**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

**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