## Equality, Diversity and Inclusion Advisory Board

The Equality, Diversity and Inclusion (ED&I) Advisory Board is charged to provide challenge and advice in developing STFC as an inclusive workplace with practices, policies and processes that promote equality, diversity and inclusion across all of STFC’s activities as an employer, funder and partner. The ED&I AB reports directly to Council, but the ED&I AB recommendations will be fed directly into the STFC ED&I Implementation Group.

### Membership

The ED&I Advisory Board includes at least one member of STFC council, members of STFC staff and independent members. Its initial membership will include:

* One member of STFC Council (Chair);
* Between three and five independent members (external to STFC), recruited and appointed through an open application process.
* Head of STFC’s ED&I HR function.

Members of the ED&I Advisory Board will be selected based on a sound track record of achievement (and/or potential) in challenging and progressing ED&I within similar and/or complex organisations. The diversity of members’ backgrounds and experiences should be considered and prioritised.

### Remit

The ED&I AB will:

* Act as advisories and ambassadors for matters of ED&I in the Research and Innovation space within STFC’s remit as an employer, funder and partner;
* Provide guidance to the Head of STFC’s ED&I HR function on the development of STFC’s ED&I strategy;
* Oversee the progress and impact of STFC’s 2017-2020 ED&I Strategy and associated action plans;
* Provide regular updates and assurance to STFC Council;
* Horizon scan and identify key areas of STFC’s work where ED&I is not practised (or not practiced sufficiently) and challenge this;
* Drive positive change to embed ED&I into all areas of STFC’s work as an employer, funder and partner;
* Ensure that STFC leads by example in the UK and internationally within STFC’s research and innovation remit, key partners and stakeholders.

### Meetings and Reporting

The ED&I AB will meet twice yearly. At each meeting, the ED&I AB will receive updates from and provide advice/input to STFC’s ED&I Implementation Group.  Members of the ED&I AB may be asked to act as independent members of Task and Finish groups set up by the ED&I Implementation Group.

The secretariat will be provided by STFC HR office.