

DEPARTMENT OF GENETICS

Well-being, Equality, Diversity & Inclusion Committee

Terms of Reference

The Department of Genetics is committed to providing an environment and culture that actively supports well-being and promotes the equality, diversity, and inclusion of all staff, students and visitors. The Well-being & EDI Committee has a responsibility to support this aim; to identify areas for improvement, to understand the unique needs of individuals in the Department and to encourage the inclusion of under-represented groups. The committee values diversity in its membership and welcomes the contribution that any member of the Department may wish to make.

The Committee agree to the following;

- To meet once per term (or more frequently, as and when required) to discuss Well-being/EDI related issues and actively develop strategies to improve the experience of Department members in these areas.
- To design, encourage and promote Well-being/EDI related initiatives in the Department and the wider University.
- To ensure that staff are appropriately trained on EDI related issues and understand their responsibility in contributing to an inclusive workplace and culture, free from discrimination with equality of opportunity for all Department members.
- To monitor and review key metrics on EDI, identifying areas for improvement and seeking expertise from the University's E&D team to help support this. Making meaningful and effective changes to how we operate that better support EDI. This includes our commitment to the Athena Swan Charter and principles, promoting women in science. The committee is responsible for overseeing the Athena Swan action plan and assisting with associated activities.
- To embed the promotion of EDI in all key decision-making processes in the Department.