



*McMaster's Commitment to  
Build an Inclusive Community*

Milé Komlen

*Director, Human Rights & Equity Services  
McMaster University  
Hamilton, Ontario*

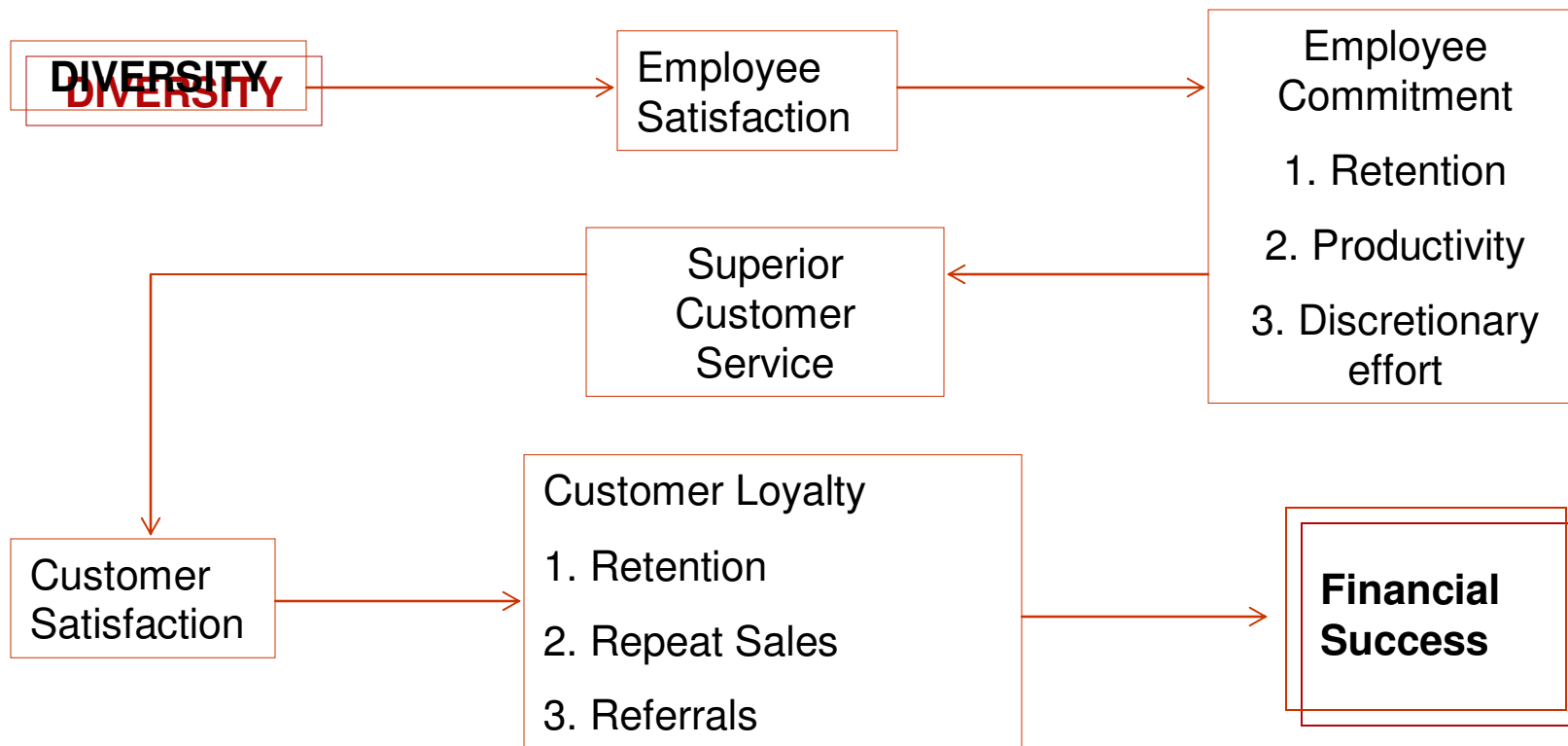
# *Diversity Today*

- Social and legal protection of human rights
- Accommodation of differences in public programs/policies
- Immigration patterns have diversified communities and expanded multiculturalism
- Need to balance different rights (e.g. religion, race, sexual orientation, women)
- Defining what we mean by “inclusive community”



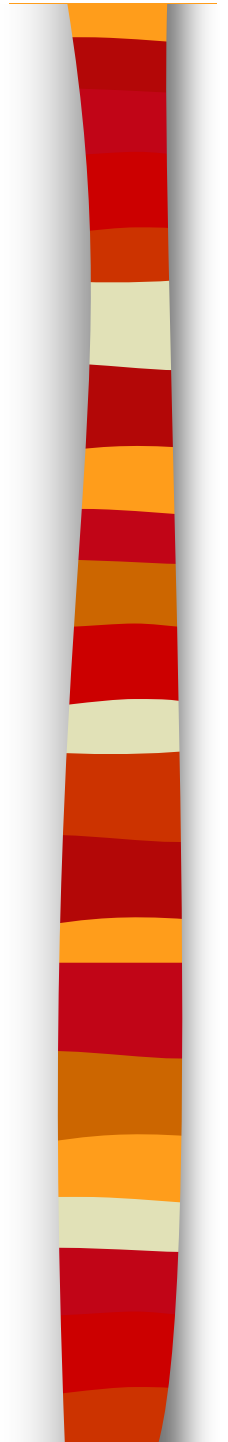
# *Business Case for Diversity*

## Employee Engagement/Customer Satisfaction Chain



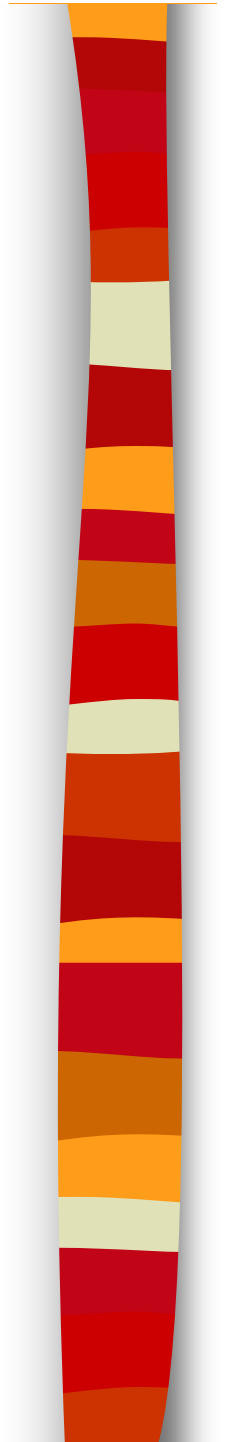
# *Benefits of an Inclusive Culture*

- Community Satisfaction/Inclusion
- Retention of Top Talent
- Increase in Productivity/Morale/Performance
- Competitive Advantages/Marketability
- Reputational Advantages/Goodwill
- Increase in Stakeholder Confidence
- Impact on Business Bottom Line, Civic Participation, Community Cohesion



# *McMaster's Commitment*

- University's Strategic Plan defines “Building an Inclusive Community with a Shared Purpose” as one of three fundamental objectives
- Public Consultations held on what it means to “Build an Inclusive Community”
- McMaster Peace Initiative
- Universal Design in Instruction
- Why diversity & inclusion are important to our community now and how this will be more important in future



# *Recommended Next Steps*

- Draft and revise policies as needed
- Raise awareness/sensitivity among managers and employees, clients and service-providers, civic leaders and constituents
- Foster exchange of ideas and goodwill between identity groups
- Be proactive and inclusive in everything that we do

