

Diversity and Inclusion Advisory Committee (DIAC)

Read about the MDHS Diversity and Inclusion Advisory Committee, including its terms of reference and information regarding membership.

The DIAC portfolio objective

Within the Faculty of MDHS, the Diversity and Inclusion Advisory Committee objectives are to promote:

- The representation, distribution and retention of people with diverse personal attributes, experiences and backgrounds;
- A workplace where diversity and inclusion are valued, respected and affirmed;
- An environment where staff are supported to achieve their personal and career aspirations, in accordance with the strategic goals of the Faculty and University.

The DIAC will focus its actions in accordance with the University's [Advancing Melbourne Strategy](#), particularly the Diversity and Inclusion Implementation Plan, the Athena Swan (SAGE) Gender Equity Bronze Award, the Faculty's Strategic Plan, [Beyond 2018](#) and the [MDHS 2020 Action Plan](#).

Terms of Reference of MDHS DIAC Committee:

1. To consolidate and report on Diversity and Inclusion Initiatives being developed or undertaken across Departments, Schools and Faculty
2. To share key learnings about emergent or embedded Diversity and Inclusion Initiatives and/or issues arising
3. To collectively support the Diversity and Inclusion Portfolio through action and advocacy at a local and institutional level
4. To provide advice and facilitate feedback to the People and Culture Committee on diversity and inclusion issues, initiatives and programs
5. To identify emerging issues related to diversity and inclusion as they relate to local areas and broader Faculty
6. To develop an annual Diversity Action Plan aligned with the Faculty's [People and Culture](#) strategy and the [MDHS 2020 Action Plan](#)
7. To inform and promote career advancement and professional development opportunities for MDHS staff
8. To raise awareness of diversity and inclusion in the Faculty
9. To liaise with relevant University committees and groups on matters relating to diversity and inclusion.

The role of DIAC members is:

1. To actively participate and contribute to the implementation of activities through membership of one or more working groups associated with priority areas identified by the DIAC
2. To help identify activities that fulfil the terms of reference of the DIAC
3. To promote initiatives that will help achieve the portfolio objective
4. To liaise between the DIAC and academic and professional staff in MDHS Schools, Departments and Institutes.

Meetings are usually two monthly.

Membership Members serve an initial term of three years, after which they can reapply for a second term. There will be a maximum membership of two terms (three years each). After the first term has elapsed, members can choose to reapply to join the DIAC.

Faculty

1. Chair: Associate Dean (Diversity and Inclusion)
2. Deputy Chair (as noted below)
3. Professional Staff: Chief Operating Officer, Engagement Lead, Office of the Dean (x 3)
4. Faculty academic staff: Staff appointed to Academic Specialist and Research Assistant roles

Schools

1. Each of the six Schools of the Faculty will have a nominated member on the DIAC
2. In addition, up to four non-representative members will be nominated
3. ECR Network representation: 2–3 members

A breadth of membership will be encouraged to ensure that knowledge and experience is gained from different areas of the Faculty.

There will be a call for membership when renewal of the committee is required. MDHS staff who have registered their interest on the MDHS committee register will be contacted in the first instance, taking into consideration the requirements for a broad and diverse membership.

A Deputy Chair will be nominated at the beginning of each year. DIAC members can self-nominate for this role. The role of the Deputy Chair is to chair the DIAC and attend Faculty meetings as appropriate in the absence of the Chair.