**Mathematics Workplace excellence, Inclusion, Diversity, Equality & Respect (WIDER) Committee**

**Terms of Reference**

August 2020

1. **Establishment:**

The Maths & Computer Science WIDER Committee was established in November 2016, as the Athena SWAN Working Group. Its title and terms of reference were updated in November 2016, in response to the Athena SWAN Charter’s updated and expanded principles, and in order to include working environment concepts not included in the Athena SWAN Charter. In May 2020, Maths and Computer Science agreed to have separate Equality, Diversity and Inclusion (EDI) committees.

1. **Mission statement:**

The mission of the Mathematics WIDER committee is to ensure the Mathematics department is a world-class working environment that is an open, diverse and safe community. The Committee aims to help each individual achieve excellence by advancing and supporting equity, respecting and valuing diversity, and promoting equal opportunity.

The Committee actively seeks to identify aspects of the working environment that could be improved; to propose and implement new approaches, initiatives and policies inspired by best practice at local (EDI team, the Provost Commission) and national level; and continually strive to achieve the Universities’ EDI Vision 2019-2025 “Everyone Welcome, Many Voices, One Community”.

The committee recognises that whilst good policies benefit all, bad policies disproportionately affect minority groups in STEMM, including (but not limited to) women, BAME and LGBTQ+. The Committee acknowledges the impacts of the coronavirus disease 2019 (COVID-19) pandemic on deepening pre-existing inequality. It acts to minimise the effect on women, minority groups and those with intersectional characteristics of sexual orientation, age and economic class.

1. **Objectives:**

To achieve the mission as stated above the WIDER committee will

* 1. **Actively seek** feedback from staff and students, listen and engage with staff on equality, diversity and inclusion (EDI) related issues.
  2. **Assess and analyse** the basis of and best route for EDI related actions to be created and embedded within the Department. This includes undertaking further qualitative and quantitative analysis, reflective learning and consulting with staff and students in the Department on issues identified.
  3. **Respond to the identified barriers to EDI within the department,** in particular those related to the 2010 Equality Act’s protected characteristics[[1]](#footnote-1), by creating and undertaking actions to support and empower staff and students in their working environment.
  4. **Measure the impact of the committee’s actions** in part through overseeing the planning and submission process for future equality focused Departmental accreditations e.g. Athena SWAN, and supporting University level equality accreditations where possible i.e. Stonewall, Two Ticks, Mindful Employer and Time to Change.
  5. **Implement, monitor and update** the Departmental Athena SWAN Action Plan, assigning actions to individual leads on the team. On leaving the committee, members are responsible for officially handing over their actions to alternative members of the group.
  6. **Learn from and implement best practice,** by working closely with theinstitutional EDI team and Provost Commission.Subscribe to the London Mathematical Society Good Practice Scheme. Seek best practice in EDI policies from other Universities and Departments.
  7. **Disseminate information about EDI** throughout the Department and liaise with other STEM/M Departments and the wider University on the actions the Department is taking.
  8. **Champion** the Wellbeing resources and relevant training opportunities available to staff and students e.g. women-only leadership training programmes such as Sprint, Aurora and Springboard.
  9. **Promote relevant formal networks and schemes** within the University such as the Dignity and Respect Advisors, Early Career Researcher Networks, mentoring opportunities and Parent and Carer Network.

1. **Membership:**

WIDER membership will be drawn from the existing student and staff population at Streatham and Penryn. Membership will be reviewed annually in September to ensure representation from all groups and consideration should be given to representing each location.

Regular members include:

* Head of Department
* Professional Services Representative
* Members of staff from each of the three academic job families; Education and Research, Education and Scholarship and Research (ideally spanning grades and career stages).
* Part time member of staff
* Diversity champion
* Undergraduate student
* Postgraduate Research student

Guest members will be included in town hall style meetings to beheld once per term. Guests include representatives from (and not limited to):

* EDI central groups
* Provost Commission
* Professional services
* Students guild
* positive working environment group
* Parents and carers network rep
* Other departments/colleges
* Other Universities
* Other organisations, e.g. Black British STEM (BBSTEM)

1. **Responsibilities of members**

It is the responsibility of current members to attend monthly meetings; undertake any specific actions; disseminate information from the group; consult with colleagues/peer group in their relative area.

1. **Other**

The group will aim to meet monthly in person or virtually (Teams/Zoom). Minutes of the meeting will be taken distributed by the HoD as appropriate.

1. Sex, sexual orientation, age, race, religion or belief, gender reassignment, pregnancy and maternity, marriage and civil partnership [↑](#footnote-ref-1)