

Department of Economics

TERMS OF REFERENCE

1. Name of Committee

Departmental Equity, Diversity and Inclusion (EDI) Committee

2. Status of the Committee

The EDI Committee is a sub-committee of the Department of Economics Committee.

3. Equity, Diversity and Inclusion

Equity, diversity and inclusion refer here to the treatment, representation, and wellbeing of individuals with any of the nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) listed in the Equality Act 2010, as well as neurodiverse individuals and individuals from a disadvantaged socio-economic background. In addition, it refers to ensuring respectful working relations across departmental hierarchies.

4. Remit

The EDI Committee is the main forum for monitoring, promoting, and protecting equity, diversity and inclusion in the Department, among both staff and students, and across all areas of academic life, including – but not necessarily limited to – admissions, student progression, curriculum, recruitment, promotion, and relations between students and staff as well as among students and among staff members. In pursuit of this mandate the committee will

- review and monitor departmental policies and practices with regard to their impact on equity, diversity and inclusion, and, where appropriate, make recommendations for change;
- identify strategies and coordinate efforts towards enhancing the diversity of the department's student body, faculty, and staff;
- promote a greater awareness of equity, diversity and inclusion issues, including through disseminating data and relevant research findings;
- explore pro-active policies that can address bias and prejudices that impact upon individuals with protected characteristics, and promote a working environment in which concerns about equity, diversity and inclusion can be freely raised and discussed, and all members of the department feel themselves treated as equals;
- monitor the general wellbeing of members of the departmental community who may be at greater risk of prejudicial treatment and impact on their wellbeing (e.g. from feelings of loneliness, difficulties in cultural adjustment, exclusion, harassment or bias) due to having one or more protected characteristic;
- liaise with others responsible for EDI concerns in the LSE as a whole.

5. Mode of Operation

The EDI committee will meet once per month and will report to the Departmental meeting.

The committee may devolve work in specific areas to subcommittees or working groups. These work units may be enhanced by contributors who are not members of the EDI committee.

The committee may choose to invite selected non-members (including members of working groups) to attend specific meetings to provide information or to coordinate future work.

The committee may decide to hire a Research Assistant, which will be paid for from departmental funds.

6. Membership

Seven members of the Department of Economics Committee, including the Head of Department, the Deputy Head of Department (Education), and at least one PSS representative.

7. In attendance

- Department Manager
- Department Executive Assistant

8. Department EDI Representative

The Chair of the EDI Committee will normally act as the Department's EDI Representative. However, the Chair can appoint another member of the EDI Committee to be the EDI Representative, by mutual consent.

These TORs approved at the Economics Department Meeting of 2 February 2022