



IDEA-L principles for inclusive engagement

The Inclusive engagement principle

We are committed to including all perspectives—especially those who have been underrepresented due to systemic barriers— in shaping how we work, what we value, and what we create, both within the university and beyond.



The Diverse engagement principle

We embrace all perspectives— ensuring that visible and invisible diversity is reflected in our teams, culture, and partnerships.



The Equitable engagement principle

We confront and redress systemic barriers — ensuring that all participants have the resources, opportunities, and power to engage on fair and meaningful terms.



The Accessible engagement principle

We address diverse needs (in tone, timing, tools, and formats) so that everyone can participate fully, comfortably, and meaningfully.



The Lasting engagement principle

We invest in long-term relationships and structures that support ongoing collaboration and systemic change.

