

Terms of Reference: Inclusivity, Diversity and Equality Review Group

May 2021



**CAMPAIGN
FOR
REAL ALE**

Version	Date	Author	Status
0.1	3 June 2021	Tom Stainer	Draft
0.2	4 June 2021	Tom Stainer	Draft
0.3	7 June	Tom Stainer	Draft
1.0	7 June	Tom Stainer	Revised and approved – Abigail Newton
1.1	15 June	Tom Stainer	Revised
1.2	1 August	Ellie Hudspith	Revised to add new Group members

1. Background

Taking into account developments in the US and UK brewing and pub industry surrounding discrimination, and mindful of continued reports of discrimination and harassment occurring at industry events, including those organised by CAMRA, it is timely to review our processes and procedures to ensure they are fit for purpose in delivering against our objectives to be a welcoming, diverse and inclusive organisation.

2. Group objectives

To:

- Conduct research and consider evidence to determine the scale of the issue and any weaknesses in our current policies and procedures
- Recommend changes to documentation, policy and process to improve how we deal with issues of discrimination and harassment, and ensure those affected by it have confidence in the system
- Recommend steps to improve awareness and culture across the organisation to reduce incidents of discrimination and harassment
- Recommend measures to improve CAMRA's inclusivity and diversity and encourage people from under represented groups to also join, and become more involved and active in the organisation

3. Core deliverables

- 3.1. Evidence pack to support recommendations
- 3.2. Recommendations to National Executive, via People Committee for improvements

4. Scope

- 4.1. Advising on policy documentation relating to CAMRA's Code of Conduct, Volunteer Charter, equal opportunities and CAMRA Values
- 4.2. Advising on conduct in running of events including beer festivals and meetings at a branch, regional and national level
- 4.3. Advising on communication approaches at a branch, regional and national level – including promotion of membership and volunteering opportunities
- 4.4. Advising on Disciplinary/Complaints processes and procedures
- 4.5. Advising on training requirements at a branch, regional and national level

5. Frequency and conduct of meetings (virtual or otherwise)

- 5.1. The group will be formed for an initial period of three months, with the option to extend for a further six months if further work is required.
- 5.2. Meeting will be as frequently as the group requires, conducted virtually

6. Committee structure / skill sets and knowledge of committee members

The membership of the group will be no more than 16 and made up of selected members to ensure a diverse range of experience and views, plus up to five additional members to be selected from self-nominated members:

Facilitator – Abigail Newton

Angela Aspin
Jess Corbett-Collins
Flick Hamnett-Day
Ellie Hudspith
Jonathan Kemp
Tony Lewis
Liz Mullender
Catherine Tonry
Dan Veal

Plus additional self-nominated members (up to a total of 16):

Bianca Ambrose
Darren Cryer
Roy Denney
Chess Dudman
Lorna Garvey
Bev Milner-Simonds

Members will be invited to put themselves forward for selection and chosen by the facilitator. Criteria prioritised for inclusion:

1. No previous history of volunteering at a branch, regional or national level, in order to help the group better understand obstacles to activation
2. A member of an underrepresented group in the Campaign

7. Governance

This group will report on progress to the People Committee, with an expectation a report will be submitted within three months, unless the Group agrees additional time is required. An interim report will be submitted in the event of an extension, identifying potential quick win improvements and a progress report to communicate externally at that time.