

our people to create a safe and respectful community by calling out inappropriate behaviour where it is safe to do so, and with the expectation that students and staff model respectful behaviour

our students and staff to raise their concerns, report incidents, and seek support when they need it.

4. This Terms of Reference is consistent with the best practice model espoused by the [Educating for Equality – A How-to Guide for Universities \(ourwatch.org.au\)](https://ourwatch.org.au). It is designed to have maximum input from key stakeholders who will be engaged and consulted throughout implementation and review of the action plan to ensure collaborative co-design methods are maintained.

2. Purpose

1. The purpose of the Steering Committee is to ensure that the Strategy and Action Plan is fulfilled.
2. The Steering Committee is to encourage behavioural and cultural change amongst student and staff leading to broader societal change.
3. The Steering Committee provides direction, ensures there is appropriate governance of scope, prioritisation, schedule, resourcing and decision making.
- 4.

1. Advocate the Strategy objectives, outcomes and outputs, and monitor progress towards them
 2. Discuss and agree on prioritising items within the Action Plan 2022-2025
 3. Ensure diverse student and staff groups are consulted and engaged throughout implementation of the Action Plan
 4. Ensure adequate resources are available to implement the Action Plan
 5. Provide timely advice and support to the Project Team and Project Working Groups
 6. Resolve escalated issues and risks
 7. Recognise and celebrate key achievements
 8. Evaluate and review Strategy & Action plan on an annual basis.
2. Each Steering Committee member will:
 1. Be champions of change by acting with integrity and leading by example overseeing the operationalisation of the Strategy & Action Plan
 2. Act as advocates and champions of change
 3. Seek input and advice from those they are representing
 4. Attend scheduled Steering Committee meetings
 5. Complete Actions assigned to them within time and resources
 6. Prepare for and actively contribute to each meeting.
 3. The Project Team will:
 1. A

Shelley Valentine	Arc rep
Jan Breckenridge	Subject matter expert rep

10. ~~Minutes~~

1. Minutes are to be formally documented and endorsed by all members and kept in accordance with the UNSW record keeping policy.