

Terms of Reference

NAWRA Equality and Diversity Working Group

Purpose and Aim

- To remove obstacles of participation for people with a protected characteristic of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.
- NAWRA is against any form of discrimination so the protected characteristics above are not an exhaustive list and also includes class
- To diversify NAWRA membership by reaching out to ethnic minority advice organisations and understanding the current membership.
- Supporting smaller organisations especially ethnically diverse organisations by highlighting and sharing good practice.
- The working group will ultimately be accountable to the NAWRA Executive Committee.

Membership

- The membership will consist of at-least one member from the Executive Committee of NAWRA and any NAWRA member can become a member of the working group (So far we have 38 NAWRA members on the working group)

Frequency of meetings

- The working group will meet at-least twice a year

Quorum

- At-least 25% members of the working group which must include chair of the working group and/or secretary of NAWRA will make the quorum of the group

Monitoring and Review

- The working group will monitor and review the progress of the working group from time to time and will report every six months to NAWRA Executive Committee