



# Equity, Diversity, and Inclusion

## Why?

It is important that everyone feels welcomed and included at events for them to be socially sustainable. Putting conscious effort into including voices of historically marginalized populations in your events' content by including speakers, themes, and topics representing McGill's many communities is a critical way to promote inclusivity at your event.

## What? cciesc.

- Compile resources around addressing unconscious bias, diversity and inclusion, and the elimination of barriers to participation. Provide the information to your organizing team, speakers, or facilitators and discuss how to create safe spaces at your event for historically marginalized communities.
- Make equity training mandatory for participation on your event's organizing team.

**Reflect on the topic of your event.**

- Consider who may be most affected by the event topic and why. Invite speakers, hosts, and panelists that may help remove barriers to certain groups of participants and address these inequalities in the content of your event where applicable.

**Be inclusive in your event promotion.**

- Invite participants that represent different social group memberships, such as those listed above. You can also consider the diversity of your event by inviting members of different faculties, departments, clubs, and other social groups that exist on campus.
- To attract a more diverse audience and foster inclusivity, be thoughtful about how the language and imagery used for your event promotional materials may be received by different members of the McGill community.

**Pay attention to language.**

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