



## **SLSA EQUALITY AND DIVERSITY: STANDING GUIDANCE TO ALL SLSA SUB-COMMITTEES AND WORKING GROUPS**

### **Commitments and Policy**

The SLSA is committed to equality, values diversity, and seeks to promote an open, inclusive and socially representative professional association and scholarly community. These values are set out fully in the SLSA's Equality and Diversity Policy. We are committed to realizing them in our work on all facets of higher education in the UK and are guided by them in the internal processes of the Association.

The Policy requires us 'to integrate reflection on equality and diversity into all aspects of decision-making in the Association' and 'to review our progress in realizing them annually'. To that end the SLSA has established an Equality and Diversity Sub-Committee to ensure this Policy is taken into account in all the activities of the SLSA.

### **Implementation**

The Policy states the following as regards implementation by all Sub-Committees:

'We commit each of our other sub-committees to change its Terms of Reference to reflect these values, and each sub-committee chair to account for this Equality and Diversity policy in reporting to the Executive and Annual General Meeting on decisions made and decision-making processes. Additionally, as and when required, the Equality and Diversity sub-committee will provide written guidance to executive members responsible for making decisions which relate to the allocation of funding to support such research activities or events. This ensures that all decisions and activities undertaken or supported by the Association, are crucially underpinned by the SLSA Equality and Diversity policy.'

### **Actions for Sub-Committee Chairs**

1. Amend their Terms of Reference.
2. Ensure that calls for applications to funding and other award schemes reference the Associations commitments regarding Equality and Diversity.



3. Ensure that all Sub-Committee members have been reminded of the need to consider Policy at the outset of any decision-making process.
4. Consult with the SLSA Equality and Diversity Sub-Committee, through its chair, where advice is needed at any point during that process.
5. At the end of the process, Report back to the SLSA Executive on how Equality and Diversity issues were addressed and on specific issues arising in decision-making. The latter include examples of best practice, problematic issues, and suggestions for amending the policy.

### Change Record

Date of Change:	Changed By:	Comments:
17/09/2020	EKD	Policy approved by the Trustees