

Race Equality Steering Group

Terms of Reference:

1. To oversee the implementation of the University's Race Equality Strategy and Action plan, working in partnership with students and staff.
2. To raise awareness internally and externally of race equality and diversity at the University of Sheffield, engaging with the university community to review progress and shape the future development of this work.
3. To act as a conduit for information, communication and consultation between existing groups, networks and committees, to identify where groups can work proactively together to progress the Race Equality Strategy and Action plan.
4. To develop expertise and knowledge of race equality issues among Steering Group members, who will act as advocates for race equality and inclusion.
5. To advise the Council Equality, Diversity and Inclusion Committee, Senate Learning and Teaching Committee, UEB, and University Council on ways to promote race equality at the University, and keep these committees updated on progress.
6. To ensure the views of black and other minority ethnic staff and students at the University are represented, via membership on the Steering Group of student and staff network representatives.
7. To work with, and seek input from, external organisations, to help promote race equality and inclusion.
8. To consider implications for the University arising from external good practice.
9. To proactively seek to integrate the actions from the Race Equality Strategy with the wider ED&I agenda and activity at the University.
10. The Steering Group will specifically support the implementation of the objectives of the Race Equality Strategy and Action Plan:
 - (a) Reduce the attainment gap between BAME and White students to zero.
 - (b) Widen access to students from BAME backgrounds and support these students to succeed once at TUoS.
 - (c) Improve graduate outcomes and progression to postgraduate education for BAME students.
 - (d) Increase the diversity of the staff body and support the career progression of BAME staff.
 - (e) Create an inclusive campus culture that facilitates belonging and promotes respect for BAME students and staff, and the wider BAME community.

All data, information and discussions within the steering group must remain confidential, and must not be circulated or discussed outside of the group.

Reports to: Council Equality, Diversity & Inclusion Committee.

Membership:

Committee membership will ensure representation in terms of academic staff, professional staff, students, and ethnic backgrounds and other key areas pertinent to the Action Points in the Race Equality Strategy.

<i>Chair</i>	Professor Susan Fitzmaurice (English)
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<i>Representative members:</i>		
<i>BAME Staff Network</i>	Professor Amaka Offiah (Medical School) & Dr Tony Williams (School of Education)	
<i>BME Student Network</i>	TBC	
<i>Faculty ED&IC Chairs</i>	Dr Rachel van Duyvenbode (Arts & Humanities)	
<i>Student Support Services</i>	TBC	
<i>Teaching Lead</i>	Professor Brendan Stone (English)	
<i>Student Recruitment, Marketing & Admissions</i>	Seetal Jassal	
<i>Students' Union Officer(s)</i>	TBC	2021-22
	TBC	2021-22
	TBC	2021-22
<i>SU Associate Director of Membership</i>	Lauren Simpson-Smillie	
<i>Islamic Community Representative</i>	Imam Mohammed Ismail (Multi-faith Chaplaincy)	
<i>Professional Services (ED&IC)</i>	Lisa Woods (Campus Services)	
<i>Human Resources</i>	Zaidah Ahmed (ED&I) & Nima Assadi (ED&I)	
<i>Security</i>	Richard Yates	
<i>WPREU</i>	Miriam Miller	
<i>Planning, Projects & Business Intelligence</i>	Elisabeth Wheat	

<i>In attendance:</i>		
N/A		

<i>Secretary</i>	Nima Assadi (Human Resources)
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