

**Imperial College Union  
Board of Trustees / 29 Sept 2021**

**EDI Strategy Task & Finish Group**

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Purpose: To approve the terms of reference for the EDI Strategy Task and Finish Group.

### **1. Context**

In May 2021 the Board of Trustees approved our new strategy – Back to Basics, which sets a clear path for the organisation over the next two years. A major piece of work we now need to undertake is to develop and approve an organisation-wide equality, diversity and inclusion (EDI) strategy and action plan. All three concepts sit at the heart of everything we do. Namely:

It is central to our mission: to make a positive impact on the experiences and outcomes of all Imperial College students from all backgrounds.

It is codified in one of our aims: to reduce and challenge inequalities affecting students.

And it is made explicit in one of our values: we are inclusive in everything that we should do.

### **2. Terms of Reference**

#### Why is it needed?

The task and finish group will add value due to:

- i. *Focussed expertise or experience*: we need to draw on the expertise within the Union, but also consult widely with students on key topics.
- ii. *Increased engagement*: we need to ensure key staff and service areas are 'bought into' the work to increase its impact.
- iii. *Increased agility or speed*: there is a defined timeline in order to get the work done by May 2022.

#### Principal purpose

The principal purpose of the task and finish group is to develop an organisation-wide EDI Strategy & Action Plan for approval by the Board of Trustees in May 2022.

#### Specific objectives, activities and powers

Specific objectives and activities of the committee include:

- Develop and manage a tender process to engage an external partner to support the development of the project.
- Consider research and findings from a discovery exercise, and to identify key themes for wider consultation and engagement.
- Consider draft objectives, actions and language ahead of wider consideration by the Board.

#### Composition of the committee

Managing Director (Chair)  
Union President

Deputy President Welfare  
Advice & Representation Manager  
Student Opportunities Manager  
1 x Student Trustee  
1 x External Trustee

Secretary: Managing Director  
Assistant Secretary: Governance & Democracy Officer

Lifespan, frequency and reporting

The committee should exist until the strategy is approved by the Board, who will then take on responsibility for monitoring.