



AUTHORITY

SUBCOMMITTEES	N/A
RELATED COMMITTEES	Equity, Diversity and Inclusion Committees
REPORTING OPERATION	Diversity and Inclusion Committee Ongoing
LAST REVIEWED	September 2025
PURPOSE	The Pride Committee contributes to creating a safe, respectful and inclusive culture for LGBTQIA+ staff, students and visitors. They are responsible for promoting awareness and visibility of LGBTQIA+ initiatives, policy and activities at Flinders.

TERMS OF REFERENCE

RESPONSIBILITIES

1. The Committee will support Flinders in fostering a safe, respectful and inclusive culture for LGBTQIA+ staff, students, and visitors.
2. The Committee will promote awareness and visibility of LGBTQIA+ initiatives, policies, and activities across the University.
3. The Committee will champion diversity and inclusion initiatives relevant to the LGBTQIA+ community at Flinders.
4. The Committee will engage with relevant stakeholders to secure funding to support specific activities or functions as necessary.
5. The Committee may be invited to provide feedback on University matters that affect the LGBTQIA+ community at Flinders such as policies, procedures, or other strategic initiatives.
6. The Committee may be invited to provide feedback on training provided at the University to support LGBTQIA+ community members and allies.

QUORUM

7. The quorum is half of the appointed members plus one (1) ignoring any fraction.

PROCEDURES

8. The Agenda will be set two weeks in advance of the Committee meeting, by the Chair and the Secretary. Items for discussion may be submitted to the Secretary.
9. Papers are to be submitted to the Secretary eight (8) days prior to the meeting.
10. Papers will be circulated to members one (1) week prior to the meeting. Late papers must be circulated at least two (2) days prior to the meeting.
11. Apologies must be tendered to the Secretary as soon as practicable.
12. Meetings are open to guests from within the University, with the prior approval of the Chair.

MEETING FREQUENCY

13. The Committee will meet every two months from February each year as agreed.
14. Urgent matters which fall outside the agreed meeting cycle, and which are provided in writing to the Chair and Secretary, may be considered out of session via email. A

quorate response must be received from the membership in addition to a majority vote for the matter to be determined.

REPORTING

15. The Committee will report to the Diversity and Inclusion Committee as requested.

MEMBERSHIP

MEMBERSHIP REQUIREMENTS

16. The Committee will comprise members specified in paragraph 16.

17. Members are expected to:

- Report to the Committee on LGBTQIA+ initiatives and activities within their specific College or Portfolio
- Share initiatives, activities and information from the Committee with their respective College or Portfolio
- Champion awareness and visibility of LGBTQIA+ activities, initiatives, and information at Flinders by promoting relevant training, resources, and events
- Act within the interests of the University as a whole
- Contribute the time needed to actively engage and participate as part of the Committee.

18. The following persons will be appointed to the Committee:

- A minimum of three (3) College representatives
- A minimum of three (3) Portfolio representatives
- A minimum of one (1) student representative from the Queer Collective
- Additional members as required from staff and student bodies.

APPOINTMENT

19. Members will be appointed to the Committee via an Expression of Interest process held annually.

20. Members will serve for a term of one (1) calendar year.

21. In February each year, the Committee will appoint the following positions from the membership:

- A Chair
- Secretary / Executive Officer.

22. Appointed positions may be shared.