

The following engagement principles were developed by the Dalhousie Community Experience Committee members to help guide the work of engagement practitioners across DalG @ (C) J T E Q 0 0 2 e W * n B 7

Dalhousie recognizes African Nova Scotians as a distinct people and acknowledges how they have shaped this province and University over centuries. We are committed to redressing the historical and ongoing systemic inequalities for African Nova Scotian communities and to nourishing meaningful engagement, partnerships and relationships building with the broader African Nova Scotian community

We will build trust amongst the participants and of the process from start to finish. We start by defining the process, designing for authentic and meaningful engagement and relationship building, including addressing barriers to participation and conclude by communicating how decisions were influenced.

*This principle takes its inspiration from the International Association of Public Participation's values and spectrum of public participation.

Our students are the foremost reason for Dalhousie's existence and purpose. We not only engage thoughtfully and authentically with our diverse population of students to ensure their voices are reflected in the decisions of the university, but we do this to inspire and nurture their present and future impact in our communities.

Inequities are structural, systemic and pervasive. Equity, diversity, inclusion and accessibility are fundamental elements of the engagement process design from start to finish as barriers can be created by the smallest of details. We recognize that decolonizing the practices of