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| **Race Equity Alumni Advisory Board** | **Terms of Reference** |

**Membership**

**Background**

The Race Equity Alumni Advisory Board was formed in 2021. The inaugural term of the Group will be chaired by (Chair to be confirmed).

The Race Equity Alumni Advisory Board will support the University to build lifelong relationships with our Black, Indigenous, and People of Colour (BIPOC) alumni and provide a voice for BIPOC alumni to share their experience, and provide guidance and support to the University to ensure the continual improvement of the BIPOC student and staff experience. The Race Equity Alumni Advisory Board will also have a critical role in advising the University’s implementation of its equality, diversity and inclusion vision 2019-2025 ([Everyone Welcome, One Community, Many Voices](https://www.exeter.ac.uk/media/universityofexeter/humanresources/EDI_Vision_2019-25.pdf)), and in particular, advising the University in its ambition to become an anti-racist institution. A full list of Board Aims and Membership Responsibilities are listed below.

**Aims and Membership Responsibilities**

* The Board will have a clear and direct line of communication to the Provost Commission, with the Chair joining the Commission, and into the University’s Race Equality Group (via the Chair), ensuring that the stance and direction of the Board is guided by the UoE community.
* Actively foster an environment that enables BIPOC Alumni to feel connected, supported and engaged with the University.
* To enable our BIPOC alumni to actively network and foster connections with each other, promoting opportunity for career support/advancement and learning from one another.
* To support initiatives featuring mentorship, innovation and other volunteering opportunities that will have active impact on both the BIPOC student and staff experience, and BIPOC alumni experience.
* Advise and take a lead role to help the University build lifelong relationships with our BIPOC alumni;
* The Board should also be seen as providing a voice for alumni. Board members will take an advisory role in developing, piloting and helping to implement policies, strategies and activities which actively involve BIPOC alumni and strengthen their relationship with the University, acting as a critical friend, focused on specific remits (outlined below)..

Specific Board members will be assigned to lead on the following key areas:

* Act as a critical friend to the University in its Race Equality Charter Mark ambitions and underpinning action plan.
* Training and development opportunities (including mentoring)
* Support for Post Graduate Research community
* Development of networking opportunities for our BIPOC alumni community
* To support and advise the University on the nature of BAME scholarships through the Success for All Strategy Group.

**Structure and Support**

* Members serve a minimum three-year term, renewable if mutually desired [this would be by agreement between the Chair and individual Board Member]. Renewal of membership will be discussed with each member, the Chair and the University as the end of the member’s term approaches to ensure succession planning. At least one of the members should be drawn from alumni serving on the University’s Council.
* Alumni can express an interest of consideration for membership of the Race Equity Alumni Advisory Board or can suggest other alumni for consideration, however new members will be only be selected and confirmed by the University and the Chair based upon the current priorities and targets that are set. The group retains the right to grow and contract under the guidance of the University and the Chair.
* Each member holding a specific remit may be asked to coordinate with a larger, ad hoc, group of alumni who can provide guidance and additional points of view on specific activities within the remit.
* The Race Equity Alumni Advisory Board meets formally three times a year at which we would expect members to attend. Outside of this formal structure, members meet or conduct business on an ad hoc basis by any appropriate means, such as email or teleconference.
* Members are expected to have reviewed the agenda and supporting materials, and conducted the necessary preparation prior to each meeting.
* Members can expect to volunteer for a minimum of ten hours per annum via the Race Equity Alumni Advisory Board, plus further hours to deliver on their specialist area/membership role
* Support for the group is offered through the University’s Equality, Diversity and Inclusion team who provide support for the University’s Race Equality Group to maintain links into existing University structures and activities, and will receive support from the University’s Alumni Office.
* In discussion with the Chair, members may choose to appoint a deputy to assist with the work in their assigned portfolio areas.