

University of Edinburgh

Equality, Diversity and Inclusion Committee - Terms of Reference

The purpose of EDIC

To provide strategic oversight of the University's progress and performance on promoting EDI for staff and students, on behalf of the University Executive.

Remit

1. To lead the development, review and implementation of the University's EDI strategy and Equality Outcomes for consideration by the University Executive, and support their underpinning of the University's Strategic Plan
2. To prioritise plans to enhance EDI against transparent objectives and review progress on targets and outcomes
3. To promote the mainstreaming of EDI across University structures, systems and processes at multiple levels
4. To create a joined up approach to EDI across the University through appropriate representation and consultation – ensuring appropriate alignment with the Staff and Student Experience Standing Committees of the University Executive
5. To promote the sharing of evidence based practice in EDI across the University and externally
6. To oversee the generation of statistical reports and research to inform priority setting and action planning
7. To evaluate the University's progress and performance on EDI for staff and students, including the meeting of its legal obligations under the Equality Act 2010 and related legislative duties
8. To oversee the development of any applications for 'charter' status, as appropriate, and any associated action plans for the different protected characteristics through establishing working groups (including, if necessary, the self-assessment teams)

Governance and Operation

- The Committee will act with authority, as delegated by the University Executive, in fulfilment of its purpose and remit.
- The Committee shall meet as required to fulfil its remit, and will meet at least three times each academic year. The Committee may consider some business through correspondence.
- The Committee will be supported by thematic subcommittees and will set up task and finish groups as required.
- The Committee will report directly to the University Executive as necessary, and at least once annually.

Membership

Andrea Scott	co-Convenor Gender Equality subcommittee
Ash Scholz	EUSA LGBTQ+ Officer
Audrey Cameron	co-Convenor Disability and Inclusion subcommittee
Caroline Wallace	Head of HR EDI
Catherine Bovill	IAD
Claire Graf	co-Convenor Disabled Staff Network
Colm Harmon	VP Students
Dave Gorman	CSG EDI Lead
Denise Nesbitt	Talent and Development Director, HR
Emily Sena	co-Convenor REAR subcommittee
EUSA VP Welfare	
Harriet Harris	co-Convenor Faith and Belief subcommittee
James Saville	Director of Human Resources
Jeni Harden	CMVM EDI co-Lead
Jenny Hoy	CAHSS EDI Lead
Jon Turner	Director of Estates Business Services
June Maguire	Careers Service
Karen Halliday	CSG EDI Lead
Katie Nicoll Baines	ISG Data and Equality Officer
Laura Cattell	Head of Widening Participation
Leo Hajducki	
Liz Grant	co-Convenor Faith and Belief subcommittee
Lucy Evans	Deputy Secretary Students and USG EDI Lead
Melissa Highton	ISG EDI Lead
Olivia Eadie	IAD
Pauline Manchester	GaSP
Philip Graham	Communications and Marketing, USG
Pia Wahi-Singh	
Rashne Limki	

Sarah Collins
Sarah Cunningham-Burley
Sophia Lycouris
Vansh Bali
Victoria Buchanan
Wendy Loretto
Zoe Stephens

CMVM EDI co-Lead

Joint Unions Rep

co-Convenor Disability and Inclusion subcommittee
co-Convenor Gender Equality subcommittee
Director of Estates Business Services