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

Ex-officio members:

Vice-President for Education  Professor Mary Vincent
Chair of the Gender Equality Committee  Professor Katherine Linehan
Chair of the Race Equality Steering Group  Professor Susan Fitzmaurice

Students’ Union Liberation Officer  Shona Tulloch (Liberation Officer)  2021-22
Representatives of the Students’ Union (a maximum of two representatives to attend as appropriate)  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

A representative of the Campus Trade Unions (a maximum of one representative to attend as appropriate)  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)

Representatives of the Professional Services:

Student Services TBC
Estates & Facilities Management Lisa Woods
Accommodation & Commercial Services Caryn Masters
Human Resources Zaidah Ahmed

One lay member of the Council:
Professor Keith Layden 2019-22

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

Two members appointed by the Senate:
- Professor Amaka Offiah (Medical School) 2016-19, 2019-22
- Professor Steven Julious (ScHARR) 2016-19, 2019-22

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

University Network Chairs*:
- Black, Asian and Minority Ethnic Network (BAME) TBC
- Disability Staff Network: Professor Dominic Broomfield-McHugh (Music)
- Lesbian, Gay, Bisexual & Transgender (LGBT+) (a maximum of one representative to attend as appropriate) Mark Yarrow (School of Mathematics & Statistics) / Gemma Halliwell (Careers Service)
- Parents Network: Rachael White (Student Recruitment, Marketing & Admissions)
- Women’s Network: Dr Megan Lewis (Faculty of Science)
- Others: TBC

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

In attendance:
- Head of Organisational Development: Hannah Morgan
- Chair of Disability Strategy Delivery Group: Professor Brendan Stone
- Chair of LGBT+ Strategy Review Group: Professor Graham Gee
- 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.

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