

Race Equality and Anti-Racist Subcommittee (REAR) Terms of Reference

Purpose

The aim of this Sub-Committee is to ensure and promote activity across the University to end systemic racism and to mainstream the inclusion of BME staff and students. The Subcommittee will recommend evidence-based actions for the University EDI Committee (EDIC) to consider and action.

Remit

The Sub-Committee will deliver on their purpose by:

- Identifying strategic priorities in relation to the Race Equality, in consultation with staff and student representatives, as well as Edinburgh Race Equality Network (EREN) and the BAME Network.
- Working towards the action plan in conjunction with the action owners and relevant stakeholders.
- Addressing widening participation by developing a better understanding of the barriers causing underrepresentation.
- Providing a forum for discussion and consultation on race equality issues, and sharing good practice, including across other thematic EDI sub-committees to ensure intersectional matters are identified through diverse representation and collaboration;
- Establishing a mechanism for regular reporting and recommendations to EDIC, as appropriate.

Membership

The membership of the each of the Subcommittees shall include:

- A Chair or Co-Chairs, appointed by EDIC.
- 2-3 representatives from the Colleges
- 2-3 representatives from Professional Services Groups
- Student representation from relevant EUSA/Liberation Groups
- EDI Networks representation, including EREN and BAME Network.
- HR EDI representative
- Representatives from specialist or key departments for the thematic area, as appropriate.

Governance and Operation

The Subcommittee will meet as required to fulfil their remit and will meet at least three times each academic year. The subcommittees will report to EDIC as necessary, but at least annually.