

## The Equality, Diversity and Inclusion (EDI) Committee and Architecture

<b>Contact name and details</b>	Jennifer Crook - Equality and Diversity Adviser crookj@methodistchurch.org.uk
<b>Status of Paper</b>	Final
<b>Action Required</b>	Decision
<b>Draft Resolutions</b>	51/1. The Council recommends to the Conference that the Conference amend SO 336 as set out in paragraph 2 of the report. 51/2. The Council recommends to the Conference the adoption of the transitional and permanent EDI Architecture as set out in paragraph 3 of the report.

### Summary of Content

<b>Subject and Aims</b>	To outline the transitional and permanent EDI architecture.
<b>Main Points</b>	Introduction and Scope. Draft Standing Order: 336 <i>Equality, Diversity and Inclusion Committee</i> . The transitional and permanent EDI architecture. Budgetary Implications.
<b>Background Context and Relevant Documents (with function)</b>	Towards an Inclusive Church: 2010 Conference. Towards an Inclusive Church: April 2013 Update. The Equality, Diversity and Inclusion Programme and Architecture October 2013. Update on the Review of Committees, Advisory Groups and Reference Groups that Support the Connexional Team: 2009 Conference Report.
<b>Consultations</b>	EDI Stakeholder Fora, EDI Resource Group.

## The Equality, Diversity and Inclusion (EDI) Committee and Architecture

### 1.0 Introduction and Scope

This report is a follow up to the October 2013 Council Report 'The Equality, Diversity and Inclusion Programme and Architecture' MC/13/71, in which the Council agreed:

- 71/1. *That Option 3 (the establishment of an Equality, Diversity and Inclusion Committee as a committee of the Methodist Council) be adopted, but that further consideration be given to Option 2 (ensuring that there is an EDI Champion on key committees) as a part of implementing the EDI Committee;*
- 71/2. *That the Connexional Team undertake further work on the oversight and implementation of the new EDI structure, including proposed revisions to Standing Orders, and report to the Council in April, 2014.*

This report presents the draft standing order for the EDI Committee. It also outlines the transitional and permanent EDI architecture.

### 2.0 Revision to standing order: 336 Equality, Diversity and Inclusion Committee

***(1) The Methodist Council shall annually appoint an Equality, Diversity and Inclusion Committee, to discharge the following duties:***

- (i) supporting the work of the Council in all matters relating to Equality, Diversity and Inclusion by providing expert resources, advice and guidance.***
- (ii) assisting the Council by scrutinising reports and policies which have regard to equality, diversity and inclusion.***
- (iii) assisting the Council in identifying areas of activities that require improved awareness and understanding of inclusion.***
- (iv) supporting the Council in the promotion of equality, diversity and inclusion across the connexion.***
- (v) developing learning and development programmes and any other resources as directed by the Council.***

***(2) The Committee shall report annually to the Methodist Council.***

***(3) (a) The Committee shall consist of;***

- (i) the chair appointed in accordance with sub clause (c) below;***
- (ii) a member of the Senior Leadership Group of the Connexional Team;***
- (iii) a person aged 18 or over nominated by the Methodist Children and Youth Assembly;***
- (iv) a member of the Methodist Council;***
- (v) five other persons chosen to ensure that the committee has expert knowledge, experience and skills in matters relating to equality, diversity and inclusion, one of whom shall be a chair of district.***

*(b) A member of the Connexional Team shall be the convener of the committee but not a voting member.*

*(c) The Chair shall be appointed by the Methodist Council to serve for six years.*

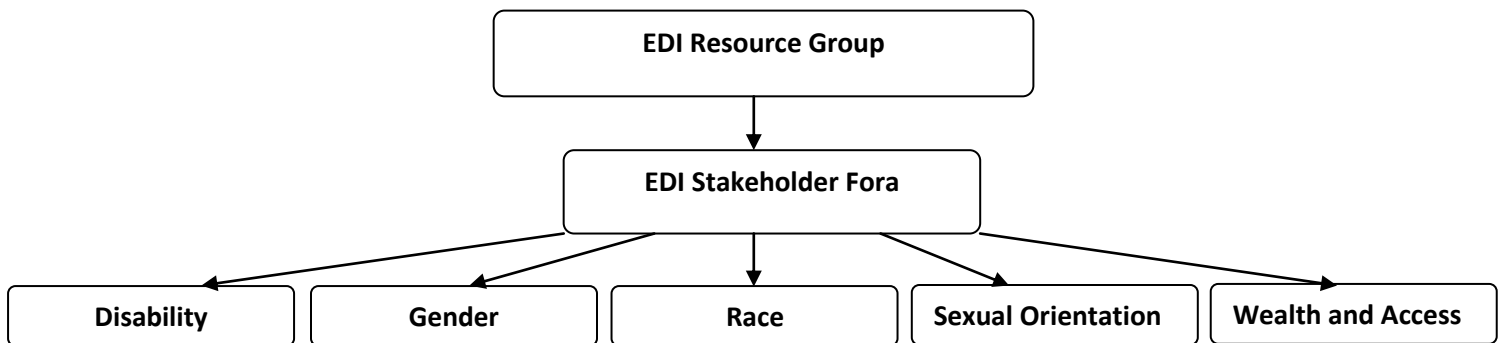
*(d) The other member of the committee shall not serve for more than six years in succession.*

**(4) The Committee shall be responsible for making nominations to the Council for persons to fulfill SO102(1)(i)(g)**

### 3.0 The Transitional and Permanent EDI Architecture

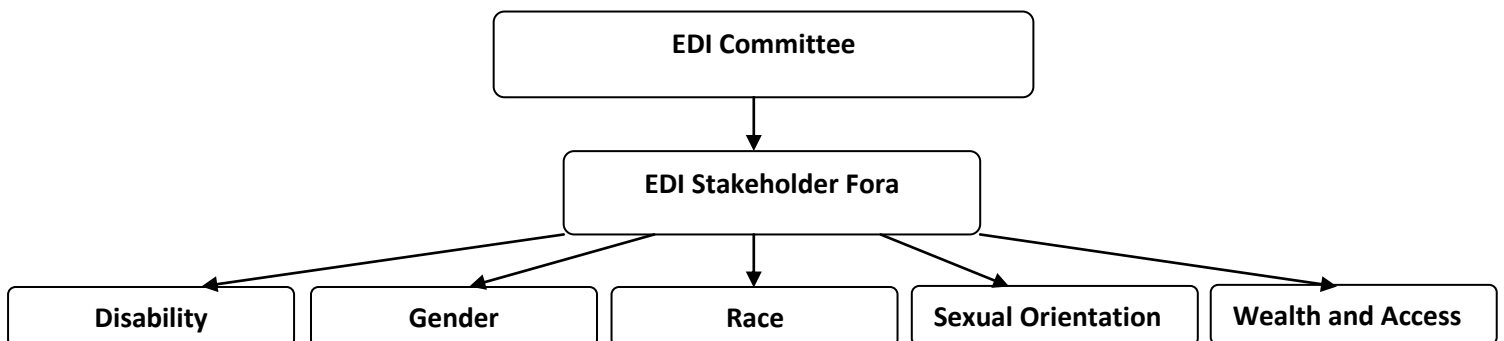
#### 3.1 Current Architecture

The following diagram outlines the current EDI Architecture:



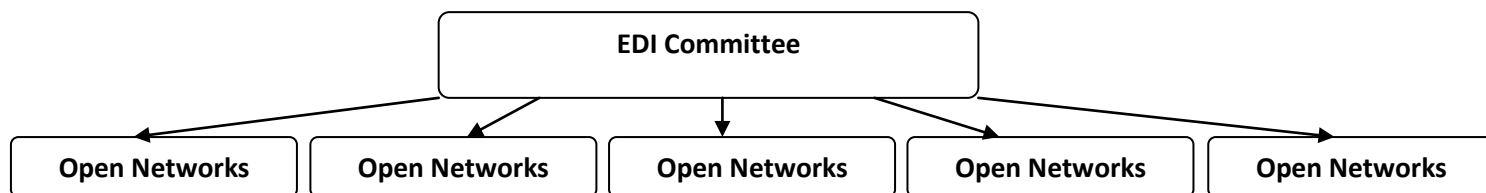
#### 3.2 Transitional Architecture

Under the transitional arrangements, the EDI Resource Group will be replaced by the EDI Committee, with the EDI Stakeholder Fora remaining until 31 August 2015 as agreed at the April 2013 Council, to support work on the EDI Toolkit and the EDI Theological Statement.



#### 3.3 Permanent Architecture

The permanent architecture will consist of the EDI Committee and be supported by open thematic networks as identified in the 2010 'Towards an Inclusive Church' report. The themes will be based on the priority actions identified in the April Council 'Towards an Inclusive Church Update 2013'.



**Definition of Open Networks:** In the 2009 Conference report, 'Update on the Review of Committees, Advisory Groups and Reference Groups that Support the Connexional Team', Open Networks were defined as 'groups of persons with an interest and varying degrees of experience in a particular area that communicate electronically in an ad hoc manner to share information and experience, hold discussion, explore new ideas and provide mutual support. Members of Networks need not be in direct contact with each other.'

#### **4.0 Budgetary Implications**

The budgetary implications for the transitional stage of the EDI architecture remain the same as the current architecture. For 2012-2013, the total annual costs were £950, it is difficult to estimate the actual cost of the permanent structure, as it will depend on the exact travel costs, but based on the number of members it could increase by £280 to £1,230. This is covered within the 2014-15 budget.

#### **\*\*\*RESOLUTIONS:**

- 51/1. The Council recommends to the Conference that the Conference amend SO 336 as set out in paragraph 2 of the report.**
- 51/2 . The Council recommends to the Conference the adoption of the transitional and permanent EDI Architecture as set out in paragraph 3 of the report.**