UNIVERSITY OF CAMBRIDGE
Faculty of Mathematics

October 2025

The Faculty of Mathematics Equality Diversity and Inclusion Committee

Terms of Reference

1. Purpose

The University of Cambridge is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

The purpose of the Faculty of Maths Equality, Diversity and Inclusion (EDI) Committee is to ensure the Faculty has an inclusive working environment and to embed EDI values and working practices. The Committee will promote a culture of participation and inclusivity, raise awareness of equality and diversity issues, identify obstacles and problem areas, identify equality priorities and objectives, propose actions to meet these priorities and monitor progress. Its remit is both staff and students.

2. Objectives

a) To identify the Faculty's equality priorities and objectives across all protected characteristics
b) To ensure equality of opportunity and to support the recruitment, retention and promotion of a diverse range of staff and students
c) To review the impact of institutional and local policies and practices and identify existing good practice
d) To support the Schools's Athena SWAN Charter award submissions
e) To oversee progress against the current Athena SWAN action plan and identify further actions to advance broader equality objectives.
f) To report to the Faculty Board and other relevant Faculty Committees and meetings at least termly.
g) To communicate values and activities to staff and students

3. Membership

3.1 The EDI Committee will consist of the following:

Members

1) Chair
2) Head of Departments
3) Faculty EDI Champion
4) Faculty Admissions Officer
5) Director of Undergraduate Education

6) Business Operations Manager
7) Researcher Reps (one from each Department; postdocs/CTOs)
8) Students Reps (ideally one graduate and one undergraduate member). These two posts will be advertised annually in October with support from the Emmy Nöether Committee)
9) School of Physical Sciences Equality and Diversity Forum member

Co-opted/corresponding members

These members will be invited to attend meetings when required:

- Director of Taught Postgraduate Education
- Director of Graduate Education from either Department
- Professional and support staff representative
- Corfield / Sheila Edmonds Lecturers
- Representative from the Equality & Diversity Section
- Council / University HR Committee representative

3.2 Members are responsible for:

- communicating and embedding equality and diversity practices into their respective departments;
- providing the Committee with their views and expertise in order to make informed recommendations;
- participating in relevant working groups to review and progress the action plan;
- keeping up to date with equality and diversity issues

3.3 Membership will be reviewed on an annual basis

3.4 Members of the committee will review quantitative and qualitative data for the following main areas:

1) Undergraduate admissions and inductions
2) Undergraduate attainment and transitions/career destinations
3) Part III admissions and attainment; Graduate admissions and PhD completion rates
4) (a) Academic Staff (UTOs and CTOs) including career development and key career transition points (recruitment, induction, promotion, REF, equal pay, workload); (b) Professional and Support Staff including recruitment, induction and career development
5) Research staff career development and key career transition points (recruitment, induction, REF, equal pay)
6) Culture and communication including flexible and family friendly working practices as well as staff and student feedback (surveys/focus groups)

3.5 All panel members have an important role to play in ensuing that Athena SWAN principles and gender equality are promoted within the Department. Therefore, panel members are expected to have completed the University's online Equality & Diversity training module, and implicit bias/unconscious bias training or equivalent as part of their panel role.

4. Meeting schedule

E&D Committee meetings will normally be held at least once a term including a meeting in the long vacation.

The Terms of Reference will be reviewed by the Committee at its first meeting of every new academic year.