

# Empower: Gender Equality, Stronger Together Charter

We want *gender* inclusion to be at the heart of our culture.

<b>Proposed Team Composition</b>	<ul style="list-style-type: none"> <li>• <b>Sponsors:</b> David Lang &amp; Michael Jones</li> <li>• <b>Chair:</b> Krishna Agravat</li> <li>• <b>Vice Chair:</b> Kirsty Walker</li> </ul>	<b>Frequency of Meetings</b>	<ul style="list-style-type: none"> <li>• Every five weeks via MS Teams</li> </ul>
<b>ACTIVITIES</b>		<b>OBJECTIVES</b>	
<b>What They Do</b>	<p><b>Chair</b></p> <ul style="list-style-type: none"> <li>• Chairs meeting, steers and governs group</li> <li>• Enables the group to develop and implement action plans for each of the strategic objectives.</li> </ul> <p><b>Vice Chair</b></p> <ul style="list-style-type: none"> <li>• Minutes of meeting, circulates agenda of meeting and deputises for Chair when required</li> </ul> <p><b>Members:</b></p> <ul style="list-style-type: none"> <li>• Contribute ideas and suggestions; proposes solutions and decisions.</li> <li>• Be the voice of the current issues/challenges that exist in their areas.</li> <li>• Act as drivers for change.</li> <li>• Allies for gender inclusion.</li> </ul>	<b>In scope</b>	<ol style="list-style-type: none"> <li>1. Drive ideas and action to help us identify, attract and retain a representative balance of gender inclusion across the organization globally</li> <li>2. Enhance internal understanding and advocacy and build allies for gender inclusion</li> <li>3. Connect and collaborate with colleagues, listening to what matters to them, encouraging ideas, knowledge sharing, and providing training and development opportunities.</li> <li>4. Promoting the ERG to employees across the business, raising awareness of the purpose and goals of the group.</li> </ol>
<b>Decision making authority</b>	<ul style="list-style-type: none"> <li>• Collective voice empowered to influence and advise decision makers and management</li> </ul>	<b>Out of scope</b>	<ul style="list-style-type: none"> <li>• Mental Health, Minority Ethnic, LGBTQ+</li> </ul>
<b>Key Interactions</b>	<ul style="list-style-type: none"> <li>• Internal Comms</li> <li>• Other ERGs</li> <li>• HR</li> </ul>		