

## **Department of History**

# **Equality, Diversity, and Inclusion Committee**

## **Revised terms of reference**

- To build a Departmental culture in which all students and staff are confident that there are active efforts to achieve equality and inclusion, and that recognition of diversity is an integral part of this endeavour.
- To continuously review Departmental policies and practices, and the experiences of individuals and groups, relating to equality, diversity, and inclusion in recognition of the challenges of counteracting deep-rooted structural inequalities that affect every area of life.
- To ensure that Departmental practice in regards to equality, diversity, and inclusion takes cognisance of the needs of under-represented or disadvantaged individuals and groups.
- To oversee the development and implementation of effective programmes of action in relation to equality, diversity, and inclusion.
- To establish working groups as required to investigate, report on, and implement work on specific dimensions of equality, diversity, and inclusion issues.
- To contribute where necessary to discussions on University practice in regard to equality, diversity, and inclusion.
- To ensure that University equality, diversity, and inclusion policies and procedures are effectively disseminated and promoted.
- To ensure that effective practice in relation to equality, diversity, and inclusion renders the Department worthy of official recognition in schemes such as Athena SWAN.