

# ESW Equality, Diversity and Inclusion (EDI) Committee

## Terms of Reference

### What we do

The role of the committee is to raise awareness and to advise on EDI issues and initiate and facilitate changes to the culture, environment and working practices of ESW. However, equality, diversity and inclusion are the responsibility of *all* members of our School.

The EDI committee is open to all staff and we are composed of individuals in a range of academic and professional services roles. The committee is chaired by the school EDI lead who is normally appointed by the committee to hold this post for 3 years. Colleagues who would like to join us should email the EDI lead with a short statement of why and how they would like to be involved. Applications are reviewed and agreed by the committee, who have the right to refuse applications if they feel these do not fit with the school's EDI principles.

We normally meet once a term; the Chair(s) can call additional meetings where necessary. The EDI leads make recommendations from committee discussions and report these to the school leadership team (SLT). They also regularly meet with other school EDI leads in the university-level EDI committee, which responds to institutional EDI issues and directives. One of the EDI members reports to the School Research Committee to share and escalate issues for action and/or consideration.

### What we represent

- We advise the SLT on ways to ensure equitable and just policies and practices within ESW that comply with, challenge and advance the University's equality, diversity and inclusion policies and institutional strategic values.
- We are committed to educating ourselves and others in ESW on existing and emergent EDI issues that require action and attention.
- We regularly review practices and policies in the school to inform evolving action plans and/or projects for implementing positive change.
- We develop and signpost resources, including organising training, on EDI issues.

## **Our aims**

- To promote equality, diversity and inclusion in ESW
- To engage with and support academic and professional services staff in issues related to equality diversity and inclusion in relation to their roles and working lives
- To advise the SLT on matters related to EDI
- To make decisions and/or recommendations regarding relevant initiatives, policies and procedures in relation to EDI matters
- To champion and ensure diverse representation of staff on all School committees
- To make recommendations for sharing best practices across all members of staff in the School

## **Leadership**

Directors/Chair: Emily Danvers, Jessica Beck

## ***Monitoring and Review***

The committee's Terms of Reference will be reviewed every year at the start of the (autumn) term by the EDI team.