

Council Equality, Diversity and Inclusion Committee

Terms of Reference:

1. To support the Council in executing the University's Strategic Plan by taking account of diversity and its legal equality duties and ensuring that Council meets its equality and diversity obligations under the CUC *Higher Education Code of Governance* (2020), including in relation to its own operation.
2. To provide steer and leadership on the University's equality and diversity strategy and to monitor and review performance against the University's strategic approach to ensure that its associated objectives and action plans are properly implemented and effective.
3. To commission and receive reports and consider the development of targets and key performance indicators relating to student and staff equality and diversity and their integration with the corporate planning process. To consolidate this information into an annual or more frequent report to the Council.
4. To consider reports from relevant university committees, groups, networks, and relevant university officers to identify key strategic and operational issues relevant to equality, diversity and inclusion and to report to the Council making recommendations as appropriate.

Reports to: Council.

Membership:

<i>Chair (A serving or former Vice-President):</i>	
Professor Gill Valentine	2015-18, 2018-21, 2021-22

<i>Ex-officio members:</i>		
<i>Vice-President for Education</i>	Professor Mary Vincent (Interim)	
<i>Chair of the Gender Equality Committee</i>	Professor Katherine Linehan	
<i>Chair of the Race Equality Steering Group</i>	Professor Susan Fitzmaurice	
<i>Students' Union Liberation Officer</i>	Shona Tulloch (Liberation Officer)	2021-22
<i>Representatives of the Students' Union (a maximum of two representatives to attend as appropriate)</i>	Blair Jamila (BAME Students Officer)	2021-22
	Iz Ostrowska (Disabled Students Officer)	2021-22
	Phob Unsworth (LGBT+ Students Officer)	2021-22
	Hannah Budd (Women Students Officer)	2021-22
<i>A representative of the Campus Trade Unions (a maximum of one representative to attend as appropriate)</i>	Dr Themesa Neckles (School of Education)	
	Dr Mark Pendleton (School of East Asian Studies)	
	Dr Lauren Selfe (Faculty of Engineering)	
	Dr Lisa Stampnitzky (Faculty of Social Sciences)	

<i>Representatives of the Professional Services:</i>	
<i>Student Services</i>	Craig Best
<i>Estates & Facilities Management</i>	Lisa Woods
<i>Accommodation & Commercial Services</i>	Caryn Masters
<i>Human Resources</i>	Zaidah Ahmed

<i>One lay member of the Council:</i>	
Professor Keith Layden	2019-22

<i>Up to three lay members, as approved by the Council:</i>	
Professor Dame Athene Donald	2015-18, 2018-21, 2021-22

Gurpreet Durha	2019-22
<i>Two members appointed by the Senate:</i>	
Professor Amaka Offiah (Medical School)	2016-19, 2019-22
Professor Steven Julious (SchARR)	2016-19, 2019-22

<i>Chairs of Faculty and Professional Services Equality & Diversity Committees:</i>	
<i>Faculty of Arts & Humanities</i>	Dr Rachel van Duyvenbode (English)
<i>Faculty of Engineering</i>	Dr Heidi Christensen (Computer Science)
<i>Faculty of Medicine, Dentistry & Health</i>	Dr Louise Preston (School of Health & Related Research)
<i>Faculty of Science</i>	Professor Katherine Linehan (Biomedical Science)
<i>Faculty of Social Sciences</i>	Dr Briony Birdi (Information School)
<i>Professional Services</i>	Lisa Woods

<i>University Network Chairs*:</i>	
<i>Black, Asian and Minority Ethnic Network (BAME)</i>	Sachin Anand** (Economics)
<i>Disability Staff Network</i>	Fran Hamilton (Planning, Projects & Business Intelligence)
<i>Lesbian, Gay, Bisexual & Transgender (LGBT+) (a maximum of one representative to attend as appropriate)</i>	Mark Yarrow (School of Mathematics & Statistics) / Gemma Halliwell (Careers Service)
<i>Women's Network</i>	Dr Megan Lewis (Faculty of Science)
<i>Others</i>	TBC

<i>Representative of the University Chaplaincy</i>	Revd Dr Jeremy Clines (University Anglican Chaplain)
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<i>In attendance:</i>	
<i>Head of Organisational Development</i>	Hannah Morgan

<i>Secretary</i>	Kate Sullivan (University Secretary's Office)
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Quorum: Three members of the Committee of whom not more than two can be members of staff of the University.

* University Network Chair representation may include Deputies (with a maximum of one representative to attend for each Network).

** Professor Amaka Offiah is the current BAME Network Chair. However, Sachin Anand (current BAME Network Deputy Chair) will act as the BAME representative for the duration of Professor Offiah's appointment to the committee as a 'member appointed by the Senate', or until Professor Offiah is no longer the BAME Network Chair.