



DIVERSITY, EQUITY & INCLUSION COMMITTEE

TERMS OF REFERENCE

PURPOSE

The purpose of the University Diversity, Equity and Inclusion (DEI) Committee is to champion, oversee, and drive the strategic development, implementation, and sustainability of diversity, equity, and inclusion initiatives across the University. This committee will ensure that DEI is embedded into the university culture, practices, and policies, and align DEI goals with the overall University mission, values and strategic plan.

SCOPE

The University Diversity, Equity and Inclusion (DEI) Committee will:

- a) Provide strategic oversight and guidance on all DEI initiatives, policies, and programs.
- b) Set measurable DEI goals and monitor progress, ensuring alignment with the University mission, teaching and learning, research and people first values.
- c) Enhance a culture of inclusion that values and accepts diversity across all dimensions.
- d) Assess and address barriers to equity within our approaches, policies, practices and culture.
- e) Serve as an advisory body to the Vice-Chancellor and Senior Leadership, making recommendations for improvement and contribution.
- f) Hear diverse perspectives from across the University community, including from underrepresented students and staff.
- g) Facilitate collaboration across the University to progress diversity, equity and inclusion goals and objectives.

MEETINGS

The Committee will meet twice a year. Additional meetings may be called at the Vice-Chancellor's direction to address significant DEI developments. The Committee may meet in person or via Teams.

Meeting Objectives:

1. Policy and Governance:

- Review and endorse DEI policies and frameworks, ensuring they are comprehensive and effectively implemented.
- Identify and address policy gaps related to DEI across the University.

2. Strategic Initiatives:

- Set university-wide DEI objectives and success measures.
- Ensure DEI goals are aligned with the University strategic plan.
- Discuss, refine and endorse SAGE Athena Swan submissions.

3. Monitoring and Accountability:

- Regularly monitor DEI progress and outcomes against established success measures.
- Review and analyse data on DEI-related metrics, such as demographics, engagement and success indicators, attraction and retention rates, student completion rates, and staff pay equity and progression.
- Ensure accountability through transparent reporting and periodic assessments.

4. Education and Awareness:

- Promote DEI awareness through university-wide initiatives, training, and educational programs.
- Encourage continuous learning and understanding of DEI best practices.

5. Community Engagement:

- Partner with external stakeholders to support DEI in broader community and industry contexts.
- Explore partnerships with diverse organisations and communities to foster DEI beyond the organization.

MEMBERSHIP

The Vice-Chancellor (or an appointed senior executive) will Chair the Committee meetings and include representatives from senior leadership and key functions across the university.

Membership will include DEI representatives with expertise and experience from the University community including consideration of:

- a balance of genders
- a range of diverse experiences, knowledge and backgrounds;
- student, staff, and leadership perspectives; and
- representation from First Nations people, sexuality and gender diverse people, people with disability, people from culturally and linguistically diverse backgrounds, our region, and of various ages.

Members include:

Name	Role
George Williams (Chair)	Vice- Chancellor and President
Aashish Neupane	International Student Advisory Committee Representative
Akshet Sachdev	Executive Director, IT Program Delivery
Alanna Kamp	Challenging Racism Project
Bill Parasiris	Vice-President, Operations & Commercial
Brian Stout	Pro Vice-Chancellor, Learning and Teaching
Chloe Taylor	SAGE, Academic Lead
Deborah Sweeney	Snr Deputy Vice-Chancellor & Vice President, Research, Enterprise & Global
Ellen Brackenreg	Executive Director, Equity, Safety & Wellbeing
George Turner	Co-Convenor, Rainbow Western
Glenn Campbell	Chief Executive Officer, The College
Jose Diestro	International Student Welfare Coordinator
Julian Gonzalez	Student Representative Council, Disability Representative
Kate Stevens	Director, MARCS Institute
Kirsty Dwyer	Chief People Officer
Kurt Langfeld	Dean, School of Computer, Data and Mathematical Sciences
Laine Fox	Student Representative Council, President
Michelle Falconer	Director, Equity, Inclusion and Belonging
Michelle Trudgett	Deputy Vice-Chancellor and Vice-President, Indigenous Leadership
Monira Naim	Future Student Engagement Project Officer, Fast Forward
Saba Bebawi	Dean, School of Humanities & Communication Arts
Stefanie Balogh	Executive Director, Strategic Communications
Vidushi Sethi	Student Representative Council, Vice President
TBA	Staff with disability representative
TBA	School of Science

The membership will be reviewed on an annual basis to ensure the membership remains representative and fit for current purpose.

The Secretariat will:

- keep a register of Committee members.
- circulate Committee agenda and associated papers, as determined by the Chair.
- keep and distribute Committee meetings.

The Office for People will coordinate meetings and where possible utilise technology for secretariat purposes.

RESPONSIBILITIES OF COMMITTEE MEMBERS

Each committee member will be required to:

- attend all DEI committee meetings and actively participate in discussions;
- serve as DEI representatives within their respective areas, promoting and supporting DEI initiatives;
- ensure open and ongoing communication to maintain awareness, understanding and feedback; and
- participate in knowledge sharing and advice to the university on capability uplift.
- Encourage open, honest and mature discussion where diverse views on issues can be discussed free from criticism in a confidential manner with fellow DEI committee members.

LOCAL ACTION

The Committee will work closely with DEI-related student and staff networks and stakeholder groups across the University to design, deliver and evaluate the impact of DEI plans and initiatives at the local level. Input and feedback from these stakeholders will directly inform Committee discussion and action on key issues.

The Committee will be supported by local action and insights from programs such as:

- Vice Chancellor's Diversity, Equity & Inclusion Fund,
- WSU SAGE Athena Swan Program,
- Diversity, Equity & Inclusion Stakeholder Roundtables,
- WSU Equity and Diversity Working Party Network, and
- Office for People's Equity, Inclusion and Belonging team.

REPORTING

The Committee will report after each meeting to the Senior Executive Team and People & Culture Committee of the Board of Trustees and provide an annual DEI progress report to the University. The report will include updates on key initiatives, progress against success measures and any recommendations for further actions.

CONFIDENTIALITY

All committee members respect confidentiality on sensitive matters by respecting the privacy of our people, data, and information pertaining to DEI activities, unless required otherwise for transparency or compliance reasons.