

## University Equity Committee Network

The purpose of this document is to explain the interaction between the University Equity Committee and the College Inclusion, Diversity and Equity Committees and their respective roles and how they work together to comprise the University Equity Committee Network.

### *Role of the University Equity Committee*

Under its Terms of Reference (attached) the University Equity Committee (UEC) is responsible for:

- proposing measures to address inequality and systemic disadvantage at the University and promoting cultural change;
- defining a body of work annually, to contribute to the realisation of the University's People Strategy, Athena Swan SAGE commitments and other Inclusion, Diversity and Equity frameworks; and
- receiving and analysing reports on progress towards our equity and diversity goals.

In driving this agenda, the UEC will draw on the significant expertise in the University relating to diversity, equity inclusion and will provide a forum for discussion and generation of ideas and initiatives to support a culture of respect, diversity and inclusivity within the University. The Committee will assist in formulating, sharing and disseminating good practice, university-wide.

### *Role of the CIDECS*

Each of the Colleges (with the exception of University College on account of size) has its own Inclusion, Diversity and Equity Committee (referred to as CIDECS) and the College of Science and Engineering (CoSE) has IDECS for each major academic unit. A primary goal for each of the CIDECS is to meet the unique IDE needs of its College. Each of the College CIDECS has its own Terms of Reference (attached).

Consistent with each Committee's terms of reference, CIDECS will:

- bring an inclusion, diversity and equity perspective to learning and teaching (e.g. inclusion in the curriculum), research and research development activities and service;
- act as conduits of information and sources of intelligence regarding the experiences of academics and students;
- draw attention to IDE matters, needs and opportunities and piloting new initiatives;
- facilitate the dissemination of IDE opportunities and events to staff and students;
- bring visibility to IDE matters within their College and help to raise IDE awareness;
- assist to implement and embed University-wide IDE reforms and cultural change.
- represent the needs of various equity groups in their Colleges.

In addition, CIDECS contribute to the policy agenda, putting forward ideas and providing feedback on proposed policy reforms e.g. via the University Equity Committee. CIDECS, with the approval of their College Executives, may initiate and lead policy reforms (e.g. in the development of guidelines within the College that have potential for broader rollout.)

Colleges often lead in the development and implementation of good practices which can then be more widely advocated for across the University (e.g. CoSE and CoHM – with provision for travel support and research assistance for academic staff whilst on parental leave.) They also play an important role in piloting new initiatives the outcomes of which can be shared.

CIDECs promote IDE events, alone or in collaboration with other committees. Members of the UEC and CIDECs have the opportunity to participate on UEC Working Groups and thereby help drive IDE projects.

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To ensure that the UEC and CIDECs fulfil their core functions and to avoid unnecessary duplication, IDE initiatives at all levels require effective co-ordination and communication. The University Equity Committee Network (UECN) will facilitate this coordination. In addition to the vertical relationship between the UEC and the CIDECs, also important is the relationship between College-level committees which can foster new ideas, share initiatives, collaborate in promoting and celebrating key IDE dates and events, and leverage opportunities emerging from the collective.