University Committee for Equity Diversity and Inclusion Charter

Section 1 - Purpose

(1) University Committee for Equity Diversity and Inclusion promotes the achievement of fair and equitable outcomes for all QUT staff and student communities, so that they can thrive and feel a sense of belonging and of being valued as part of the QUT Community.

(2) University Committee for Equity Diversity and Inclusion provides advice and recommends to the Vice-Chancellor and President on Equity, Diversity and Inclusion (EDI) priorities, in line with the principles and values of QUT, legislative priorities and best practice.

(3) University Committee for Equity Diversity and Inclusion has primary responsibility for the implementation, monitoring and review of the QUT Equity Diversity and Inclusion Framework.

Section 2 - Accountability

(4) University Committee for Equity Diversity and Inclusion is a management committee accountable to the Vice-Chancellor and President.

Section 3 - Responsibilities

(5) University Committee for Equity Diversity and Inclusion undertakes the following responsibilities:

- Under the guidelines of the Equity Diversity and Inclusion Framework, monitors and reviews the implementation of university-wide equity, diversity and inclusion initiatives, through the approval and formation of relevant Action Plans, upon the advice of associated Advisory Groups.
- Receives and reviews regular reports on the University's performance against approved equity targets, KPIs and outcome metrics, including workforce and student data disaggregated by relevant QUT EDI priority groups.
- Makes recommendations to the Vice-Chancellor and President and other university committee groups on Policy Instruments and programs to improve equity, diversity and inclusion across all levels of the University, consistent with national and global leading practice.
- Reviews submissions and reports to external bodies (e.g., government agencies, accreditation bodies, or specific charter applications).
- Promotes the coordination and integration of social justice and equity-related efforts across the University through information sharing and promotion of priority programs across faculty and divisional leadership.

Section 4 - Membership

(6) Membership categories:

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a. Vice-President Strategy and Investment as Chair ex officio;
b. Vice-President (People) and Chief People Officer or nominee;
c. Vice-President (Digital) and Chief Digital Officer or nominee;
d. Director, Campus Services or nominee;
e. Vice-President Engagement or nominee;
f. Deputy Vice-Chancellor (Indigenous Australians) or nominee;
g. Chair, University Learning and Teaching Committee or nominee;
h. Chair, University Research Committee or nominee;
i. Deputy Dean of each Faculty or, where a Faculty does not have a Deputy Dean, an Associate Dean nominated by the Executive Dean, and Associate Director, QUT College ex officio;
j. Chairs of equity-related Advisory Groups (Students and QUT EDI Priority Groups) ex officio;
k. Director, Equity ex officio;
l. Director, Student Services ex officio;
m. Director, Student Administration ex officio; and
n. Director, Future Students ex officio.

(7) Nominated members of the Committee serve a term of office of up to two years. The length of a nominated member's term of office is recommended to the nominator by the Chair, on advice from the Secretariat.

Section 5 - Meeting Frequency

(8) University Committee for Equity Diversity and Inclusion meets at least four times a year.

Section 6 - Attendance

(9) The Committee will from time to time invite expert advisors to attend and speak on matters within their area of expertise and can co-opt members in line with Council Procedure 1 - Committee Operations. The Chair of University Committee for Equity Diversity and Inclusion will attend at least one Executive Leadership Team meeting per year to discuss strategic equity, diversity and inclusion priorities for the University and other associated issues of strategic importance.

Section 7 - Reporting and communication

(10) University Committee for Equity Diversity and Inclusion reports to the Vice-Chancellor and President regularly, and the Executive Leadership Team after each University Committee for Equity Diversity and Inclusion meeting.

Section 8 - Procedures

(11) University Committee for Equity Diversity and Inclusion operates in accordance with the Committee Governance Policy and Council Procedure 1 - Committee Operations.

Section 9 - Secretariat and Executive Officer

(12) The Vice-President (Administration) and University Registrar will nominate a secretary and executive officer.

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Status and Details

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Responsible Officer	Sonya Betros Director, QUT Governance
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Glossary Terms and Definitions

"Executive Dean" - Executive Dean includes Executive Director, QUT College.

"QUT Community" - QUT community means all staff, students and authorised visitors – as defined in the Code of Conduct – Staff.

"Faculty" - Faculty means a formal grouping of academic programs, schools, disciplines, centres, or any combination of these, drawn together for educational purposes and/or administrative efficiency and convenience.

"Policy Instrument" - Means any Framework, Policy, Procedure or Protocol approved and published in the MOPP or DW.

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