RMIT Equity, Diversity and Inclusion Advisory Committee

Terms of Reference

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| August 2022 |

## Authority

The Equity, Diversity and Inclusion Advisory Committee is advisory to the Vice-Chancellor. It is co-chaired by the Deputy Vice-Chancellor Research and Innovation and the Senior Vice-President Strategy and Operations. The role of the Committee is to encourage action on student and staff equity, diversity and inclusion at RMIT University. In 2022 the Committee will have a focus on the articulation of the RMIT strategy, aspirations and priority actions to enhance equity, diversity and inclusion aligned with the new RMIT NEXT Strategy.

## Terms of Reference

1. Report on the development and regular review of a University-wide diversity and inclusion plan and its associated subsidiary plans; and monitor and report on progress.
2. Consider the development of policies, programs and strategies that support student and staff equity, diversity and inclusion.
3. Consider the University’s response to and compliance with relevant research and reports, and related legislative requirements, as outlined in state and federal anti-discrimination and gender equality legislation.
4. Monitor progress against targets by Colleges and Portfolios against agreed University targets.
5. Encourage progress towards diversity and inclusion goals and targets in the University’s Strategic and Operational Plans and advise on actions to support their achievement.
6. Advise on other matters relating to staff and student diversity and inclusion referred to it from time to time.

## Committee membership

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| Deputy Vice-Chancellor Research and Innovation (Co-Chair) | Professor Calum Drummond |
| Senior Vice-President Strategy and Operations (Co-Chair) | Ms Dionne Higgins |
| Pro Vice Chancellor Indigenous Education, Research and Engagement  | Professor Gary Thomas |
| Deputy Vice-Chancellor Education and Executive Sponsor, Access and Success for Priority Student Equity Cohorts | Professor Sherman Young |
| Executive Sponsor, Diverse Genders Sexes and Sexualities and Executive Director, Students | Dene Cicci |
| Executive Sponsor, Cultural Inclusion, and Associate DVC International, STEMM  | Professor Charlie Xue |
| Executive Sponsor, Accessibility, and Chief Experience Officer | Chaminda Ranasinghe |
| Co-Chairs, Vice-Chancellor’s Advisory Group for the Elimination of Gender-based Violence; College of VE representative  | Professor Denise CuthbertMish Eastman |
| Dean, STEMM Diversity and Inclusion and STEM College representative  | Professor Kay Latham |
| Executive Director, People Team | Gaynor Witts/ Tara Waller |
| Representatives from each of the RMIT Colleges | Associate Professor Kim Humphery, DSC |
| Representative/s from RMIT Europe  | Dr Marta Fernandez |
| Representative from Global portfolio and RMIT Vietnam | Kara Fogg, additional TBC |
| Representative/s from RMIT Online  | Rachael Francis |
| Representative/s from RMIT Training  | Elise Fraser, Kathy Prince |
| Student representative/s | Mark Morante, Beth Shegog, Patrick Pieciun |
| RUSU President or nominee | Adam Steiner  |
| One academic staff member | Vacant |
| One professional staff member | Vacant |
| Up to three ex officio members with specialist expertise | Lara Rafferty, Amy Love, Leanne Miller |

## Reporting

The Chair reports to the Vice-Chancellor.

Information of interest to the University community will be communicated to the relevant stakeholders via means appropriate to the audience.

## Operations

* Working groups may be formed from time to time to oversee specific projects.
* Secretarial support for the Committee will be provided by the executive assistant to the chairperson or other support person identified by the chairperson.
* The Committee will meet regularly and at least three times per year.

### Quorum will be half of the number of members plus one member.

* The Committee aims to reach agreement on actions by consensus. Significant matters of strategy will be referred to the Vice Chancellor’s Executive for consideration and the Vice-Chancellor for decision.