

The Diversity and Inclusion Committee is an advisory committee reporting to the Vice-Chancellor. The committee is responsible for the development and strategic oversight of the University's diversity and inclusion agenda encompassing but not limited to:

- Gender equity
- Aboriginal and Torres Strait Islander people
- People of diverse genders, sexes and sexuality
- People with disability, ongoing medical or mental health conditions
- People from culturally and linguistically diverse backgrounds
- Accreditation programs for diversity and inclusion

### **Terms of Reference**

The Committee will:

- Identify the University priorities and objectives to advance the Flinders diversity and inclusion agenda.
- Oversee the development and implementation of diversity and inclusion frameworks and action plans and ensure alignment with the broader Flinders strategy.
- Monitor Flinders University performance on a range of diversity and inclusion measures with specific focus on measures related to identified priority areas.
- Act as reference group and make recommendations on relevant initiatives, policies, and procedures.
- Provide advice on reporting to government agencies and on submissions for accreditation and benchmarking.
- Commission and receive reports relating to diversity, inclusion, access, equity with specific focus on identified priority areas.
- Convene sub-committees and working groups to progress University priority areas as required.

### **Meeting Frequency**

The committee will meet on a quarterly basis with the option of additional meetings if required.

### **Membership**

The Chair of the Diversity and Inclusion Committee is appointed by the Vice-Chancellor. The Chair will oversee the operations of the Committee, ensuring these align with the direction and priorities outlined in the University's Strategic Plan. The Chair will develop and set the agenda for each meeting and be the main point of contact between the Committee and the Vice-Chancellor.

### **The Committee will be made up of the following members:**

- Chair, appointed by the Vice-Chancellor.
- One Vice-President and Executive Dean, appointed by the Vice-Chancellor (where a Vice-President and Executive Dean is not appointed as Chair)
- Pro Vice-Chancellor (Indigenous)
- One Dean (People and Resources), nominated by the Athena Swan Committee
- Associate Director, Organisational Development and Diversity
- Director, Student Life (Chair Respect. Now. Always. Advisory Group, Chair Disability and Access Committee)
- One staff member, nominated by and from the Equal Opportunity Contact Officers.
- Elected by and from the female staff of the University.
- Three Flinders University Student Council Officers – (Student President, Queer Officer, First Nations Officer)
- Co-Chairs of the Flinders University Pride Committee
- Executive support

One representative may represent multiple interest areas. Other staff to attend by invitation as appropriate.

The following committees and advisory groups report to the Diversity and Inclusion Committee:

- Disability and Access Committee
- Athena SWAN Committee
- Pride Committee
- Indigenous Workforce Strategy Committee

The following committees and advisory groups report to the Vice-Chancellor:

- Reconciliation Action Plan (RAP) Oversight committee
- Respect. Now. Always. Advisory Group

All represented groups and committees will contribute updates to inform the Diversity and Inclusion Committee's bi-annual reports for the Vice-Chancellor.

### **Reporting and Monitoring**

Bi-annual Diversity and Inclusion reports on progress against the diversity and inclusion agenda, will be provided to the Vice-Chancellor by the Chair of the Committee. The Committee's Terms of Reference will be subject to annual review.

### **Executive Support**

Formal agendas, minutes, and other appropriate documentation will be maintained for each meeting and distributed to members via email. Agendas and required reading for meetings will be circulated no less than 3 business days prior to each meeting.

### **Meeting Dates for 2023**

May, July, November

### **Contact Information**

Chair: Mark Schultz, Director People and Culture  
Executive Support: Katie Hazell, Senior Diversity and Inclusion Consultant