

Equality, Diversity, Inclusion, and Interculturalism (EDII) Implementation Committee

(Subcommittee of Equality Committee)

Members

Term of Office

4 Years

Schedule of meetings

4 times a year

Terms of Reference

Chair:	Director of EDII	<p>Overall Aim:</p> <p><i>The EDII Implementation Committee will oversee the strategic development and mainstreaming of EDII at MIC. It will support the enactment of the MIC Athena SWAN Action Plans (Institutional and Faculty), national/EU/international EDII policy recommendation and other opportunities/activities. These include: Public Sector Duty, Gender Based Training, EDII Engagements, HR Policies, External Communication, HEA National Review of Gender Equality in Irish Higher Education Institutions (2016) and Gender Action Plan 2018 – 2020 (2018), policy and future HEA/HE sectoral recommendations, College of Sanctuary, and LGBT+ Ally Programme, to mention a few.</i></p> <p>Responsibilities:</p> <ul style="list-style-type: none"> • Support the strategic development and implementation of EDII as a core strategic pillar of MIC; • Monitor the implementation of the MIC Gender Action plan which incorporates the Athena SWAN Action Plan and identify any potential issues and corrective actions and work towards the renewal of a
Members:	Vice President Governance & Strategy	
	EDII Project Manager	
	Director HR	
	Dean of Arts (or nominee)	
	Dean of Education (or nominee)	
	SU President or Student Representative	
	EDI Champion: Faculty of Arts Faculty of Education MIC Thurles 2 x Professional Services	
Recording Secretary:	TBC	

Version:	1	Adopted by ET, EQ and UR June 2022	<p>Bronze level Institution award and application of a Silver level award;</p> <ul style="list-style-type: none"> • Monitor and receive updates on the implementation of faculty level Athena Swan Action Plans; • Ensure the MIC Gender Action Plan aligns with the activities required by the HEA Gender Action Plan 2018-20; • Review and support departments/faculties to apply for EDII awards, seed funding opportunities, development of new activities, and review progress on faculty departmental awards; • Receive updates from EDII Champions and consolidation of activities under the EDII remit; • Produce an annual progress report that is shared with all staff; • Provide inputs/narrative/case studies on progress to be included in the EDII website and other communication fora; • Consider the EDI developments nationally e.g. Athena SWAN Ireland National Committee, HEA's VP/Director EDI group, Athena SWAN Ireland Practitioner Network; • Engage fully with the Student Union Equality, Diversity and Inclusion and Officer. <p>Reporting Structure:</p> <ul style="list-style-type: none"> • Report to the MIC Executive Team and MIC Equality Committee

Note:

As per the AS Action plan, membership should be diverse and gender-balanced (at least 40% of male and female members). The chair role will be rotated or appoint a co-chair to ensure that at least 40% of chairs of key influential committees will be of each gender any given year.

It should be reviewed annually to ensure staff and students are represented.