



# Equality and Diversity Advisory Group

## Terms of Reference

### 1. Status

The Equality and Diversity Advisory Group reports and is accountable to the AGCAS Board of Directors.

### 2. Purpose

The principal aims of the advisory group are to:

- 2.1 Support research to develop understanding of inclusivity and diversity within the higher education careers and employability profession and use findings to make recommendations for changes in policy and practice.
- 2.2 Provide recommendations for improvements to the Learning and Quality strategies to increase access to and progression within the profession
- 2.3 Recognise and highlight the practice of those within our profession, and amongst our stakeholders, who demonstrate particular successes in diversity and inclusion.
- 2.4 Engage with external bodies, contribute to and influence discussions around improving practices related to our profession and concerning race equality.
- 2.5 Working with the Board and Senior Leadership Team, provide responses to external reports and research.
- 2.6 Ensure the advisory group's activities support the AGCAS strategic objectives.
- 2.7 Ensure the advisory group's activities meet the charitable objects of the articles of association.

### **3. Duration of the Working Party**

The advisory group will exist until September 2021. During this time, it will report progress on delivery against its principal aims to the AGCAS Board, and seek their guidance on its work.

The advisory group will make a final report and recommendations to the Board in September 2021. At this point, the Board will review the advisory group.

### **4. Constitution and Membership**

The Chair of the advisory group will be the AGCAS Community Director.

Other members of the advisory group will be based on self-nominations from the AGCAS membership and can include nominees from other AGCAS Committees and groups.

Membership of the working party shall comprise:

- Community Director (Chair)
- Up to 10 other members representing the range of AGCAS member providers, the majority of whom will be Full Members of AGCAS
- Invited guests may include representatives from partner organisations or other AGCAS members co-opted by the Chair for particular activities.

These appointments will be subject to approval by the Board of Directors.

### **5. Approval and Review**

These Terms of Reference shall be approved by the Board of Directors. They form part of Board of Directors' Regulations.

*Last updated: 25 September 2020*