

School of Physics Equity and Diversity committee

Purpose and Terms of Reference:

The School of Physics (SoP) is committed to providing a supportive and equitable environment free of conscious and unconscious bias for all staff, students and visitors regardless of gender, ethnicity or origin, culture, language, relationship status, pregnancy, sexuality, medical conditions or disability, age and political or religious belief. The SoP Equity and Diversity committee meets regularly to discuss equity and diversity matters, and aims to:

- Raise awareness of equity, access and diversity within the SoP, and promote a positive workplace culture which embraces diversity;
- Develop and implement best practice with regards to gender, ethnicity, disability and sexual preference during consideration of appointments, promotions and student admissions;
- Record and report on the gender and diversity of applicants, shortlists and appointments for new positions, and academic promotions;
- Record and report on gender diversity in undergraduate and graduate students trained by the SoP, and on diversity among colloquium, seminar, and public lecture speakers;
- Investigate new policies and schemes to support staff and students with significant carer responsibilities;
- Provide advice to staff and students within the SoP concerning equity and access issues, and promote transparency and channels of communication;

Suggested initial priorities:

The SoP recognizes the need for continuous improvement. Some priorities include:

- Development of a draft policy to promote equity in hiring of new staff
- Improving the understanding of conscious and unconscious bias among SoP staff and students
- Increasing the gender diversity of academic and research staff
- Contributing to the equity and diversity policies of the faculty and University
- Develop a set of local provisions to promote an inclusive environment

Suggested membership (and portfolios):

- Chair (membership of Faculty Diversity and Inclusion Committee)
- Head of School
- Academic staff member (women in Physics weekend)
- Academic staff member (diversity statistics and reporting)
- Professional staff member
- Research only staff member
- President PPSS or nominee
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