

Terms of Reference

Equality, Diversity and Inclusion Leadership (EDI) Group

Purpose

To provide leadership, drive and strategic direction on equality, diversity and inclusion across all parts of the University. The group will seek to promote cultural change and ensure that the EDI agenda is embedded across all functions of the institution.

Terms of Reference

1. To direct, develop and ensure implementation of EDI strategy and report and present this to HR sub-committee and the Teaching and Learning Group
2. To monitor and ensure delivery of university actions from Athena SWAN, Race Equality Charter Mark, Stonewall and any other relevant university level equality charter scheme
3. To promote positive equality, diversity and inclusion transformation at UoM by challenging, developing and recommending changes to policies and practice
4. To identify and share good practice from across the Faculties, PS and Cultural Institutions as well as externally
5. To develop and sustain university-wide initiatives
6. To receive and discuss reports from key stakeholders

Reporting

1. To meet three times a year. If a member cannot attend, they can send a deputy in their place.
2. To report to HR Sub-Committee and Teaching and Learning Group (TLG) on at least an annual basis

Membership

- Professor Nalin Thakker, VP Social Responsibility – Chair
- Patrick Johnson – Head of Equality, Diversity and Inclusion
- Professor Dawn Edge – Academic Lead for Equality, Diversity and Inclusion (Race)
- Dr Rachel Cowen – Academic Lead for Equality, Diversity and Inclusion (Gender)
- Dr Mark Hughes, Associate Dean for Equality, Diversity, Inclusion and Accessibility, FSE
- Dr Hema Radhakrishnan, Associate Dean for Social Responsibility, FBMH
- Dr Susie Miles, Associate Dean for Equality, Diversity and Inclusion, Humanities
- Vikki Goddard, Director of Faculty Operations, FBMH, PSLT EDI Lead
- Dr Julian Skyrme – Director of Social Responsibility
- Karen Heaton – Director of Human Resources
- Claire Faichnie - PGR and Researcher Development Manager
- Professor Alys Young – University Lead for Disability Equalities
- Sarah Littlejohn – Head of Campus Life
- Teaching and Learning senior representative