



## **Equality, Diversity and Inclusion (EDI) Committee**

### **Term of Reference**

#### **Purpose**

The EDI Committee (*previously known as the EDI Governance Group*) will provide leadership, strategic direction and oversight of equality, diversity and inclusion across the University. The committee will influence and promote a respectful and inclusive organisational culture and support the embedding of EDI across all functions of the University.

#### **Terms of Reference**

The committee will:

- promote and support Inclusive Leadership across all levels of the University and beyond.
- provide oversight of the development, monitoring and delivery of the EDI strategy
- receive, discuss and agree proposals, projects and initiatives that seek to promote EDI across the University.
- recommend to the PRC key proposals and projects it feels will contribute towards achieving the universities EDI ambition.
- promote positive equality, diversity and inclusion cultural transformation at UoM by challenging, developing and recommending changes to policies and practice
- identify, communicate and implement good practice from across the Faculties, PS and Cultural Institutions as well as externally
- receive and discuss reports and resulting actions from key stakeholders in order to inform our action plan
- challenge and hold departments and faculties to account on EDI performance
- approve the annual EDI report for publication
- Contribute to the review of the EDI Strategy
- approve, monitor and ensure delivery of university actions from Athena Swan, Race Equality Charter Mark, Disability Equality Standard, Stonewall and any other relevant university level equality charter scheme
- develop, sustain and evaluate university-wide initiatives
- engage with the EDI Forum and work closely to address any EDI concerns raised and agreeing solution and influencing the implementation of key EDI priorities identified by the EDI Forum
- reviewing and approving the University's Equal Pay Audit, Gender Pay Gap Report and Ethnicity Pay Gap Report



- undertaking the Equality, Diversity and Inclusion Annual Performance Review and monitor progress against objectives

## Frequency of meetings

The committee will:

- meet six weekly initially to support and enable the implementation of a cohesive approach to EDI. The frequency will be reviewed in 12 months.
- put a schedule of meetings annually.

## Review and Reports

The committee will

- send minutes PRC following every meeting
- report to the PRC annually
- make recommendations to the PRC
- review its effectiveness and terms of reference annually.

## Membership

- Professor Nalin Thakkar -Vice President for Social Responsibility, **Chair**
- Professor Colette Fagan - Vice President for Research
- Banji Adewumi - Director Equality, Diversity & Inclusion
- Adèle MacKinlay - Director of People and Organisational Development
- Professor Dawn Edge - Academic Lead for EDI and Chair, University Race Equality Self-assessment team
- Professor Rachel Cowen - Academic Lead for EDI and Chair, University Athena SWAN Self-assessment team
- Professor Jackie Carter - University Academic Lead for EDI – Disability
- Sinéad Hesp - PS and Cultural Institutions EDI Committee Chair
- Professor Judy Williams - Associate Vice President for Teaching, Learning and Students
- Bridget Byrne - Representative from CODE
- Sarah Littlejohn - Head of Campus Life
- Dr Natalie Gardiner - Associate Dean for Social Responsibility & EDI, FBMH
- Dr Mark Hughes - Associate Dean for Equality, Diversity, Inclusion and Accessibility, FSE
- Professor Dimitris Papadimitriou - Vice-Dean for Social Responsibility and Inclusion, Faculty of Humanities
- Hannah Mortimer – Union Affairs Officer, Student's Union
- Aisha Akram - Wellbeing and Liberation Officer, Students' Union
- Matthew Moth - Director of Communications
- Representation from Staff (Diversity) Network Group