

## **Strategic Advisory Group (EDI) Terms of Reference**

### **1. Purpose**

- 1.1 The SAGs have been established as part of Advance HE's consultative approach to actively engage members in shaping the activity and future direction of the organisation to ensure that Advance HE meets the needs of members. This will involve:
- Reviewing and shaping Advance HE's priorities within each relevant area
  - Identifying current and emerging strategic issues, challenges and opportunities to inform the future work of Advance HE
  - Considering the implications of thematic areas of work for each relevant area
  - Advising Advance HE on implementing an integrated approach maximizing the synergies between the areas of equality, leadership, governance and education.

### **2. Duties**

- 2.1 The EDI SAG are responsible for:
- a) Identifying current and emerging strategic EDI issues, challenges and opportunities
  - b) Providing scrutiny to Advance HE's priority and operational plans, offering critical challenge and advice as required
  - c) Acting as a sounding board by for policy and programme development, and help determine development priorities
- 2.2 To consider any other matters as may be referred to it by Advance HE's Board of Directors and sub-committees.

### **3. Membership**

- 3.1 The EDI Strategic Advisory Group (SAG) will be made up of 16 members drawn from Advance HE member institutions. There will also be two non-member co-optees appointed for their specific skills and experience. The Chair will be the appointed from within the membership. Members will be appointed for a two or three year term of office.
- 3.2 The EDI SAG will require specific skills and expertise as outlined in the attached person specification.
- 3.3 The Advance HE Director for Membership and Accreditation, a nominated Principal Advisor and the Director for Knowledge and Insights will be members of the EDI SAG and other members of Advance HE staff may be invited to attend as appropriate.

### **4. Meetings**

- 4.1 The EDI SAG shall meet two times each academic year once per term and will usually alternate between York and London offices.

# **Strategic Advisory Group (EDI)**

## **Person Specification**

### Experience and Expertise

- Successful track record of leading and / or managing EDI in complex organisations (including student leadership)
- High level of understanding of HE in a variety of contexts
- Appreciation of the HE policy landscape in particular relation to the EDI
- Commitment to the values and principles of Advance HE
- Experience of Board and committee work
- Highly developed interpersonal and communication skills
- Ability to understand complex strategic issues, analyse and resolve difficult problems
- Sound independent judgement, common sense and diplomacy

### Diversity of Perspective

In selecting members, consideration will be given to having diversity of perspective through ensuring the following:

- a mixture of knowledge of types of HEIs (e.g. small and specialist, research intensive etc.)
- representation from the 4 UK nations
- representation from different mission groups
- representation from non-UK countries covering International members
- a mixture of understanding of staff and student issues
- diversity of protected characteristics