Provost’s Equality and Diversity* Committee

Mission
Imperial’s Equality and Diversity Committee is committed to helping the College meet its strategic aims by championing equality, diversity and fulfilling our social justice responsibilities. The work of this Committee will be guided and informed by the College’s belief and commitment to inclusiveness, participation, openness, and quality of provision.

Purpose
It is recognised that access and treatment is not equal for everyone and that the College needs to be responsive to the differing needs of individuals. The purpose of this committee, therefore, is to raise awareness of equality and diversity issues, identify obstacles and problem areas, identify equality priorities and objectives, propose actions to meet these priorities and monitor progress. Its remit is both staff and students.

Objectives
1. To identify our equality priorities and objectives and review progress
2. To propose the development and implementation of equal opportunities initiatives and activities for staff, students and relevant local communities in order to help progress and meet our equality priorities and objectives.
3. To specify and receive monitoring data and regular management reports
4. To review the impact of policies, procedures and processes, identify where we are falling short of meeting our targets or best practice standards and recommend relevant actions
5. To benchmark and become influential equality exemplars in and throughout the sector
6. To promote the involvement of a diverse range of staff and students in College life to foster cohesion and eliminate discrimination
7. To promote cooperation within, and between, a diverse range of staff and students
8. To encourage staff and student equality networks and hear regularly from representatives on collective views and progress on their actions
9. To engage with other College committees as required to ensure relevant equality and diversity matters are on their agenda as required
10. To receive regular reports on activity from the Academic Gender Strategy Committee and the Disability Action Committee
11. To report annually to Council and the Provost’s Board on progress, highlighting important issues of particular significance.
Responsibilities

Committee members play an important role in the College as both leaders and decision-makers. Members are responsible for:

- communicating and embedding equality and diversity practices into their respective departments/divisions;
- providing the Committee with their views and expertise in order to make informed recommendations;
- participating in relevant advisory and working groups;
- ensuring relevant actions are taken;
- keeping up to date with equality and diversity issues;
- influencing organisational and cultural change.

Membership

- Members are to be invited onto the committee by the Provost or Chair of the Committee.
- The Chair of the committee should be a member of the Provost’s Board and ideally a member of Council.
- As a committee, our main remit is to consider equality issues with regard to staff and students and, therefore, there should always be a representative from Registry and HR, together with a senior member of staff responsible for student matters.
- Other members should represent the Unions and the College’s staff advisory groups; the Imperial College Union should also be represented.
- There should be a senior faculty officer (e.g. a Faculty Operating Officer) on the committee.
- The membership should include representatives from both academic and professional staff. At the Chair’s discretion, other members may be invited to join the committee.

*Equality is about creating a fairer society with greater participation, inclusivity and the opportunities to fulfil potential; diversity is about recognising individual and group differences, treating people as individuals and placing positive value on diversity.

Further information

The Committee will meet formally three times a year. Membership will normally be for 4 years. From time to time, ‘away-day’ discussion and planning sessions will also be held.

Feb. 2014