

FACULTY OF ARTS AND SOCIAL SCIENCES EQUALITY, DIVERSITY AND INCLUSION COMMITTEE
(FEDIC)

TERMS OF REFERENCE

1. To raise ambition throughout the Faculty at every level of the equality, diversity and inclusion (EDI) agenda via strong leadership and the removal of barriers to change.
2. To take action to embed equality and diversity in the policies and day-to-day business of the Faculty by:
 - identifying and advising on priorities for equality and diversity
 - responding to issues raised by the School/Department EDI Committees, and by the Faculty EDI staff forum
 - commissioning strategic pieces of work that enable the Faculty to fulfil its responsibilities relating to equality, diversity and inclusion
 - gathering evidence and developing measurements of success
 - delegating specific actions to Schools/Departments and identifying relevant process levers to ensure consistency of approach
 - empowering all members of the Faculty through providing the policies and environment to report on and improve performance
 - ensuring transparency and awareness of the Faculty's equality and diversity activities, disseminating best practice, and celebrating success, through various communication tools
3. To liaise with and provide advice to the University's Equality and Diversity Committee and other committees as appropriate, such as those involved with Athena Swan, on matters of equality and diversity strategy and policy.
4. To support the University and Faculty's Equality and Diversity activity for staff, students and visitors.

Quorum: Not less than one half of membership.

Delegated Powers: The Committee is a sub-committee of the Faculty Executive Board.

Frequency of meetings: Three times a year.
