

## EQUITY, DIVERSITY AND INCLUSION COMMITTEE

Established by *Council*: 7/93 2.08.1993  
Constitution last amended: 3/22 6.06.2022

(2022/0001214)  
(2016/7006043)(Revised)

### ROLE

- 1 (1) The role of the Equity, Diversity and Inclusion Committee is to provide leadership and oversight of the University's strategic performance in equity, diversity inclusion and belonging.
- (2) The Equity, Diversity and Inclusion Committee makes recommendations, through the Chairperson, to Council, Executive Group and to related committees on strategic matters relating to equity, diversity, inclusion and belonging in education and employment.
- (3) The Equity, Diversity and Inclusion Committee's role is to be consulted on, and critically evaluate (as it relates broadly to equity, diversity and inclusion) the embedding, success and effectiveness of relevant University:
  - strategic plans including the *Griffith University Strategic Plan, Academic Plan and Research and Innovation Plan, Group and Element Plans*; and
  - related action and implementation Plans, for example, *Reconciliation Statement, First Peoples Employment Action Plan, Disability Action Plan and Pride Workplan*.
- (4) In undertaking its role, the Equity, Diversity and Inclusion Committee contributes to the University meeting the requirements of the following Domains and Standards within the Higher Education Standards Framework (Threshold Standards) 2021 (HESF 2021):
  - Domain 2 Learning Environment: Standard 2.2 – Diversity and Equity.

### FUNCTIONS

- 2 Without limiting the foregoing the Equity, Diversity and Inclusion Committee shall –
  - (1) provide strategic advice and recommendations, through the Chairperson, to Council, Executive Group and other related groups and committees about strategies, policy and program directions that impact on staff and student equity, diversity, inclusion and belonging outcomes.
  - (2) provide advice and assistance on the development, promotion, implementation, monitoring and evaluation of the University's approach to equity, diversity, inclusion and belonging and related strategies.
  - (3) critically review and analyse, plans and reports relating to equity, diversity, inclusion and belonging from Groups and other elements, and provide constructive advice and support for these.
  - (4) advise the Provost on the allocation of funds to support specific equity, diversity, inclusion and belonging 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, inclusion and belonging priorities. Provide strategic support and direction to the Equity, Diversity and Inclusion Committee's subcommittees: Disability Advisory Committee, Pride Committee, Athena SWAN Committee and First Peoples Employment Committee.
  - (6) ensure that, wherever possible, an intersectionality lens is applied to the work of the Committee.
  - (7) provide reports to Executive Group and senior officers, and an annual report to Council on equity, diversity, inclusion and belonging programs, strategies and outcomes.
  - (8) develop and maintain strategic linkages with committees of the University that monitor staff and student policies and programs, in particular the Academic Committee, University Elders and First Peoples Knowledge Holders Advisory Board, HEPPP Implementation Advisory Committee and People and Culture Advisory Group.

### MEMBERSHIP

3 The members of the Committee shall comprise –

- (1) the Provost or delegate of the Provost who shall be Chairperson, ex officio;
- (2) the Deputy Vice Chancellor (Research), ex officio (or nominee);
- (3) the Deputy Vice Chancellor (Education), ex officio (or nominee);
- (4) the Pro Vice Chancellor (Indigenous), ex officio (or nominee);
- (5) one nominee from each Academic Group Pro Vice Chancellor, Vice Presidents and Chief Operating Officer, ex officio;
- (6) one member of Council, appointed by Council;
- (7) four student members, appointed from expressions of interest and reflecting representation of the diversity of student groups at undergraduate and postgraduate 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 professional staff;
- (10) two staff members appointed by the Chairperson, one of whom represents staff equity, diversity, inclusion and belonging, and one of whom represents student equity, diversity, inclusion and belonging.

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.

The Committee may co-opt additional persons as required.

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

### TERMS OF OFFICE

- 4 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

- 5 The Chief Operating Officer shall appoint the Secretary to the Committee who shall have rights of audience and debate.

### MEETINGS

- 6 The Committee shall meet at least four times a calendar year, or at the discretion of the Chairperson.

### QUORUM

- 7 A quorum exists if at least half of the Committee's members plus one are present.