

Amendment to the Bye-Laws - Creating EDICT, a new Equality, Diversity and Inclusion Committee

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Summary:

This policy amends the SU Bye-Laws, specifically section 8.6 "*Equal Opportunities Committee*" and section 11.6 "*Equality, Diversity and Access Committee*". This amendment creates **EDICT** (Equality, Diversity and Inclusion Committee), a new committee merged from the Equal Opportunities Committee and the similar Equality, Diversity and Access Committee, with a much sharper focus; to research and reduce attainment gaps for liberation groups on campus, represent and tackle liberation issues on campus, and to make sure that liberation groups have the power to change the culture at UEA.

Union Notes:

1. Neither the Equal Opportunities Committee (EOC) or Equality, Diversity and Access Committee (EDA) has met in the last year.
2. That whilst both Never OK and Changing the Culture Taskforce are meant to tackle hate crimes (based on racism, homophobia, transphobia, ableism, etc.), neither are as effective as they could be with hate crimes.
3. That if the EOC or EDA do not meet, no change can be made to address participation and attainment gaps at the university.

Union Believes:

1. An active committee to action change with regards to equality, diversity, access and inclusion is desperately needed.
2. That Never OK has been very successful, but that to champion equality, diversity, access and inclusion on campus, we must have a review of our standing Equality Strategy every two years.

Union Resolves:

1. Delete Bye-Laws 11.6 through 11.7, "*Equality, Diversity and Access Committee*".
2. **Delete Bye-Laws 11.1.3 "The Equality, Diversity and Access Committee"**

3. Amend Bye-Law 11.2.6 "Shall receive the annual review from the Equal Opportunities Committee and its recommendations as required by Bye-Law 8: Equal Opportunities Regulations and will evaluate the review and its recommendations and make consequent recommendations to the Trustee Board;" to "Shall receive the annual review regarding staff from the Equality, Diversity, and Inclusion Committee and its recommendations as required by Bye-Law 8: Equal Opportunities Regulations and will evaluate the review and its recommendations and make consequent recommendations to the Trustee Board"
4. Amend Bye-Laws 8.6 through 8.7, "*Equal Opportunities Committee*" to the below:
 - a. **Equality, Diversity, and Inclusion Committee (EDICT)**
 - b. **8.6** There will be a committee of student leaders and uea(su) staff, and an external trustee. The committee will be called the Equality, Diversity, and Inclusion Committee (EDICT). EDICT will actively carry out research on issues of equality, diversity, and inclusion of liberation groups on campus. EDICT will carry out an audit of uea(su)'s Equality Strategy every two years. **EDICT will review the Equal Opportunities Regulations annually.** It will be a change-making committee, committed to solving pertinent equality, diversity, and inclusion issues at UEA through making recommendations to the **Trustee Board** and the university executive. It will monitor Bye-Law 8 and the implementation of regulations and monitor performance against staff Equality and Diversity targets.
 - c. **8.7** EDICT's membership will consist of
 - i. **8.7.1** Seven members with voting rights: the Welfare, Community, and Diversity Officer, an External Trustee, and Five Part-Time Officers. Of the part time officers, four places will be guaranteed to part-time officers who self-define within the following liberation groups: one guaranteed Woman+ Place, one guaranteed Disabled Place, one guaranteed LGBTQ+ Place, and one guaranteed BAME place. The fifth place will be an Open Place, open to any Part-Time Officer of any identification.

- ii. **8.7.2** Two members in attendance without voting rights: the Director of HR and the Director (Membership).
- iii. **8.7.3** Invited observers and commenters without voting rights who are identified by EDICt as Student Leaders on campus who may not have elected positions but have knowledge about the problems effecting liberation groups on campus. They do not vote but can share their information and knowledge with the committee.
- iv. **8.7.4** The Part-Time Officer members of EDICt will self-nominate in Student Officer Committee and be elected by fellow officers (Part-Time and Full-Time) to membership positions. Only officers who self-identify within a liberation group may vote for a liberation group place. This means only self-identified Women+ can vote for the Woman+ place; only self-identified Disabled officers can vote for the Disabled place; only self-identified LGBTQ+ officers can vote for the LGBTQ+ place; and only self-identified BAME officers can vote for the BAME place. All officers may vote for the Open Place Part-Time Officer position. There is no minimum quorate needed for a vote for liberation places to be valid.
- d. **8.8** EDICt will elect a chair and deputy chair, who will create committee agendas and serve in a similar capacity as the chair and deputy chair of Student Officer Committee.
- e. **8.9** EDICt will meet at least every two months.