Academic Freedom and Freedom of Expression: EDI (Equality, Diversity and Inclusion) Work Stream

Terms of Reference

Purpose

The purpose of the Equality Diversity, and Inclusion Work Stream is to consider the intersection between Academic Freedom, Freedom of Expression and Equality, Diversity, and Inclusion (EDI)

Guiding Question(s)

1. How can our university community celebrate its diversity, including intellectual, affirming the democratic principles of academic freedom and freedom of expression, while fostering a respectful and inclusive environment?

Remit

The work stream group will:

1. identify and amplify the interplay and tensions between academic freedom/freedom of expression and equality, diversity and inclusion as core values of the University's mission and purpose.
2. engage with the university community to explore the EDI aspects of academic freedom and freedom of expression, including the responsibilities that come with exercising these freedoms
3. in collaboration with our community, devise events, develop resources & workshops and contribute to the Coordinating Group's communication plan,
4. by exploring case studies and experiences from global Higher Education contexts, consider how a respectful and inclusive environment can be further fostered, while allowing for open and critical inquiry,
5. co develop guidelines to help individuals engage constructively in navigating complex topics around academic freedom, freedom of expression & EDI, while retaining a respectful discourse
6. create a plan for the workstream, so that progress can be tracked and issues rectified.
7. support the AF & FoE co ordinating group, including to identify and plan communications that are needed to support any new policies, procedures or guidance, or other deliverables

Membership

The Work Stream membership will include those with relevant academic and professional expertise and experience

Timescale and meeting arrangements

The number, frequency and format of meetings will be ordinarily monthly. However, additional meetings may be scheduled in support of the milestones and key deliverables. To ensure maximum participation, meetings may be online unless the purpose of the meeting would be better supported by a different mode.

The meeting agenda and any papers will normally be circulated via email, at least 5 working days prior to each meeting, and a note of actions will be circulated within 5 working days of each meeting.

Reporting

The Work Stream will report monthly (using the standard reporting template) on its progress to the Coordinating Group and will support the achievement of deliverables within its focus area.

Governance and Operation

The Academic Freedom and Freedom of Expression EDI Work Stream reports to the Coordinating Group via the Work Stream Convenor. The EDI Work Stream has a structural link to the University EDI Committee.