

Terms of Reference
EQUITY, DIVERSITY & INCLUSION
RESEARCH SUB-COMMITTEE (RsC)



Committee Membership

Chair: Penny Jane Burke, Centre of Excellence for Equity in Higher Education (CEEHE)
Ifte Ahmed, School of Architecture and Built Environment
Anna Bennett, Pathways and Academic Learning Support, Enabling research expert
Matthew Bunn, CEEHE, Australian Student Equity research expert
Bethany Butchers, Newcastle Law School, Student
Kath Butler, Head of Wollotuka Institute
Julia Coffey, School of Humanities, Creative Industries and Social Sciences
Adriana Hara, School of Creative Industries, Humanities and Social Sciences, Student
Jessica Kellar, School of Creative Industries, Humanities and Social Sciences, Student
Matt Lumb, CEEHE, Equity Evaluation Expert
Sally Patfield, School of Education, Centre for Teachers and Teaching
Kirsty Pringle, Assistant Dean, Equity, Diversity and Inclusion Representative
John Sandy, School of Creative Industries, Humanities and Social Sciences, Student
Kylie Shaw, Office of Graduate Studies

The Terms of Reference (ToR) are to be read in conjunction with the ToR for the Equity, Diversity & Inclusion Committee.

1.0 Purpose

The purpose of the Equity, Diversity & Inclusion Research Sub-committee (the sub-committee) is to enable the translation of research and evaluation that advances equity in higher education policy and practice at the University of Newcastle through its immediate work and through strategic advice to the EDI Committee.

2.0 Functions and Scope

The sub-committee will draw together key and up-to-date insights from international, national and institutional research in the field of equity, diversity and inclusion in higher education to advise strategic development. To support this, it will:

- 2.1 provide expert academic advice, and student feedback, that enables explicit connection between research, evaluation and practice to be made to support EDI strategy implementation;
- 2.2 advise on development of research strategies that inform institutional policy and practice;
- 2.3 identify and support research grant opportunities which would inform University strategy;
- 2.4 foster capacity-building in connecting equity, diversity and inclusion research and practice.
- 2.5 draw together institutional expertise on emerging policy agendas and attendant research insights from the field

3.0 Membership

- 3.1 The sub-committee consists of leading University of Newcastle researchers in the field of equity, diversity and inclusion in higher education, research assistants, higher degree researchers and student representatives.
- 3.2 The sub-committee will comprise the following members:
 - a. **Chair:** Leading researcher in equity, diversity and inclusion. Current nominee: Global Innovation Chair of Equity and Director, Centre of Excellence for Equity in Higher Education (CEEHE)

Nominated members:

- b. Enabling research expert,
- c. Indigenous research expert,

- d. Equity in Graduate Research expert,
- e. Equity evaluation expert,
- f. Australian Student Equity research expert,
- g. Assistant Dean, EDI representative,
- h. Scholars engaged in equity, diversity and inclusion research.
- i. Students, including:
 - HDR Student research and practice representative
 - Undergraduate Student research and practice representative
 - Pathways (Open Foundation or Yapug) Student research and practice representative

The EDI Research Sub-committee will be supported by CEEHE in terms of coordination. Membership will adhere to the University's [Gender Inclusive Membership of University Committees Policy](#).

Frequency of Meetings: 3 per year