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**FACULTY LEADERSHIP:**

Diversity Equity Inclusion Sub-Committee

**COMMITTEE AIMS & OBJECTIVES**

The Diversity Equity Inclusion Sub-Committee (DEISC) is established to promote and advance equity, diversity, and inclusion within workstreams across the FICM.

The DEISC aims to:

* Develop and recommend strategies and initiatives that promote diversity and inclusion within the Faculty of Intensive Care Medicine workstreams by:
* Review current policies and practices.
* Conduct assessments to identify gaps in DEI.
* Support and advise on data collection and feedback from staff and stakeholders.
* Make recommendations to the Board through the CRW committee.

**THE ROLE & YOU**

**Terms of Office:** The term of office for DEISC members is three years. Second terms are at the discretion of the DEISC Chair and Faculty Board.

**Person Specification**: Those eligible must meet the following essential criteria:

* Be a Consultant or SAS in ICM and a Fellow, Associate Fellow or Member of the Faculty of Intensive Care Medicine in active practice. *Or*
* Be a registered trainee of the Faculty of Intensive Care Medicine in active practice.
* Have an interest in advancing equity, diversity, and inclusion.
* In addition, those applying must not have notable commitments to other educational providers that would result in insufficient capacity to take forward DEISC work streams.
* It is recommended that potential DEISC Members discuss their interest in the opportunity with hospital colleagues and line management, to ensure they can dedicate the appropriate time to the role. This position does not attract any remuneration from the FICM.

**SUPPORT**

On beginning your appointment, you will join the DEISC, which includes an established Chair and Deputy Chair. The Chair and Deputy will support you from your first meeting and throughout. The DEISC, like all Faculty groups, is a positive and open work environment and the FICM Secretariat will be on hand to support you as you join and with subsequent workflow. This includes learning how to undertake tasks with which you are not already familiar.

**RESPONSIBILITIES**

* Sub-Committee Members are expected to:
  + Attend all DEISC meetings and read all relevant materials that are sent to members.
  + Work with DEISC Members to agree an overall vision for DEI within the Faculty.
  + Proactively contribute to the work of the DEISC

**MEETINGS**

* Typically meetings take place quarterly and are virtual (with 1 in person meeting a year).
* Travel expenses are reimbursed subject to the expenses policy.
* DEISC Members may not send delegates to attend in their place.

**Disclosure of interest:** All DESIC Members should disclose to the Chair any relevant conflicting interest of any kind (financial or otherwise) arising in relation to any item on the agenda.

**Meeting arrangements**

* Copies of the agenda and accompanying papers will be sent to Committee

members in advance.

* Members can request the Chair to add items to the agenda in advance of the meeting.
* All members are encouraged to speak freely and contribute to the discussions.

**Calendar** *– subject to change*

* TBC

**TO APPLY**

Please submit a short CV and complete the application form appended below. These will be shared with the appointment panel who will review applications and reach a consensus on those appointed.Please send to [contact@ficm.ac.uk](mailto:contact@ficm.ac.uk) by **5pm Monday 2 June.**

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**FACULTY LEADERSHIP:**

Diversity, Equity, Inclusion Sub Committee   
Application Form

Name

Job Title

GMC Number

Telephone

Email

Please provide a short statement highlighting your relevant experience and interest, and why you would like to apply for this role (max 350 words):

***Data management:*** *We will share your application form securely with the appointment panel only. Your data will be stored securely.*