, policies, procedures, and processes that mobilize and sustain EDI commitment

INSTITUTIONAL COMMITMENT AND CAPACITY
Leadership
Governance
Accountability

ACADEMIC CONTENT AND CONTEXT
Research
Teaching and Learning
Broader Learning Experience

COMMUNITY AND COMPOSITIONAL DIVERSITY
Student Access and Success
Employment Equity
Community Outreach and Engagement

INTERACTIONAL CAPABILITIES AND CLIMATE
Awareness, Knowledge, Skills
Interpersonal Behaviour
Intergroup Relations

• to attract and engage a campus community of learners, scholars, leaders and service providers that reflects local and national demographic diversity, including historically underrepresented and underserved groups

• to enhance and innovate research and academic programs, teaching and learning practices, and broader educational opportunities that exemplify inclusive excellence, relevance and impact in diverse local, regional, national, and global communities

• to build and support a community continually developing attitudes, knowledge, and skills to foster positive interpersonal/group relations, a culture of respect and inclusion, and a climate where all members experience dignity and belonging