The diversity of Queen Mary students and staff is a defining feature of the university which enhances the quality of all our work. We recruit students and staff of the highest intrinsic talent and potential and our aim is to nurture that talent more effectively so that everyone at QM can flourish and reach their potential. To do this we must create an inclusive work and study environment free of discrimination where everyone can be themselves and where their different contributions are valued and respected.

To achieve this aim we have embedded equality and diversity considerations in all our activities and decision-making processes starting with a new equality and diversity governance structure. The reconstituted Equality and Diversity Steering Group (EDISG) plays a central part in the new arrangements. Its role is to:

- Provide a strategic overview on all equality and diversity matters
- Agree university-wide equality and diversity objectives
- Agree KPIs and targets for meeting those objectives
- Oversee the implementation and monitoring of those KPIs and targets
- Ensure that QM meets (and where appropriate exceeds) its legal requirements to:
  - Eliminate unfair discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
  - Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
  - Foster good relations between people who share a relevant protected characteristic and people who do not share it

It will fulfill this role by:

- Holding Faculties and Professional Services accountable for delivery of the plan in their respective areas.
- Working in partnership with QMSU to ensure the University structures, regulations and support services continue to monitor and respond to equality and diversity considerations in relation to our student body and staff-student interactions.
- Overseeing institutional submissions to external bodies for charter mark recognition or awards in the area of equality and diversity, in particular Athena SWAN including overseeing implementation of those plans.
- Receiving a report from the Equality, Diversity and Inclusion Forum and considering issues raised.

Membership
Joint Chairs - QMSE Members (Chief Operating Officer and HSS VP)

Ex Officio Members
Chairs of the 3 Faculty EDI Groups
Chair of the Professional Services EDI Group
EDI Senior Academic Lead/Chair of the Equality, Diversity and Inclusion Forum
EDI Manager
EDI Coordinator (Secretary)
HR Director
Trade Union representative from each of the recognised Trade Unions – UCU, Unite, Unison (one member from each Union)
President QMSU
Athena SWAN Champion (Deputy Chair)

In Attendance
As invited

Meeting frequency and quoracy
The EDISG meets 3 times per year and requires 40% quoracy (6 members).

Reporting Lines
- Reports to QMSE (HR Sub Committee) via the Chair
- As appropriate provides reports to Senate or Council
- Information disseminated to faculties and Directorates by Steering Group members
EDI Governance Structure at QMUL.