McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity.
The diversity of our workforce is at the core of our innovation and creativity, and strengthens our research and teaching excellence.

May-Marie Duwai-Sowa  
Employment Equity Specialist  
Human Resource Services, GH 304  
PHONE: 905.25.9140, ext. 24395  
EMAIL: duwaisom@mcmaster.ca

Melanie Garaffa  
Senior Manager  
Organizational Development  
Human Resource Services, GH 304  
PHONE: 905.525.9140, ext. 28660  
EMAIL: garaffa@mcmaster.ca

workingatmcmaster.ca/employment-equity

Initiatives and Resources

• Employment Equity Programming
• Diversity and Equity Training
• Strategies for Diverse Recruitment, Advancement and Retention
• Staff and Faculty Hiring Guidelines
• Cultivate and Celebrate Diverse Talent
• Employment Equity Census