

## 4C Terms of Reference

The Cultural Competency Co-Creation Steering Group (4C) contributes to King's institutional *cultural competency* through peer-support and the development of Special Interest Groups (SIGs). SIGs engage staff and students to explore cultural competency and achieve change in a range of professional and educational contexts. The ambition is to reach all staff across Faculties and Directorates.

4C membership comprises the university's experts and champions, many of whom have been on King's journey towards institutional *cultural competency* from the beginning. We seek to provide an open and supportive platform for networking and peer-support to both colleagues and students who wish to develop CC projects. The principle of the 4C is to foster collaboration, co-creation and empowerment.

The 4C has been established by the Cultural Competency Unit in the Faculty of Arts & Humanities and the Office of the VP (Global Engagement) in the President & Principal's Office. It provides progress updates to the university's Cultural Competency Programme Advisory Board, co-Chaired by Professor Marion Thain and Professor 'Funmi Olonisakin.

The 4C shall conduct its activities according to the following ToR:

- To co-define and re-define King's definition of Cultural Competency so that it reflects the ever-evolving social and institutional environment
- To contribute to the development of King's institutional *cultural competency* through peer-support and development of Special Interest Groups (SIGs)
- To form, promote and support SIGs in education, research, and professional developments
- To provide a platform for sharing resources and good practices
- Collectively respond to King's strategies that are relevant to cultural competency

### Frequency and Constitution

- The 4C is held twice per term, however additional meetings can be called as necessary.
- Points for the agenda may be submitted by any member of the 4C to the co-Chairs.
- Current co-Chairs are the co-directors of the Cultural Competency Unit and the Strategic Programme Manager (International).
- For 2021-22, the secretaryship will sit with the EA to the Vice-Principal (Global Engagement).
- The chairpersons and secretary will rotate every two years, with the option to extend should the group agree.

### Membership

- Guests will be invited, as appropriate, to participate in discussions as and when additional input is needed.
- Staff who are interested in learning about cultural competency and/or SIGs are welcome to join a Steering Group session. Please contact: [cultural-competency@kcl.ac.uk](mailto:cultural-competency@kcl.ac.uk)