EQUITY COMMITTEE

Established by Council: 7/93 2.8.93 (2012/0009515)
Constitution last amended by Council: 2/2012 04.06.2012 (2010/0012807)(Revised)

ESTABLISHMENT

1 The 7/93 meeting of the Council disestablished the Affirmative Action Committee, Sexual Harassment Committee, Committee for Union consultation on Affirmative Action, and the Equity and Equal Academic Opportunity Committee; and reassigned the functions of these committees to the Equity Committee. The 3/2003 meeting of the Council reconstituted the Equity Committee as a Committee reporting directly to the Pro Vice Chancellor (Equity and Community Partnerships).

The 2/2006 meeting of the Council approved revised responsibilities relating to the Equity and Community Partnerships portfolio. In particular, Council resolved that responsibility for the equity portfolio be shared between the Deputy Vice Chancellor (Research) and the Deputy Vice Chancellor (Academic). This constitution was amended to reflect this change.

Following changes in senior management positions in 2009 the portfolio responsibility for staff and student equity rested with the Deputy Vice Chancellor and Provost.

Further changes to senior management portfolios resulted in responsibility for Equity and Diversity being shared between the Deputy Vice Chancellor and Provost (staff equity) and Deputy Vice Chancellor (Academic) (student equity)

ROLE

2 (1) The role of the Equity Committee is to provide leadership and oversight of the University's strategic performance in equity, diversity and social inclusion.

(2) The Equity Committee makes recommendations, through the Chairperson, to Council, Executive Group and to related committees on strategic matters relating to equity, diversity and social inclusion in education and employment.

(3) The Equity Committee’s role is to critically evaluate the success and effectiveness of the University's Equity and Diversity Plan.

FUNCTIONS

3 Without limiting the foregoing the Equity Committee shall –

(1) provide strategic advice and recommendations, through the Chairperson, to Council, Executive Group and other related groups and committees about policy and program directions that impact on staff and student equity, diversity and social inclusion outcomes.

(2) provide advice and assistance on the development, promotion, implementation, monitoring and evaluation of the University's Equity and Diversity Plan and attendant strategies.

(3) critically review and analyse, plans and reports relating to equity, diversity and social inclusion from Groups and other elements, and provide constructive advice and support for these.

(4) advise the Deputy Vice Chancellor and Provost and the Deputy Vice Chancellor (Academic) on the allocation of funds to support specific equity, diversity and social inclusion policies, programs and initiatives, and support advocacy for such funds.
(5) establish and coordinate sub-committees, task groups and networks as appropriate to address specific equity, diversity and social inclusion priorities. Provide strategic support and direction to the Disability Advisory Committee.

(6) provide reports to Executive Group and senior officers, and an annual report to Council on equity, diversity and social inclusion programs and outcomes.

(7) develop and maintain strategic linkages with committees of the University that monitor staff and student policies and programs, in particular the Academic Committee and the Aboriginal and Torres Strait Islander Advisory Committee.

MEMBERSHIP

4 The members of the Committee shall comprise –

(1) the Deputy Vice Chancellor and Provost who shall be Chairperson; ex officio
(2) the Deputy Vice Chancellor (Academic); ex officio
(3) one nominee from each Academic Group Pro Vice Chancellor, Administrative Pro Vice Chancellor and the Deputy Vice Chancellor (Research); ex officio
(4) the Chairperson, Aboriginal and Torres Strait Islander Advisory Committee, ex officio;
(5) the Head, GUMURRII Student Support Unit; ex officio
(6) one member of Council, appointed by Council;
(7) four student members, appointed from expressions of interest sought from the Student Representative Council and reflecting representation of the diversity of student groups at undergraduate and post-graduate levels;
(8) one academic staff representative of the Griffith University Branch of the National Tertiary Education Union;
(9) one representative nominated jointly by Unions representing general staff;
(10) two staff members appointed by the Chairperson, one of whom represents staff equity, diversity and social inclusion, and one of whom represents student equity, diversity and social inclusion;

Membership may include members with overlapping areas of representation. In appointing members, consideration is to be given to ensure that the overall configuration of the Committee reflects the diversity of the University community and includes representation from all campuses.

5 The Committee may co-opt additional persons as required.

6 The Committee may appoint to its sub-committees and task groups persons who are not members of the Equity Committee.

TERMS OF OFFICE

7 All members other than ex officio members shall serve for a term of up to two years from the date of appointment. Members may, if eligible, be reappointed to serve an additional term or terms. Provision for continuing membership should be made through staggered appointment dates to ensure that there are always experienced members on the Committee.
SECRETARY

8 The Pro Vice Chancellor (Administration) shall appoint the Secretary to the Committee who shall have rights of audience and debate.

MEETINGS

9 The Committee shall meet at least twice a semester, or at the discretion of the Chairperson.