

# Research Excellence Framework Equality and Diversity Advisory Group

## Terms of reference

The Research Excellence Framework (REF) Equality and Diversity Advisory Group has been convened to advise the four funding bodies, through the REF team, on the development of the full range of measures to promote equalities and diversity in the REF. This includes advice on:

- the process for recruiting expert panels
- definitions of staff eligibility and of individual staff circumstances
- guidance to institutions on codes of practice for staff selection
- the strategy for monitoring staff selection
- processes for handling of individual staff circumstances (including the scope for a central group to handle cases during the assessment phase)
- the scope for promoting equalities through the assessment of the research environment
- equalities guidance to expert panels
- the equalities implications of using citation information
- the equalities implications of assessing the impact of research.

The advisory group will meet from summer 2010 to summer 2011.

## Membership

Nominations for membership of the group were invited from the four funding bodies, the Equality Challenge Unit, the Universities and College Union, Universities UK, Guild HE and Universities HR. Individuals were selected from the nominations to cover a range of equalities specialism's and academic disciplines.

Membership of the group is as follows:

Kathy Aveyard	Equality & Diversity Manager, University of Leeds
Dianne Berry (Chair)	Pro Vice-Chancellor Research, University of Reading
Rob Copeland	UCU Higher Education Policy Officer
Tariq Modood	Professor of Sociology, University of Bristol
Ali Jarvis	Scottish Funding Council board member

Teresa Rees	Pro Vice-Chancellor Research, Cardiff University
David Ruebain	Chief Executive, Equality Challenge Unit
Gary Loke	Head of Policy, Equality Challenge Unit
Julius Sim	Professor of Health Care Research, Keele University
Elizabeth Stuart	Pro Vice-Chancellor, University of Winchester
David Williams	Human Resources Director, Swansea University

The group may wish to co-opt one or more additional members should they feel that they need additional expertise in a particular equalities area or academic discipline area. The group may also invite individuals to attend on an ad hoc basis to address particular issues.

Secretarial support will be provided by the REF team.