



## **Science & Technology Australia Equity, Diversity and Inclusion Committee**

### **Terms of Reference**

1. The Committee is Chaired by a member of the Executive Committee (and may be co-Chaired by another committee member who is not a member of the Executive Committee).
2. The Committee reports to the Board of STA. It cannot make decisions on behalf of the Board but may recommend decisions or courses of action to the Board.
3. The Committee will comprise of no fewer than four and no more than seven members, drawn from and broadly representative of STA membership, with the option to include an independent expert member. The Committee should take into account diversity of gender, culture, language, sexuality, age, dis/ability, geography, discipline and institution type. The President and CEO of STA are additional ex-officio members of this Committee.
4. Membership of the Committee will be for a two-year term, with half the appointments at establishment for a one-year term; at least half of the Committee should turn over every calendar year.
5. The Committee will meet a minimum of four times per year. A minimum quorum of 50% of committee members is required for a meeting to proceed.
6. The Committee's role is to:
  - a. Provide guidance to STA's Executive Committee and Board on strategic issues of equity, diversity, and inclusion (EDI) in the STEM sector (working with the STEM Sector Policy Committee where appropriate)
  - b. Seek and build mechanisms to proactively support improved EDI policies, practices and procedures for and within STA's member organisations
  - c. Guide STA's own EDI policies, procedures and practices.