

## **Council Equality, Diversity and Inclusion Committee**

### **Purpose:**

- The Council Equality, Diversity and Inclusion Committee is a Committee of Council.
- It develops and oversees the implementation of actions to ensure the University meets its Public Sector Equality Duties under the Equality Act 2010. It oversees the development of ED&I Strategies and Action Plans, designed to support the delivery of these duties and relevant EDI priorities under the “One University” pillar of the University’s Vision and Strategy. It also provides assurance to Council on these matters and on progress to meet the Office of Students’ statement of expectations on harassment and sexual misconduct.
- The Committee meets three times per year.

### **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 (School of Law)

2022-25

**Ex-officio members:**

|                                                                              |                              |
|------------------------------------------------------------------------------|------------------------------|
| Vice-President for Education                                                 | Professor Mary Vincent       |
| Deputy Vice-President for Innovation                                         | Professor Ashutosh Tiwari    |
| Chair of the Disability Equality Delivery Group                              | Professor Brendan Stone      |
| Co-Chairs of the Gender Equality Committee                                   | Sarah Plumb & Lindsey Wilson |
| Chair of the LGBT+ Equality Delivery Group                                   | Professor Richard Phillips   |
| Chair of the Race Equality Steering Group                                    | Professor Susan Fitzmaurice  |
| Chair of the Religion, Belief and No-Belief Equality Strategy Delivery Group | Professor Susan Fitzmaurice  |
| Students' Union Liberation Officer                                           | Tomás Rocha (2023-24)        |

**Representatives of the Students' Union (a maximum of two representatives to attend as appropriate):**

|                                                 |         |
|-------------------------------------------------|---------|
| Ahmad Waris (BAME Students Officer (PT))        | 2023-24 |
| Jephthah Ekogiawe (LGBT+ Students Officer (PT)) | 2023-24 |

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

Dr Asha Akram (Department of Psychology)  
 Claire Healey (Estates & Facilities Management)  
 Dr Naomi Hetherington (Department for Lifelong Learning)  
 Dr Mark Pendleton (School of East Asian Studies)

**Representatives of the Professional Services:**

|                                     |               |
|-------------------------------------|---------------|
| Student Services                    | TBC           |
| Estates & Facilities Management     | TBC           |
| Accommodation & Commercial Services | Caryn Masters |
| Human Resources                     | Zaidah Ahmed  |

**At least one and up to two lay members of the Council:**

|                 |                  |
|-----------------|------------------|
| Claire Brownlie | 2022-23, 2023-25 |
| Vacancy         | TBC              |

**Up to three lay members, as approved by the Council:**

|                |                  |
|----------------|------------------|
| Gurpreet Durha | 2019-22, 2022-25 |
| Vacancy        | TBC              |
| Vacancy        | TBC              |

**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<sup>1</sup>:**

|                              |                                                                    |
|------------------------------|--------------------------------------------------------------------|
| Faculty of Arts & Humanities | Professor Cathy Shrank (English)                                   |
| Faculty of Engineering       | Dr Elena Marensi (Mechanical Engineering)<br>(Interim)             |
| Faculty of Health            | Professor Amaka Offiah (School of Medicine &<br>Population Health) |
| Faculty of Science           | Dr Matt Mears (Physics & Astronomy)                                |
| Faculty of Social Sciences   | Dr Hannah Lambie-Mumford (Politics)                                |
| Professional Services        | Deborah Lodge (Research, Partnerships &<br>Innovation)             |

**University Network Chairs<sup>2</sup>:**

|                             |                                                                                                              |
|-----------------------------|--------------------------------------------------------------------------------------------------------------|
| Carers Network              | Cliona Boyle (Research Services)<br>Chris Hutchings (Faculty of Engineering)                                 |
| Disability Staff Network    | TBC                                                                                                          |
| LGBT+                       | Dr Alessandro Leonardi (Department of Civil &<br>Structural Engineering)<br>Vincenzo Silvestri (IT Services) |
| Parents Network             | Sarah Black (School of Medicine & Population<br>Health)<br>Jenny Scott (Global Engagement)                   |
| Staff Race Equality Network | Mohammad Rajjaque (Management School)                                                                        |
| Women's Network             | Rachael Newton-Carroll (Library)<br>Professor Gwendolen Reilly (Materials Science<br>& Engineering)          |
| Others                      | TBC                                                                                                          |

**Representative of the Belief, No Belief and Religious (BNBR) Life Centre:**

Revd Dr Jeremy Clines (University Anglican Chaplain)

**In attendance:**

Hannah Morgan (Associate Director of Organisational Development & Employee Engagement)

**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.

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<sup>1</sup> Faculty and Professional Services representation may include Deputies (with a maximum of one representative to attend for each of the six categories).

<sup>2</sup> University Network Chair representation may include Deputies (with a maximum of one representative to attend for each Network).