

## A refreshed FPH Equity, Diversity & Inclusion Committee

### Terms of reference

#### Renamed

FPH Equity, Diversity & Inclusion Committee (previously the Equality, Diversity & Inclusion Committee)

#### Function

To provide oversight to all the equity, diversity and inclusion work of the Faculty of Public Health, internally and externally. This will include:

- 1) Ensuring the Faculty meets its legal and ethical requirements for equity, diversity and inclusion in all its work and services, and ensure the delivery and implementation of its anti-racism framework.
- 2) Promoting equity, diversity and inclusion in the public health workforce and training and all public health services.
- 3) Identifying, advocating for and taking concrete actions to tackle both individual and systemic inequalities in the public health workforce.
- 4) Working collaboratively with members through a range of Special Interest Groups (SIG) to enable and support the delivery of specific EDI workstreams.
- 5) Holding to account FPH to ensure that it meets its Equality Duty.
- 6) Seeking to influence the culture of FPH to ensure equity, diversity and inclusion are embedded in all aspects of work as a core principle.

Equity is ensuring individuals or groups of individuals have the resources and opportunities they need to achieve equal outcomes, ensuring they are treated fairly in a way that is specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation and age. Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all. Inclusion means making sure everyone can access the same opportunities.

The FPH Equity, Diversity and Inclusion Committee, working closely with the SIGs reporting to it, will seek to support the FPH President, Officers, Board, Committees, and staff in advising on matters relating to existing FPH equity, diversity and inclusion policies and practices. This will include ensuring the delivery of the FPH anti-racism framework, as well as proposing revisions, amendments and additions to policies and practices, and developing an Equality Impact Assessment programme for FPH.

The committee will provide oversight on equity, diversity and inclusion issues for FPH. The committee will monitor and hold FPH to account on equity, diversity and inclusion matters, both externally and internally, working across all committees to ensure FPH embeds equity, diversity and inclusion in all its work.

## **Governance**

The committee will meet virtually a minimum of 3-4 times a year and contribute to the work of its SIGs as and when invited by the SIG chairs.

There will be two co-Chairs, or a Chair and a Vice-Chair. Each Chair will have a specific area of responsibility:

- 1) Internal – Oversight of the internal areas of EDI work, including the delivery of the anti-racism framework and ensuring that EDI is embedded in all aspects of FPH work
- 2) External – Oversight of FPH work to promote EDI in the public health workforce, identifying concrete actions to tackle inequalities in the workforce, and overseeing the work of the related Special Interest Groups.

A range of Special Interest Groups will report to the EDI Committee. These will consist of established SIGs and some new ones that may need to be established, possibly including:

- Equality, Diversity & Inclusion
- Women's Health
- Black & Minority Health
- LGBT
- Place-based approaches to health
- Inclusion health

An anti-racism working group will also be established, reporting to the EDI Committee, and chaired by the Chair responsible for the internal functions of the committee.

The EDI Committee is a standing committee of the FPH Board of Trustees. It will report to the FPH Board at least twice a year and one of the Chairs will attend the Board as an Observer (if not a Board Member in another capacity).

## **Committee membership**

The membership shall consist of:

- 2 Co-Chairs (or 1 Chair and 1 Vice-Chair)
- Chair(s) of the SIGs
- Specialty Registrar Committee representative(s)
- Up to 3 general FPH members, appointed following recruitment from the FPH membership
- Scotland representative
- Northern Ireland representative
- Wales representative
- Global Health Committee representative
- Lay member
- FPH staff representatives:
  - CEO
  - Deputy CEO
  - Director of Operations & Membership Systems
  - Staff representatives nominated by Staff Forum

Where possible, committee representation should include members from all UK nations and international members.

The Chairs will be appointed by the Board, upon the recommendation of a panel comprising President, two other FPH Officers and the CEO, following an open call for expressions of interest from the membership. Terms of office shall be three years in the first instance, with the possibility of re-appointment for a second term subject to Board agreement.

Where appropriate, the committee will call upon others from outside the committee to contribute to, and possibly lead, work on specific topics. This will bring in members with skills and knowledge in equity, diversity and inclusion to support evidence-based approaches to embedding equity, diversity and inclusion into all work of FPH.

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