

EQUITY AND DIVERSITY COMMITTEE

Chair: Director Equity

Secretary: Staff Development Coordinator

Meetings held at least four times per year

Composition

Director Equity (Chair) (ex officio)
Student Equity Officer (ex officio)
Disability Liaison Contact (Students) (ex officio)
Disability Liaison Contact (Staff) (ex officio)
Indigenous Students' Mentor (ex officio)
Faculty Manager or nominee*
Human Resources Manager (ex officio)
Undergraduate student representative - enrolled in the Faculty and nominated by the Law Students' Society
Postgraduate student representative - nominated by the postgraduate coursework students or the HDR students

*Faculty Manager's nominee will normally be the Manager Student Administrative Services.

Terms of Reference

- Report to the Dean of the Faculty and Faculty Board, via the Faculty Executive Committee, on University equity and diversity policies, strategies and programs that will enable the University to provide equal opportunity in employment and education;
- Advise and develop policy, objectives and programs concerning all equity, access and affirmative action matters within the Faculty;
- Develop and implement strategies to assist Faculty in meeting equity, access and affirmative action objectives;
- Promote effective communication and understanding of the principles of equity, access and affirmative action throughout the Faculty;
- Identify issues in equity, access and affirmative action that are of particular relevance to teaching, learning, research and administration in the Faculty;
- Disseminate information and monitor progress on equity, access and affirmative action issues throughout the Faculty;
- Prepare the Faculty Equity & Diversity Initiatives and Progress Annual Report to Equal Opportunity Committee on behalf of the Faculty.

Programs

The specific programs in respect of which the Committee will have the role to initiate and monitor progress, both in qualitative and quantitative terms, will include:

1. Monitoring and evaluation of equity and diversity policies, strategies and programs, affirmative action policies and procedures to achieve specific equity targets within the faculty for women (general and academic staff) and indigenous Australians;
2. Career advancement strategies for Faculty staff to achieve equity outcomes;
3. Strategies that ensure a working and study environment free from coercion, discrimination and harassment;
4. Cultural and religious diversity initiatives;
5. Implement, monitor and report on initiatives to ensure access, success, participation and success of designated student groups (including underrepresented groups)
6. Work, life and family strategy;
7. Support for staff and students who have a disability;
8. Awareness of rights and responsibilities identified by the particular anti-discrimination

- legislation of the country in which Monash operates; and
9. Regularly report to the Faculty's Executive Committee on staff and student profiles

Also refer to University guidelines for the terms of reference for faculty equity committees:

<http://adm.monash.edu.au/sss/equity-diversity/faculty-contacts/faculty-equity-access-committee.html>

This is a committee of Faculty Board.