ان خیارکم احسن منکم اخلاقا – (الحدیث)

"تم میں سب سے اچھا وہ ہے جس کے اخلاق سب سے اچھے ہوں"

LUMS
A Not-for-Profit University

TERMS OF REFERENCE

Council for Equity and Belongings (CEB), SBASSE

Purpose:

The Council on Equity and Belonging is the School's primary group committed to devising ways to provide a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff. It will help in all matters of equity, diversity and inclusion within the SSE.

For example, the Council will suggest steps that the School needs to take to ensure that **all** students have ways and means to report uncomfortable behaviors, unwelcome spaces and untoward situations and to create mechanisms, codes of conduct and provide training to curb indecorous behavior.

The Council will provide an **informal** mechanism to address bias, discrimination, harassment, and sexual and related misconduct. It will also help students liaise with LUMS's Sexual Harassment Committee and the Office of Accessibility and Inclusion.

Note that the Council will **not** adjudicate on formal complaints (which is the purview of official University committees), rather it will provide a platform comprising students, Faculty and staff from SSE, which is immediately approachable, accessible and can guide the School's operations and policies towards creating an atmosphere to which everyone cherishes a feeling of deep belonging.

Goals and objectives:

1. Devise and create a mechanism for anonymous surveys allowing students to report issues or spaces where they feel uncomfortable.
2. It will help in filling the data gap in understanding the student experiences of culture on campus and understand the attitudes that affect student's educational experience in unconscious manner.
3. Devise a policy that can help creating awareness of intersectionality, to address interpersonal relationships between students, identify and value the inviolable boundaries and create a zero tolerance culture over discrimination and harassment.
4. Organize regular informal meetings with students to foster relationships of mutual trust and respect. This will encourage female students to report uncomfortable situations or encounters.

5. Liaise with the OAI to ensure all faculty, TAs and staff undergo mandatory training. Also, set up sessions with the OAI periodically to ensure all students are aware of the processes involved in reporting cases of harassment.
6. Create a code of conduct that must be included in all course outlines.
7. Strive to engage equal number of male and female TAs for each course.
8. Liaise with the Office of Counseling and conduct sessions with students to ensure all questions/concerns should be addressed on priority.
9. To provide basic physical spaces for women to observe privacy during their educational journey or at their work place.
10. Ensure comfortable ambiance for female students by solid connection to faculty and have a sense of belonging and ownership of the School.
11. Institute measures to ensure inclusivity and diversity in the student body.
12. Ensure equitable access to shared spaces in SSE (lab spaces, student lounges) by listening to student concerns and recommending actions to the Dean/Department chairs.
13. Spread awareness by collaborating with the OAI and the counseling office by delivering school-wide sessions that can help the students feel connected to resources for support and reporting.
14. Creation of a platform for anonymous reporting which Chairs and members of the Council can access.
15. Create liaison with the Sexual Harassment committee.
16. Create mechanisms for addressing informal complaints internally, and to help forward cases to the Sexual Harassment committee.
17. Create mechanisms for fostering and promoting students from a diverse background. To ensure diversity within the student body, and promote a culture that does not reward privilege.
18. All SOPs related to Equity and Belonging should be available on the website.
19. Creation of peer support mechanisms.
    a. This could take the shape of a buddy program where incoming students are matched with older students to ensure they understand the culture but also have support for their queries and concerns on campus.
    b. Creation of a volunteer group of students that are trained, provide support and run discussion groups/meetings/workshops to foster a culture of mutual respect.
20. In the long term the goal is to improve the culture at belonging and equity at SBASSE, LUMS and this will require action on multiple fronts:
    a. Visible leadership statements:
    b. Biennial data collection and analysis
    c. Tracking of reports and complaints
    d. Implement cultural change mechanisms. This includes the creation of a volunteer student body that can implement interventions to foster positive social interactions and healthy relationships. The goal of this student group would be to reduce the risk of sexual violence by transforming environments into more positive social settings while simultaneously shifting cultural norms that contribute to the risk of sexual violence.
    e. Educational Initiatives

        i.   Sexual violence education

       ii.   New Student Orientation

     iii.   Media Communication

     iv.   Faculty and Staff trainings

Meetings:

The members will meet at least twice in each semester at a suitable time. Additional meetings will held as and when required.

Members:

Dr. Maryam Mustafa, from the CS Department, is leading the council and it comprises the following members:

- Dr. Maryam Mustafa (Computer Science)
- Dr. Mobin Javed (Computer Science)
- Dr. Ihsan Ayub Qazi (Computer Science)
- Dr. Wala Saadeh (Electrical Engineering)
- Dr. Tariq Jadoon (Electrical Engineering)
- Dr. Khalida Asif (Biology)
- Dr. Shaper Mirza (Biology)
- Dr. Ammar Ahmed Khan (Physics)
- Dr. Haniya Azam (Mathematics)
- Dr. Habib Ur Rehman (Chemistry & Chemical Engineering)
- Ms. Zeenat Mazhar (Student - Biology)
- Nouman Abbasi (Student – Computer Science)
- Ayesha Ahmad (Student - Mathematics)
- Anusheh Zohair Mustafeez (Student – Computer Science)
- Romaisa Sana (SSE Dean's Office and administrative focal person)