**Equality, Diversity and Inclusion Committee**

**Terms of Reference and Membership 2022-2023**

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# *Remit, Responsibilities and Membership*

The Equality, Diversity and Inclusion Committee (EDIC) is a University Committee overseeing the University’s compliance with its equality and diversity obligations, most recently set out within the Equality Act 2010.

Strathclyde University celebrates the diversity and inclusion of our socially progressive University community and is committed to raising awareness of and promoting opportunities for equality and diversity.

The Committee is convened by the Associate Principal, Social Inclusion and meets formally three times a year, additional meetings will be held when required.

The Committee is responsible for:

## Equality and Diversity Strategy and Policies

* The approval and regular review of the University’s Equality and Diversity strategic projects and associated policies and action plans.
* Ensuring that equality and diversity policies, outcomes and objectives are disseminated across the University and embedded by Executive Deans, the University Secretary and Compliance Officer, the Chief Financial Officer and the Chief Commercial Officer.
* Receiving updates on and providing input to the University’s Widening Access and Participation strategy and activities

## Annual Monitoring

* Ensuring the University promotes an ambitious and innovative approach to meet and wherever possible exceed its statutory obligations in terms of equality and diversity and in particular protected characteristics for students and staff.

## Reporting

* Ensuring that the Executive Team, Senate and the University Court are advised on equality and diversity issues as and when required.
* Receiving information and annual reports from other Committees and operational groups.
* Ensuring that the University meets all equality reporting deadlines determined by the Public Sector Equality Duty.
* Reporting annually to the Executive Team, Senate and the University Court on the University's compliance with equality and diversity legislation and effectiveness of the Equality and Diversity strategy

***Promotion***

* Identifying, supportive and progressive, innovative, sector leading equality and diversity opportunities
* Ensuring a collaborative and partnership approach with staff, students and associated organisations/agencies related to access, equality and inclusion

# Membership of the Committee (or nominee)

Associate Principal, Social Inclusion (Convener)

The University Secretary

The Executive Dean of Engineering or nominee

The Executive Dean of Humanities and Social Sciences or nominee

The Executive Dean of Science or nominee

The Executive Dean of Strathclyde Business School or nominee

Director of Student Experience   
Human Resources

Head of Access, Equality and Inclusion

Equality and Diversity   
Head of Disability and Wellbeing

Chair of Race Equality Working/Steering Group

STEM Equals

Suicide Safe

Chief Executive Strath Union

Strathclyde Students’ Union President and Vice President Inclusion

\* The EDIC may, from time to time, invite others to attend meetings to ensure appropriate expertise is available to expedite its work.

# Members 2022-2023

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| Associate Principal, Social Inclusion (Convener) | Professor Douglas Brodie |
| University Secretary | Dr Stuart Fancey |
| Faculty of Engineering | Dr Monica Oliveira |
| Faculty of Humanities and Social Sciences | Dr Katharine Mitchell |
| Faculty of Science | Professor Gian-Luca Oppo |
| Strathclyde Business School | Dr Pauline Anderson & Dr Irma Booyens \Booyens |
| Director of Student Experience | Gill Watt |
| Assistant Director – Employee Experience, Human Resources | Verity Watson |
| HR Adviser – Diversity & Inclusion, Human Resources | Graeme Brewster |
| Head of Access, Equality and Inclusion | Dr Stephanie Mckendry |
| Equality and Diversity Manager | Dr Matson Lawrence |
| Senior Equality and Diversity Officer | Melanie Smith |
| Head of Disability and Wellbeing | Ann Duncan |
| Chair of Race Equality Working/Steering Group | Professor Krishna Paudyal |
| STEM Equals | Professor Becky Lunn |
| Suicide Safe | Dr Susan Rasmussen |
| Chief Executive Strath Union | Manish Joshi |
| Strath Union Vice President Welfare | Lewis McDermott |
| Strath Union Vice President Inclusion | Kathy Doong |

**Meetings schedule 2022-2023**

2 November 2022 – 2-4pm

1 March 2023 2-4pm (tbc)

7 June 2023 2-4pm (tbc)