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:

Chair: Professor Graham Gee 2022-25

Ex-officio members:
Vice-President for Education  Professor Mary Vincent
Chair of the Disability Strategy Delivery Group  Professor Brendan Stone
Chair of the Gender Equality Committee  TBC
Chair of the LGBT+ Equality Delivery Group  Professor Richard Phillips
Chair of the Race Equality Steering Group  Professor Susan Fitzmaurice

Students’ Union Liberation Officer  Grace Cleary  2022-23
Representatives of the Students’ Union (a maximum of two representatives to attend as appropriate)  Dhysa Morgan (SU BAME Students Officer)  2022-23
Shona Tulloch (SU Disabled Students Officer)  2022-23

A representative of the Campus Trade Unions (a maximum of one representative to attend as appropriate)  Claire Healey (Estates & Facilities Management)
Dr Naomi Hetherington (Department for Lifelong Learning)
Dr Themesa Neckles (School of Education)
Dr Ben Purvis (Management School)

Representatives of the Professional Services:
Student Services  Andy Winter
Estates & Facilities Management  Keith Lilley
Accommodation & Commercial Services  Caryn Masters
Human Resources  Zaidah Ahmed
One lay member of the Council:
Claire Brownlie 2022-23

Up to three lay members, as approved by the Council:
Professor Dame Athene Donald 2015-18, 2018-21, 2021-22, 2022-23
Gurpreet Durha 2019-22, 2022-25

Two members appointed by the Senate:
Sarah Armour (Disability & Dyslexia Support Service) 2022-25
Dr Francesca Breeden (Civil & Structural Engineering) 2022-25

Faculty and Professional Services representatives for Equality, Diversity & Inclusion*:
Faculty of Arts & Humanities Professor Cathy Shrank (English)
Faculty of Engineering Dr Rachel Smith (Chemical & Biological Engineering)
Faculty of Medicine, Dentistry & Health Professor Amaka Offiah (Medical School) (from 1 October 2022)
Faculty of Science Dr Matt Mears (Physics & Astronomy)
Faculty of Social Sciences Dr Briony Birdi (Information School)
Professional Services Deborah Lodge (Research Services)

University Network Chairs**:
Carers Network TBC
Disability Staff Network Professor Dominic Broomfield-McHugh (Music)
Lesbian, Gay, Bisexual & Transgender (LGBT+) (a maximum of one representative to attend as appropriate)
Parents Network Rachael White (Student Recruitment, Marketing & Admissions)
Staff Race Equality Network Professor Amaka Offiah (TBC)
Women’s Network Leigh Brown (Management School) (Interim)
Others TBC

Representative of the University Chaplaincy Revd Dr Jeremy Clines (University Anglican Chaplain)

In attendance:
Associate Director of Organisational Development & Employee Engagement Hannah Morgan
Secretary Kate Sullivan (University Secretary’s Office)

Quorum: Three members of the Committee of whom not more than two can be members of staff of the University.

* Faculty and Professional Services representation may include Deputies (with a maximum of one representative to attend for each of the six categories).
** University Network Chair representation may include Deputies (with a maximum of one representative to attend for each Network).