

Equality, Diversity and Inclusion Advisory Group: Terms of reference

Role

1. The Equality, Diversity and Inclusion Advisory Group (EDIAG) exists to:
 - Advise Policy Committee and BVA working groups on EDI considerations relating to policy development.
 - Advise the Member Benefits and Events Committee on EDI considerations relating to the development of member benefits and resources.
 - Horizon scan for EDI issues of relevance for BVA.

Authority and accountability

2. The EDIAG is a committee of BVA Board and the chair is accountable to the Board. The Group is appointed and dissolved by the Board.

Composition

3. EDIAG is composed of 8 members, including:
 - One representative nominated by British Veterinary LGBT+
 - One representative nominated by British Veterinary Ethnicity and Diversity Society
 - One representative nominated by British Veterinary Chronic Illness Support
 - One representative nominated by Animal Aspirations
 - Three independent members
 - One veterinary student
4. All members of EDIAG must be BVA Members.

Appointment of members

5. The appointment of independent members and the student member is by application to the Nominations and Awards Group. NAG appoints using a blind recruitment process against a skills matrix in line with the role description. The appointments are approved by BVA Board.

Election of chair

6. The chair is elected from the members.
7. The election is carried out by a ballot of all members of the committee based on a simple majority.
8. The chair is elected for a term of three years, regardless of their remaining term of office as a committee member.

Role of chair

9. The chair works with the BVA team to set the agenda for the Group's meetings. The chair is a non-voting member of BVA Council.

Tenure

10. All members normally serve for a term of up to three years and may apply for a second term. Members may seek re-appointment for a third term following a break in service of at least one year.

Meetings

11. EDIAG meets twice per year, with a remote option available.

Conduct

12. All members of the Group are expected to contribute to the work of the committee, both in and outside meetings, including reading papers, and contributing to discussions via the online workspace.
13. All members of the Group are expected to work collaboratively with BVA Officers and staff, communicate with courtesy, uphold BVA's values, and challenge attitudes and behaviours which are not consistent with those values.
14. Members should not represent or present BVA's views on any policy matters to the media or government without prior approval.

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