

School of Mathematics and Physics

Equity and Diversity Committee

Terms of Reference

The role of Equity and Diversity committee is:

1. To advise and make recommendations to the School executive committee, head of school, and/or other officers or members of the school as appropriate on:
 - matters relating to diversity and inclusion, to ensure that all members of the school have equal access to resources, have equal opportunity, and are able to enjoy a pleasant, accepting, inclusive and diverse working environment;
 - matters relating to equity, to ensure the School considers equity issues in its planning, to encourage and support the positions of women and people of other genders inside the school, and to generate a more equitable workforce going forwards;
 - matters relating to the University Policy and Procedures as they relate to issues of equity and diversity.
2. To monitor equity and diversity indicators and activities, with respect to the staff and student experience within the school. These indicators may include recruitment, academic and professional promotion, retention, mentoring, supervision, and the classroom environment.
3. To encourage, initiate and support activities, projects and training that advances equity and diversity inside the School.

Membership

The committee membership will include (but is not limited to) –

- Head of School or nominee;
- Academic staff, with representatives of the various disciplines within the School;
- Student representative; ^[1]_{SEP}
- School manager.