



**McGill**

**McGILL UNIVERSITY**

**EQUITY, DIVERSITY & INCLUSION (EDI)**

**STRATEGIC PLAN 2020-2025**

[https://www.mcgill.ca/equity/files/equity/mcgill\\_strategic\\_edi\\_plan\\_2020-20251.pdf](https://www.mcgill.ca/equity/files/equity/mcgill_strategic_edi_plan_2020-20251.pdf)



# ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY

McGill University is located on land which has long served as a site of meeting and exchange amongst Indigenous peoples, including the Haudenosaunee and Anishinaabeg nations. McGill honours, recognizes, and respects these nations as the traditional stewards of the lands and waters on which we meet today.





**McGill**

## **MISSION**

The mission of McGill University is the advancement of learning and the creation and dissemination of knowledge, by offering the best possible education, by carrying out research and scholarly activities judged to be excellent by the highest international standards, and by providing service to society.

## **PRINCIPLES**

In fulfilling its mission, McGill University embraces the principles of academic freedom, integrity, responsibility, equity, and inclusiveness.

McGill recognizes and seeks to address historical and contemporary forces that result in social inequities in postsecondary contexts. Many such forces have their roots in ideologies and practices – such as colonialism, slavery, and patriarchy.

Although these ideologies and practices no longer reflect McGill's values, their harmful effects persist. As such, our institutional commitment to equity, diversity, and inclusion (EDI) must acknowledge and seek to address the lasting effects of historic injustices that continue to challenge equal opportunities to access, and to succeed within the McGill community.

Our EDI commitments must also be inspired by the recognition that excellence is fostered by bringing together individuals and groups of diverse experiences, identities, and ideas.



## **EQUITY**

Equity, unlike the notion of equality, is not about sameness of treatment. It denotes fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our University environment.







## **DIVERSITY**

Diversity describes the presence of difference within any collection of people. In discussions of social equity, diversity addresses differences in social group membership related, for example, to race, Indigenous identity, class, gender identity or expression, sexuality, disability, ethnicity, and religion.

Discussions about diversity linked to access and equity require knowledge and understanding of historical and contemporary experiences of oppression and exclusion.

Diversity should be understood as uniting rather than dividing. The term calls upon us to appreciate both differences and interconnectedness, and to recognize and respond to systemic and institutionalized discrimination

## INCLUSION

Inclusion refers to the notion of belonging, feeling welcome and valued, having a sense of citizenship. It also speaks to a capacity to engage and succeed in a given institution, program, or setting. Inclusion calls for recognizing, reducing, and removing barriers to participation created by social disadvantage or oppression, and can result in the reimagination of an institution, program, or setting





# Bioresource Engineering EDI Committee

Committee Members:

Benjamin Goldstein, Michael Ngadi, Jennyfer Liang,  
Chandra Madramootoo, Fernando Altamura, Viacheslav  
Adamchuk, Aidan De Sena, Valerie Orsat

The Department's EDI committee aims to promote the principles of EDI in all aspects of its education, research, and operations. The committee does this through educational events and by linking students, faculty, and staff to McGill's centralized resources on EDI. The full mandate and terms of reference of the Standing Committee can be found here:

<https://www.mcgill.ca/bioeng/students-and-alumni/equity-diversity-and-inclusion>



"Where all feel truly  
welcome and  
encouraged to  
thrive"

