

# OUR EQUITY AND INCLUSION COMMITMENTS

Ensuring an inclusive, welcoming and supportive environment for all



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**Attract and retain talent reflective of community**

We will put processes and systems in place that remove barriers in all Human Resources policies and practices to ensure that Mohawk employees are representative of the diversity within the Hamilton community.

**Create an inclusive workplace**

We will create an inclusive campus to ensure an open, accessible, equitable and safe environment for everyone.

**Strengthen inclusive competencies**

We will provide professional development opportunities for employees to build their intercultural competencies that will advance individual and collective growth in cultural fluency.

**Develop and implement Equity and Inclusion framework**

We will ensure that policies are reviewed and updated to identify and remove systemic barriers to participation and advancement of underrepresented groups utilizing an Equity and Inclusion lens.

**Expand use of universal design for learning and accessible tools**

We will enhance learning experiences through the adoption and use of Universal Design (UDL) for Learning principles and techniques. We will advance employees' knowledge of creating accessible spaces and documents.