

## Social Inclusion Committee – Terms of Reference

### Preamble

The Federation University Australia Social Inclusion Committee is advisory to the Vice-Chancellor, with a wide-ranging brief to assist FedUni to fulfill its social inclusion goals in the area of equity, diversity and social inclusion matters for staff and students, both on and off campus and including Partner Providers. This includes assisting to respond to matters relevant, but not limited, to:

- Federal and State social inclusion policies and initiatives with respect to FedUni students and staff;
- Federal and State legislation relevant to equal opportunity and anti-discrimination for FedUni staff and students;
- Federal legislation with respect to equal employment for women;
- Matters identified internally through FedUni data analysis and intelligence gathering.

### Membership

- Deputy Vice-Chancellor - Student Support and Services (Chair)
- Nominee of Deputy Vice-Chancellor - Academic
- Director, Human Resources (or nominee)
- Director, Student Connect (or nominee)
- Manager, Aboriginal Education Centre
- Manager, Equity and Equal Opportunity
- Coordinator, Aboriginal and Torres Strait Islander Employment
- Two Federation University students, nominated by the Student Senate
- Two staff members, elected

The Committee may co-opt additional members with lived experience, passion or research interests relevant to the work of the Committee, to promote a diversity of views and perspectives, and to achieve gender balance. The FedUni Social Inclusion Committee may also establish for working groups as needed to give focus to particular student and/or staff issues.

### Terms of Reference

The Committee will:

- a) Oversee the development and implementation of an overarching Social Inclusion Plan for FedUni, with the aim of establishing objectives, and providing a coordinated framework for on-going improvement, with respect to equity, diversity and social inclusion in all aspects of University operation;
- b) Monitor University performance on a range of measures of student and staff equity, diversity and social inclusion (both at aggregated and disaggregated levels), including those as established under the Social Inclusion Plan, and recommend priorities for improvement;
- c) Consider matters put forward by Committee members relating to policies, practices and initiatives relevant to staff and student equity, diversity and social inclusion, and recommend areas for development;
- d) Consider matters as referred to it by the Vice-Chancellor or the Vice-Chancellor's Senior Team;
- e) Review the Terms of Reference and Membership of this Committee on an annual basis.

### Meetings

The Committee will meet at least 4 times per year with the option of additional meetings if required.