

## **Equality, Diversity and Inclusion (EDI) Committee\_ TORS**

The EDI committee is a voluntary group, which operates to the benefit of MBA members, the MBAs Citadel Hill Laboratory in Plymouth, UK and for the discipline of marine science by aiming to *“increase diversity in marine sciences and seek better visibility, engagement and accessibility for underrepresented groups, marine researchers and students, including but not limited to class, disability, ethnicity, gender, neurodiversity, sexuality and awareness of potential intersectionality”*. When appropriate, The EDI Committee will work with other societies to enhance diversity throughout the scientific community.

### **Meetings**

The EDI Committee should aim to meet at least quarterly although meetings that are more frequent may be called if necessary to deliver specific tasks. It is the responsibility of the EDI Committee lead to decide on the frequency of meetings and to organise attendance (on the assumption most meetings will be held remotely).

### **Activity**

The group may engage in a range of activities including but not restricted to:

- Responding to general MBA requests for information and advice regarding issues relating to EDI
- Highlighting issues around EDI where the MBA could comment and / or provide support (including input for consultations and inquiries)
- Promoting MBA values and membership.
- Suggesting changes or additions to the MBAs areas of activity (e.g. comms) to better reflect EDI thinking.
- Representing the MBA at meetings including parliamentary inquiries and discussions, (funded by MBA if as a result of a specific request from the MBA).
- Liaising with other Associations, Societies and organisations where appropriate on EDI issues
- Maintaining a ‘horizon-scanning’ document to inform a timetable of activities.
- The EDI Committee is also a discussion forum for those interested in EDI issues

### **Committee Roles**

The EDI Committee will be governed by a committee of members but is open to all members to participate in as corresponding members. Oversight of Committee will be the responsibility of the Head of Policy and Engagement who will also be a key point of contact in addition to the membership office.

#### **Chair: Rob Camp**

The Chair will chair the meetings of the EDI Committee and take overall responsibility for agreeing the activities and direction of the group. The Chair will agree to serve an initial two-year term renewable upon agreement of the committee and the MBA Head of Policy and Engagement. The Chair will represent the group, or ensure appropriate representation, at the highest levels including but not restricted to, external meetings, MBA Senior Management and MBA Trustees (if requested to do so).

**Vice-Chair:** Yasmin Meeda

The vice-chair will support the EDI Chair and step in as meeting chair if the Chair is not available.

**Communications lead:** Cordelia Roberts

This person in this role will support the group in its communication activities. They will also act as the primary liaison with the MBA communications group based at Citadel Hill, primarily liaising with the MBA Head of Communications.

**Citadel Hill Liaison:** Jack Sewell

This person will be an MBA member who is also based at the MBA's Citadel Hill Laboratory. They will feed into MBA Senior Management (SMT) (via reporting mechanisms below) and provide input as appropriate on EDI issues. This role can also be included as part of the Chair's role if the Chair is based at Citadel Hill.

**Secretary:** Joanna Hartley

This individual provides support to the chair by keeping records of meetings and any other supporting tasks. This role can be long-term if agreed but otherwise can be rotated among members of the committee.

**Member:** Scott Gudrich, Georgia Small, Georgia Stanfield, Jenny Hickman, Esther Farrant  
Members of the committee who attend committee meetings. They may agree to take on other roles as identified by the Committee and/or be delegated to lead committee sub-groups looking at specific EDI areas.

**Sub-group members:**

In the event a sub-group of the committee is established then individuals may be asked to join this sub-group. In this case it is only necessary that the sub-group lead is a member.

**Corresponding Members:**

MBA members who do not wish or who are not able to be involved directly in the committee but would like to be kept informed of activities and developments.

**Budget/support**

The EDI will largely be voluntary led and run. However, the MBA will seek to establish a budget line to provide support where possible. The EDI will be profiled on the MBA website and an accessible discussion area for the EDI will be created by MBA on TEAMS. If the EDI lead or another representative is specifically requested by the MBA to represent the MBA (e.g. attending a government committee) then funds for travel may be provided.

**Reporting**

Meeting minutes will be circulated to all EDI Committee members and updates on key developments will be provided to MBA members via bulletins. The EDI Committee Chair will be sent a request for a brief update before MBA Trustee meetings so any highlights can be reported