



Equality, Diversity and Inclusion Steering Committee Terms of Reference

Purpose:

- To oversee and provide guidance and direction for the achievement of equality, diversity and inclusion objectives across the Institute, to identify and help remove barriers.
- To monitor progress on the implementation of action plans relevant to equality, diversity and inclusion. EG The Gender Equality Action Plan and Framework for Consent Action Plan
- To oversee and promote the EDI agenda in the Institute, ensuring that EDI is a key consideration in all planning and development undertaken at the Institute.
- To oversee and provide guidance and direction for the programme of work of the Athena SWAN Self-Assessment Group, including encouragement of the implementation of the principles of the Athena SWAN Charter, and establishment of working groups to undertake self-assessment process.
- To make recommendations for the enhancement of Equality, Diversity and Inclusion at the Institute and suggest action measures to prevent any gaps/oversights/deficits in the area of equality and diversity;
- To facilitate the evaluation and validation of equality, diversity and inclusion measures, policies and procedures put in place by the Institute;
- To review data in relation to the nine specified grounds of equality. The nine grounds under the Equality Acts are Gender; Civil status; Family status; Sexual orientation; Religion; Age; Disability; Race and membership of the Traveller community;
- To ensure the promotion, communication, and mainstreaming of equality, diversity and inclusion throughout the Institute and that appropriate and effective training is provided at governance, management, faculty, staff, and student levels;
- To advise on steps necessary to ensure that the Institute complies fully with all legislative requirements in relation to equality matters, with particular reference to the Employment Equality Acts 1998 - 2011, the Equal Status Acts 2000-2012, the Disability Act 2005 and any other relevant legislation;

Frequency of Meetings

The Committee meets at least four times a year and reports to the Executive.

Reporting

The Committee seeks approval for actions from the Executive

The Committee reports to Governing Body through Executive.

A reserved function of the Governing Body is approval of policies in relation to access to education and equality (Section 21, RTC Act 1992, as amended).

Membership:

Membership will comprise of representatives of Faculties, HR, Student Support Services, EDI.
The Steering Committee will be chaired by LIT's President.