

Equity, Diversity and Inclusion (EDI) Working Group: Expressions of Interest

SRHE is committed to fostering an academic community and workplace culture that is diverse, inclusive and respectful, recognising that a dynamic mix of backgrounds, experiences and perspectives enrich the Society and its activities.

The Society's *Strategic Plan (2024-2029)* contains as a key objective: "Accessibility: foregrounding equity, diversity and inclusion", and outlines several priority actions in emphasising EDI as integral to both research and practice within the Society's governance, activities, and membership.

To support this work, SRHE invites expressions of interest from members to join our EDI Working Group. This group will consider the Society's structures and pursuits, provide guidance on the plan's priority actions, and provide a steer to trustees, committees, Society staff, and the Society membership more generally on how best to embed principles of EDI into Society governance, membership, and activities from both a UK and international perspective.

Remit and Scope

To develop and facilitate SRHE's work in advocating for and supporting greater equity, inclusivity, and diversity in higher education research. In line with our foregrounding of EDI as a stated value, to encourage a wide and diverse community of researchers internationally and cross-disciplinarily to make use of the Society and its resources, by working with Society trustees, committees, staff, and its wider membership. To support the Society's objective to emphasise equity, diversity, and inclusion as integral to both research and practice in the field of higher education, and within the Society's governance, activities, and membership.

Objectives

- Pursue and advise the Society on the priority actions related to Accessibility in the *Strategic Plan*
- Advise Council on a formal EDI strategy that promotes membership resources, publication avenues, and research funding opportunities to a more diverse membership, particularly targeting under-represented groups and geographical regions
- Develop guidance and procedures which reduce obstacles to participation and reflect a greater variety of perspectives, skills, and experiences throughout the Society's work.
- Work with the Research and Development Committee to inform programming of events and workshops
- Advise Governance and appointments committee on EDI good practice
- Liaise with Publications committee (particularly its editorial and publishing members) to support research submissions from under-represented regions
- Steer and suggest good practice for SRHE's Governing Council
- Draw on and share best practice and resources from external sources such as the Academy for Social Sciences (AcSS) and its EDI Caucus with the Society's committees, membership and staff
- Advise and assist in the formation and implementation of EDI monitoring and reporting measures (eg in membership, awards, recruitment, etc.)

Measure(s) of Success

- A broader composition of members, applicants, trustees, committee members and others involved with the Society's work
- Provision of training on accessibility and inclusivity both for staff and for SRHE's members/wider community
- Implementation of accessibility measures in the materials we produce (including digital materials)
- Instigation of clear accountability structures and mechanisms to evaluate the Society's EDI work

The role(s) of the working group within SRHE

- To provide a safe forum for discussion of equity, diversity and inclusion issues
- To facilitate the gathering of knowledge and experiences of EDI issues in the higher education sector
- To liaise with trustees, committees and staff to advise on measures for greater equity, diversity, and inclusivity, and related transparency, within the Society and its membership

EDI Working Group (WG) structure

- Suggested WG size: 8 members
- Suggested lifespan of Working Group: 3 years
- Following an open call to SRHE's membership, expressions of interest are assessed against selection criteria by SRHE executive team in consultation with G&A committee members and WG members appointed
- WG members may nominate other SRHE members to be co-opted for particular projects/consultation, subject to approval by G&A -- this is likely to occur in Year 2 when the WG will drill down into the UK protected characteristics in detail
- Meeting frequency -- three times per year
- Committee liaison -- WG minutes to be forwarded to all committees, highlighting any recommendations that may have implications for the work of individual committees -- WG members will also present to Council, committees, and staff where appropriate
- Reporting -- regular reports including recommendations will be made to G&A who will forward these on to Council.

To be completed: your expression of interest

To express your interest in participating, please complete the short form located at <https://srhe.ac.uk/get-involved/> by **17 June 2024**.

Thank you very much indeed for expressing your interest in participating in the SRHE EDI Working Group. Expressions will be reviewed as soon as possible after the closing date, and we aim to respond to you by the end of June 2024.