

Terms of Reference

Equality, Diversity & Inclusion Forum

Purpose

The Equality, Diversity & Inclusion Community Forum (EDIF) is an employee and student voice consultative body, which draws its membership from staff, students and networks. This group uses their shared expertise, experiences and insight to inform discussion, approaches and decision making in relation to key issues. The group report to, and liaise with the Equality, Diversity & Inclusion Committee (EDIC) to help inform all of King's strategy.

Role & Responsibilities

The Equality, Diversity & Inclusion Forum is responsible for providing the Senior Management Team, via the Equality, Diversity & Inclusion Committee, with insight into staff and student community experiences. Members may participate in relevant consultations to inform equality, diversity and inclusion activity and help gauge the impact it is having. Members represent the area for which they are invited to the Forum (for example, a volunteer from a network is present to represent that role and that network) but it is understood that members may hold a range of voluntary and paid roles at King's and that they bring their whole selves and all their experiences to the Forum. Members are expected to communicate key issues and updates acting as a key link between local community and King's governance structures.

All Forum members are expected to undergo equality, diversity & inclusion training.

Objectives

The Forum will:

- Inform discussions, approaches and decision making as representatives of their respective areas, interests and communities by providing shared expertise and experiences to enhance King's equality, diversity & inclusion strategy.
- Foster cohesion by promoting the interaction and engagement of a diverse range of staff, students and local communities at King's.
- Support the Equality, Diversity & Inclusion Committee to review the impact of policies, procedures and processes to enhance standards and recommend best practice.
- Participate in university consultations.
- Advise other college committee(s), e.g. Academic Board, to facilitate discussion and help ensure key decisions are informed by staff and student experiences.
- Regularly report to the Equality, Diversity & Inclusion Committee, when commissioned to by the committee.

Mode of operation

The Forum meets termly during the academic year.

Reporting structure

The Forum will work in partnership with the Equality, Diversity & Inclusion Committee providing reports and inputs as required – either on commission from the Committee or as a result of outcomes of their agenda items. Whilst formally constituted, the Forum is a flexible body and is a partner of EDIC. The sharing of ideas and input with EDIC will reflect this partnership relationship rather than following a formal reporting structure.

Membership

- Joint Chairs: KCLSU Vice President (Welfare & Community) and the Director of Equality, Diversity & Inclusion
- Staff Networks
 - Parent and Carers' Network
 - Race Equality Network
 - Access King's Network
 - Elevate - Gender Equality Network
 - Proudly King's Network
 - IoPPN Neurodiversity Peer Network
 - DIGIT Network
- Student representation
 - KCLSU President
 - KCLSU Liberation Officers
 - KCLSU Interfaith Officer
 - Black Students Networks
 - Black Academics at King's – PGR group
- Research staff representation
- Trade Union representation
- Disability Liaison Group
- Digital Accessibility
- Chaplaincy & Dean
- Student Success
- Careers & Employability
- Estates & Facilities
- Communications
- Equality, Diversity & Inclusion committee/practitioner representation for faculties and functions (local level)

The membership of the Forum will be flexible to reflect the interests and make-up of King's community.

Monitoring and Review

The Forum's Terms of Reference will be reviewed every 2 years by the Equality, Diversity & Inclusion team.