

ELA Race Equality Committee (REC) – Terms of Reference

Terms of Reference for the REC:

1. The REC is a Sub-Committee of the Legislative and Policy Committee and reports through that Committee and L&P Chair and sits within ELA.
2. The Deputy Chair of ELA who is the ELA diversity and inclusion Champion will be an ex officio member of the REC.
3. The REC will have one Co-Chair who also is a member of the ELA L&P Committee.
4. The REC will be subject to the normal ELA requirements that it is an apolitical body and that external written communications whether articles / consultations or otherwise are scrutinised by Chair of ELA / Chair L&P in the same way as all other Sub-Committees and or external communications by ELA.
5. The REC aims to bring about positive change within ELA. It aims to support ELA's Diversity and Inclusion initiatives and to:
 - a. improve access to careers in employment law for people from ethnic minority backgrounds;
 - b. create a network of ethnic minority employment lawyers and non-ethnic minority allies who can share insight, experiences and provide mutual support to those already within the profession;
 - c. provide support for career development and progression for members (e.g. mentoring schemes);
 - d. ensure that the REC is an inclusive one across ethnicity and geographical location;
 - e. help members to enable non-ethnic minority colleagues to support our aims through allyship or otherwise.
 - f. contribute to the L&P Committee's responses to Government consultations and legislative proposals on race-related issues and /or be the Working Party responding to the consultation as the Chair of L&P considers, in consultation with the L&P Committee, appropriate;
 - g. work with the Training Committee (and/ or any other committee of ELA) to contribute ideas for, and where appropriate, (subject to the Training Committee's input) speak at training events and webinars hosted by the Training Committee in relation to race-related issues;
 - h. contribute views and content to allow the Deputy Chair (and/or as appropriate the Chair of ELA) to speak externally on behalf of ELA on issues relating to race and racial discrimination and / or issues that have a significant impact on ethnic minority communities;
 - i. provide feedback and guidance to the Training Committee on training as appropriate;
 - j. where appropriate, and as agreed with the Chair of L&P and Deputy Chair, (and/or Chair) seek to engage with relevant stakeholders in government and elsewhere on this issue (e.g. the government's Commission on race and ethnic disparities) to make meaningful change.
 - k. improve ELA's engagement with members on race-related issues generally and more specifically, to encourage members to discuss the issue of race, further support awareness of racial inequality and seek to implement the results of those discussions.
 - l. lead on other race discrimination-related work within L&P.