

**Durham University**  
**Department of Chemistry**

**Equality, Diversity and Inclusion (EDI) Committee 2020/21**

**Terms of Reference:**

The Committee will work to,

1. Uphold principles of equality, diversity and inclusion and work to support a nurturing and supportive Departmental culture;
2. Support the development and implementation of strategies and policies to ensure that all across the Departmental community are treated fairly regardless of gender, race, colour, nationality, ethnic/national origin, age, socio-economic background, disability, religious/political beliefs, family circumstances or sexual orientation;
3. Ensure that the relevant University and Departmental policies are clearly visible and easily accessible;
4. Enable Departmental wide surveys to support the understanding of equality, diversity and inclusion across the community, reviewing data and making recommendations as appropriate across the Department;
5. To collate and analyse equality, diversity and inclusion data;
6. Identify, share and implement best practice in equality, diversity and inclusion and to inform and encourage the development of new initiatives or events to support the community;
7. To provide an effective forum for equality, diversity and inclusion discussions.

**Membership:** to ensure representation from across the Departmental community, and including academic, technical, research and professional services staff along with undergraduate and postgraduate students.

**Meetings:** to be held, at a minimum, on a termly basis.

**Reporting:** to each meeting of the Departmental Board of Studies (BOSIC) and via the Department Management Board (MAB). Minutes of the meetings are also to be shared electronically through the Departmental Share Point community.