

Race Equality Group - Terms of Reference

Responsibility

The Race Equality Group (REG) is open to members who have a responsibility for the implementation of the University's Equality and Diversity Policy: Appendix G Race and the Public Sector Equality Duty (PSED), Equality Outcomes which relate to Race.

The Equality Act 2010 defines race as including colour, nationality and ethnic or national origins.

Remit

- To support and advise the University in meeting its obligations under the Equality Act 2010. This group will be responsible for the following Protected Characteristics (PCs): Race.
- To promote cultural change whereby equality for students, staff and visitors is embedded in all University's functions and activities.
- To oversee the implementation of the University's 'Understanding Racism Transforming University Culture' Report and Action Plan.
- To consider implications for the University arising from external good practice.
- To oversee implementation of the PSED Equality Outcomes pertinent to Race.
- To act as a channel of communication where race equality issues can be raised and addressed or referred to appropriate bodies for action.
- To consider intersectional aspects in relation to race, sex, and gender – in line with other equality groups.
- To consult, as appropriate, with stakeholders and Trade Unions.
- To review the Race Equality Group membership and remit annually and to co-opt additional representative members to the Group as may be required.

Reporting line

The Equality and Diversity Strategy Committee but liaising widely with other committees and managers as required.

Membership

The REG may invite others to attend meetings on an ad hoc basis where this would help to expedite its work. In addition, the REG may co-opt individuals with specific expertise as members in order to deal with specialist items of business, but not to fulfil a representative function. In either case, the individuals may come from within or outwith the University. Members who have a time-limited position will normally serve a maximum of two 3-year terms.

Membership (2022-2023)

Where a member is unable to attend, a nominee would be desirable. Alternatively, where a member is absent, written feedback would be expected.

Race Equality Champion (Convener)	Uzma Khan	Named role
Race Equality Champion (Co-Convener)	Satnam Virdee	3 year term from Jan 2022
Head of Equality, Diversity and Inclusion	Mhairi Taylor	Named role
Equality, Diversity and Inclusion Policy Adviser	Nighet Riaz	Named role
Student representative - SRC VP Student Support	Hailie Pentleton	Named role
Student representative - SRC Race Equality Officer	Omar Saleh	Named role
Student representative – International Officer	Xiya Zai	
Student representatives (3-4 spaces – at least 1 PGR) PGR Representative PGR Representative PGR Representative UG Representative	Smina Akhtar Chebijira Esther Ramatu Umar Bako Positions Vacant	
Staff representative – Research & Teaching	Smita Odedra	3 year term from Feb 2020
Staff representative – Research & Teaching	Cindy Chew	3 year term from Feb 2022
Staff representative – Management, Professional & Administration (Professional and Support Staff)	Uzma Khan	3 year term from Feb 2021
Staff representative – Technical & Related	Mohammad Ali Salik	3 year team from Oct 2021
Staff representative – Operational	Asif Akram	3 year term from Feb 2020
Global Majority Network Representative	Aftab Ali	Determined by GMN
Global Majority Network Representative	Lubna Nasir	Determined by GMN
External Relations Representative	Mary Johnston	3 year term from Jan 2022
Student and Academic Services Directorate rep	Jessica Bownes	3 year term from Feb 2023
Historical Slavery/Reparative Justice Committee Representative	David Duncan	Named role
Clerk	Janell Kelly	Named role
Corresponding Members		
MVLS Chair of Race Equality	Karen MacEachern	Named role

The Group will meet 3 times per year, with the power to call extra-ordinary meetings as required.