Equality, Diversity, and Inclusion (EDI) Committee Work Schedule 2023/24

This includes:

A. Terms of Reference for the Equality, Diversity, and Inclusion (EDI) Committee
B. Key Projects for 2023/24

A. Terms of Reference

- The EDI Committee comprises those in a leadership role in a business school and/or experts in inclusion.
- The Chair of the Committee is appointed by the Chartered ABS and endorsed by the Chartered ABS Council.
- The Committee will normally meet three times a year, or more often if necessary.
- The Committee reports to the Chartered ABS Council through its representative on the committee and will define and deliver its key priorities as outlined in the objectives set below.

The Chartered Association of Business Schools recognises that institutional and individual commitment to equality, diversity, inclusion and belonging supports and advances social justice, responsible management, and successful business.

The purpose of the EDI Committee is:
1. To provide strategic guidance to the Council of the Chartered ABS to influence the development of inclusive practices to advance equity in business schools and highlighting concerns relating to EDI that should be prioritised.
2. To increase awareness that EDI and belonging are central to business school purpose and success; to increase awareness about areas of EDI which require attention.
3. To provide a forum for the exchange of ideas and good practice to support Schools to develop effective inclusive practice.
4. To develop, commission and support one-off EDI-related projects by business schools.

Key Action Priorities for the committee include:

1. Developing a CPD programme designed to support business schools in improving inclusion and belonging.
2. Building a range of platform opportunities across the Chartered ABS events to highlight challenges and share best practices concerning EDI across the business school community.
3. Developing EDI-related projects and guidance (research, events, etc.) to support the advancement of inclusion across business schools, to be funded and supported by the Council.
4. Identifying routes where inclusion metrics and targets could be implemented across the Chartered ABS range of membership services such as the Certified Management & Business Educator (CMBE), the Small Business Charter and the Help to Grow: Management Programme, Conferences and Events.
5. Oversight and support of the Race Equality Action Group, its priorities and delivery.

Committee Membership (applies to all Chartered ABS committees)

1. The Committee will make use and maximise the diversity and differences apparent within our Business School community; this includes, but is not limited to gender, race, skills, experiences, religion, sexual orientation, and other facets of diversity.
2. More specific to the Business School community, consideration should also be given to university mission group, geographic location, career stage, career pathways and other facets of organisational diversity.
3. In choosing or reviewing membership of the committee, member selection will consider the benefits of having a diverse and inclusive committee. This may manifest itself through active monitoring and recruitment of members from communities that represent one or more protected characteristic(s) and/or selecting members that traditionally are underrepresented in business schools. Where possible, good practice will be reviewed and implemented in our own organisations and Chartered ABS.
4. Where the nature of the committee restricts membership candidature (such as the need to hold specific roles within a business school), the ToR should include the need to consider whether other representative members can be co-opted and should be supplemented with a clear statement on how the committee will engage a diverse range of voices, reflecting the spirit of these membership guidance.
5. Attention will be paid to the intersectionality of diverse identities and how this is reflected within the committee and its decisions.