



EQUITY, DIVERSITY & INCLUSION COMMITTEE

TERMS OF REFERENCE

PARENT BODY: Senate (and dotted lines to People, Equality, Diversity & Inclusion Committee and the Executive Team)

PURPOSE: The Equity, Diversity & Inclusion (EDI) Committee oversees LSHTM's strategic planning and monitors implementation on all matters relating to equity, diversity and inclusion; informed by best practice and supporting achievement of LSHTM's values as set out in LSHTM's strategic plan and LSHTM's EDI policies. It provides a mechanism and governance structure for LSHTM to ensure there is an integrated and proactive approach to EDI through overseeing development and implementation of EDI activities.

The EDI committee will advise, challenge and make recommendations to the School Executive, People, Equality, Diversity and Inclusion Committee, and Senate to ensure LSHTM strategic plans take account of diversity and inclusion as well as its public sector equality duties, particularly where limited progress has been identified.

1. EDI Strategy and objectives

- 1.1. To develop and review LSHTM's EDI strategy and associated policies, to drive and oversee LSHTM's commitment to and progress on its delivery and making appropriate recommendations to the Executive, People, Equality, Diversity & Inclusion Committee, and Senate.
- 1.2. To support and engage with the EDI networks, supporting them to be an effective channel of communication for staff and student voice in relation to EDI issues.

2. Legislation and Compliance

- 2.1. To monitor and report on LSHTM's compliance with EDI legislation (eg Equality Act 2010).
- 2.2. To prepare and review LSHTM's annual information reporting of relevance to EDI (e.g. Gender Pay Gap Report, EDI Annual Report) and to inform reviews and development of EDI strategy.

3. Charters

- 3.1. To receive reports on LSHTM's relevant charter mark activities at institutional level (e.g. Athena SWAN, Race Equality Charter) and provide a mechanism for reporting to the School Executive, People, Equality, Diversity & Inclusion Committee, and Senate.

4. Communication and Reporting



- 4.1 To receive and deliver reports and updates to Senate, Council and the School Executive as required, including an annual report.
- 4.2 To receive and consider reports from EDI sub-committees and other relevant committees in relation to progressing equity, diversity and inclusion.
- 4.3 To make recommendations for sharing best practice across LSHTM to encourage an active commitment to inclusive practices by staff and students.
- 4.4 To oversee effective implementation of an EDI communications plan to ensure awareness of EDI values, aspirations and progress is communicated across the LSHTM community.

5. Data

- 5.1 To oversee and ensure the necessary data are available to provide an evidence-based and data-driven approach to EDI.

6. Committee evaluation

- 6.1. To review the Committee's effectiveness and the suitability of its terms of reference annually.

COMPOSITION:

Membership:

- Senior EDI Lead (ex-officio) who will be the Chair of the Committee
- HR EDI Lead (ex-officio)
- EDI network leads
 - LGBTQ+ Network
 - Disability Network
 - Decolonising Global Health group representative
 - Parent & Carers Network
- Gender Equity Taskforce Chair
- Race Equity Taskforce Chair
- Faculty EDI committee/Unit representatives
- Central Professional Service representatives
- Internal Communications and Engagement representative



- Student representatives (Taught and Research)
- Trade Union representatives
- Additional Staff representatives as needed to ensure a balanced committee

MODE OF OPERATION:

The EDI Committee meets at least four times per year.

The quorum is 50% of members.