Faculty of Health Sciences
Aarhus University
The Faculty Management Team

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Terms of Reference

Health Committee for Diversity Equity and Inclusion 2026–2030

It is Health's ambition to be a faculty where all students and staff experience being part of an inclusive study and working environment with equal opportunities for all. The Committee works to support this objective.

The Committee operates on the basis of "Aarhus University's Action Plan for Diversity, Equality and Inclusion 2026–2030" and thereby supports the AU Strategy 2030 in this area.

Health Committee for Diversity, Equity and Inclusion is appointed by the Faculty Management Team and reports to it.

Purpose

The purpose of the Committee is to promote initiatives across the faculty and ensure a continuous focus on diversity, equity and inclusion. This applies to the faculty's students, academic staff, technical-administrative staff, and to the management.

Equity refer to equal rights and opportunities for all, regardless of gender, gender identity, sexual orientation, age, ethnicity, nationality, disability, language, political or religious beliefs, and similar characteristics. The Committee's work is therefore based on the faculty's code of conduct for diversity, equity and inclusion.

Tasks

Based on the tasks listed below, Health Committee for Diversity, Equity and Inclusion works towards a long-term cultural and organizational development of the faculty. The effort is based on specific initiatives in a local context, involvement of stakeholders, anchoring and follow-up. The tasks are as follows:

- To contribute with recommendations and input to AU's Committee for Diversity, Equity and Inclusion, support implementation as well as anchoring the action plan for diversity, equity and inclusion at the faculty
- To propose and carry out local initiatives to support diversity, equity and inclusion at the faculty
- To monitor and evaluate the efforts at the faculty
- To involve other forums at the Faculty of Health Sciences and at Aarhus University in the activities and contribute with input regarding diversity, equity and inclusion to these forums
- To ensure internal and external visibility of the work with diversity, equity and inclusion at the Faculty of Health Sciences
- To contribute to consultations and other inquiries where the Committee's assessment is requested
- To involve relevant expertise from the faculty, other faculties and externally

Composition of the Committee

The Committee assists the Faculty Management Team in matters concerning diversity, equity and inclusion. The chair of the Committee keeps the Faculty Management Team informed about the work and submits, on behalf of the Committee, recommendations to the Faculty Management Team regarding decisions on initiatives that require involvement from other units, management support or funding.

The Committee has up to 13 members:

- **The chair is selected among the faculty's heads of department.** This supports legitimacy of the Committee´s decisions and alignment with the activities at the faculty and at the university.
- **Two members appointed by the chair** from among the employees at the faculty. These people contribute with knowledge, dedication and broad representation in the Committee.

- **Five members appointed by the heads of department,** who each appoint one representative from among the scientific staff. This supports departmental anchoring and commitment to the implementation and progress of activites initiated by the Committee.
- **One member from the technical-administrative staff** appointed by the Head of Administration. This person can qualify the Committee's discussions and acitivities with a technical-administrative perspective.
- **Two student representatives appointed** by the Health Student Forum with the purpose of bringing perspectives in relation to the educational and study environment.
- **One or two of the faculty representatives in the AU Committee for Diversity, Equality and Inclusion,** which supports coherence between acitivities and discussions in the two committees.

A representative from Health Communication participates as an observer in order to qualify ongoing communications internally and externally.
The Committee is supported by the faculty secretariat with information and involvement of the Faculty Management Team and other committees.

The members of the Committee are ambassadors for diversity, equity and inclusion at The Faculty of Health Sciences and are therefore also expected, in other contexts, to support and put focus on the topic. Each member is appointed for a 3-year period. No deputies are appointed. If a member steps down during the period, a replacement is appointed. Reappointment may take place.

Meeting activity

Health Committee for Diversity, Equity and Inclusion meets at least 4 times a year. As a starting point 2 times in the spring and 2 times in the autumn. In addition, there is 1 annual meeting with the Advisory Board on Diversity, Equity and Inclusion.
The chair may summon extraordinary meetings, and written processes via email must also be expected. Furthermore, the Committee may be invited to meetings or events at the university.

Approved by the Faculty Management Team on 24 March 2026
and revised to reflect the faculty's new name, the Faculty of Health Sciences, effective June 2026