

RMIT University Diversity and Inclusion Advisory Committee

Authority

The Diversity and Inclusion Advisory Committee is advisory to the Vice-Chancellor. It is chaired by the Deputy Vice-Chancellor Research and Innovation who is the Vice-Chancellor's nominee on diversity matters. The role of the Committee is to drive action on student and staff diversity and inclusion at RMIT University. In addition, the Committee will monitor progress, provide advice and make recommendations on matters of strategy to the Vice-Chancellor through the Vice-Chancellor's Executive.

Terms of Reference

- Report on the development and regular review of a University-wide diversity and inclusion plan and its associated subsidiary plans; and monitor and report on progress.
- Consider the development of policies, programs and strategies that support student and staff diversity and inclusion.
- Consider the University's response to and compliance with relevant research and reports, and related legislative requirements, as outlined in state and federal anti-discrimination and gender equality legislation.
- Monitor progress against targets in the diversity and inclusion plans of Colleges and Portfolios.
- Drive progress towards diversity and inclusion goals and targets in the University's Strategic and Operational Plans, and advise on actions to support their achievement.
- Advise on other matters relating to staff and student diversity and inclusion referred to it from time to time.

Committee membership

The Advisory Committee will be chaired by the Deputy Vice-Chancellor Research and Innovation, and will comprise senior leaders, diversity advisors, one professional staff member, one academic staff member, and student members. The Committee aims to ensure diverse personal circumstances and backgrounds, and a cross-section of constituencies, are represented.

Reporting

The Chair reports to the Vice-Chancellor.

Information of interest to the University community will be communicated to the relevant stakeholders via means appropriate to the audience.

Working groups

Working groups may be formed from time to time to oversee specific projects.

Secretarial support

The Committee will be supported by the executive assistant to the chairperson or other support person identified by the chairperson.

Frequency of Meetings

The committee will meet regularly and at least quarterly.

Quorum

Quorum will be half of the number of members plus one member.

Decision Making

The Committee aims to reach agreement on actions by consensus. Significant matters of strategy will be referred to the Vice-Chancellor's Executive for consideration and the Vice-Chancellor for decision.