



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 consider implications for the University arising from external good practice.
- To oversee implementation of the PSED Equality Outcomes pertinent to Race.
- To be cognisant of ECU's Race Equality Charter (REC) and its progression. To use the REC framework to inform future work.
- To act as a channel of communication where race equality issues can be raised and addressed or referred to appropriate bodies for action.
- 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.

Membership (2018-2019)

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)	Bonnie Dean	Named role
Race Equality Champion (Co-Convener)	Satnam Virdee	3 year term
Equality and Diversity Manager	Mhairi Taylor	Named role
Student representative - SRC VP Student Support	Fatemeh Nokhbatolfoghahai	Named role
Student representative - SRC Race Equality Officer	Desmund Okumbor	Named role
Staff representative – Research & Teaching	Edward Wasige	3 year term
Staff representative – Management, Professional & Administration	Vacant	
Staff representative – Technical & Related	Gurman Pall	3 year term
Staff representative – Operational	Oksana Grigoriu	3 year term
Glasgow Black History Month Strategic Group	Simon Newman	
Learning and Teaching Representative	Carol Collins	3 year term
External Relations Representative	Jonathan Jones	3 year term
Clerk	Janell Kelly	Named role

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