

Towards Inclusive Excellence

EDI Guiding Principles

Ongoing EDI planning, implementation and evaluation will be guided by the following five principles:

1. **Cultural relevance** in relation to Indigenous peoples and equity-seeking groups,

By recognizing and valuing: the distinctiveness of Indigenous rights, entitlements and issues as separate from broader EDI work, and the importance of education, relationship-building, and reconciliation to advancing Indigenous priorities; and the unique lived experiences and barriers faced by different equity-seeking groups, and the importance of decision-making that uses an intersectional lens and is tailored to different equity-seeking group issues and needs

2. **Community ownership** in relation to achieving EDI success,

By recognizing and valuing: transparency, consultation, and communication, and the importance of campus-wide community engagement

3. **Collective responsibility** in relation to achieving progress,

By recognizing and valuing: capacity building, and the importance of both senior level accountability (“top-down”) and distributed responsibility (“bottom-up”) efforts

4. **Coordinated** de-centralization in relation to central and unit EDI activities,

By recognizing and valuing: campus collaborations and synergistic partnerships, and the importance that we work towards “the whole being greater than the sum of its parts”

5. **Continuous improvement** in relation to EDI practice,

By recognizing and valuing: data-informed decision-making and evidence-based practice, and the importance of rigorous evaluation, assessment and research to ensure efficient and effective efforts