

## **DIVERSITY AND INCLUSION COMMITTEE TERMS OF REFERENCE 2020/21**

**PARENT BODY:** Council

**PURPOSE:** To hold LSHTM and SLT to account to ensure that LSHTM has an integrated and proactive approach to equality, diversity and inclusion (EDI), both in meeting its public sector equality duties and in addressing diversity and inclusion issues and to provide external insight and expertise.

### **TERMS OF REFERENCE:**

1. To support Council in the discharge of its responsibilities in respect of diversity and Inclusion
2. To provide assurance to Council and School stakeholders that the School (including the units) is proactive in embedding diversity and inclusion in all elements of its activities, in resourcing these activities appropriately and is meeting its statutory duties.
3. To hold the School leadership to account for delivering a far reaching and impactful equality diversity and inclusion strategy which explicitly dismantles structures which militate against equality.
4. To seek assurance that equality, diversity and inclusion procedures and structures within institutions are effective, and that they are delivering real and tangible outcomes,
5. To monitor and, where appropriate, challenge, School performance against key indicators for equality diversity and inclusion including those relating to pay, promotions, recruitment, grievances, bullying and harassment
6. To ensure that Council, its committees and its members promote equality and diversity through their own actions and behaviours, and to ensure that these principles are embodied in Ordinances and in Council procedures.
7. To ensure that Council and Court membership is diverse and inclusive.
8. To receive and consider regular reports from the Senate and LSHTM EDI committee.

### **COMPOSITION:**

#### **Membership**

- 2 Independent Members of Council – one of which will be the chair of the committee
- Chair of People Committee (*or representative from People Committee*)
- 1 Council Student representative
- 1 Council Staff representative
- 4 representatives from across the LSHTM community interested in inclusion and antiracism, including one Professional Services staff member and one overseas staff member.
- Student representative
- Co-opted expert members (External to LSHTM)

#### **Officers in attendance**

- Chair of Senate, and EDI Committee
- SLT Focal Point for Race Equality
- Secretary and Registrar
- Director of Human Resources
- EDI Manager
- Committee Secretary

## MODE OF OPERATION

- Meetings to be held five times per academic year, additional meetings to be called by the Chair if deemed necessary.
- Agenda to be set by the Chair with input from members and the Chair of People Committee
- Quorum – *to be determined*
- Agendas, papers and/or approved minutes will be published on a dedicated intranet page. As a Council Committee, the Terms of Reference would be published on the relevant [LSHTM webpage](#) as with other committees.
- The Committee reports to Council through submission of the minutes of each of its meetings with a coversheet highlighting the key decisions and discussions, and through an oral report by the Chair.

The Diversity and Inclusion Committee Terms of Reference were approved by Council on 11 November 2020.

## DEFINITIONS

### Equality

“Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic” (The University of Edinburgh, 2019).

### Diversity

“Diversity is the presence of difference within a given setting” (General Assembly, 2019). LSHTM recognises that diversity encompasses and goes beyond protected characteristics as set out in the Equality Act (2010) and should include everything that makes us unique, from our backgrounds and experiences to our personalities and ways of thinking. We also recognise the importance of the intersectionality of different elements of our identities that may impact on a person’s sense of belonging.

### Inclusion

“Inclusion is about creating an environment that has the necessary structures to ensure that every individual, regardless of their characteristics and background, has what they need to thrive personally and professionally.”