

Equality, Diversity and Inclusion (EDI) Sub-committee

Terms of Reference

Purpose

The primary purpose of the Equality, Diversity and Inclusion (EDI) Sub-committee is to represent the interests and aspirations of students at Arden University by embarking upon actions that will lead to parity of opportunity for BAME students and to address the disparities in attainment and experience of BAME and white students. The sub-committee aims to embark upon relevant actions that act as a catalyst to narrow the BAME attainment gap. This will require members and invited speakers to engage in discussions that raise awareness about any barriers within Arden processes, policies and procedures that negatively impact BAME students.

The activities of the sub-committee will be communicated to the APC where required.

Committee Responsibilities:

- Use qualitative and quantitative data to identify and address the BAME awarding gap
- amongst undergraduate students
- Review existing policies and identify gaps in this area that need to be addressed
- Develop a toolkit of interventions for staff across the university to use in addressing
- the BAME awarding gap within their Schools
- Oversee the implementation of its recommendations at an operational level
- Monitor engagement with the issue as part of the existing academic framework e.g. through the annual monitoring review (AMR), and inclusive curriculum
- Identify and celebrate good practice across the university
- To keep an ongoing external sector focus on developments in this area

Meetings frequency:

During the first 3 months the sub-committee will meet once a month, and this will then change to once every quarter. This will be reviewed as the work of the sub-committee is established

Membership

Chair

1 x Principal Lecturer/Senior Lecturer representation from all academic schools

1 x member from Quality

1 x member from the student support/experience team

1x member from Library Resources

1 x member from the Admissions/Marketing team

1x member from the Careers team

5 x BAME student representation from across the University

Last approved by Academic Board: September 2021