

## **Inclusion of an Additional Term of Reference for the Committee for Ethics, Diversity, Equity and Inclusion**

*The new ToR is as follows:*

In line with the mission and core values of IUPAC, to make recommendations to the global chemistry community with respect to matters relating to ethics, diversity, equity and inclusion, and to encourage their adoption by chemistry organizations and practitioners of chemistry.

*The revised set of ToR is as shown below:*

### **Terms of Reference**

- (i) To provide independent advice to the President, Executive Board, Science Board, Executive Director, other Standing Committees, Divisions, and Commissions on matters relating to ethics, diversity, equity and inclusion within the policies, business and activities of the Union, or when undertaken by volunteers on behalf of the Union.
- (ii) To make recommendations to the President and the Executive Board, where appropriate, on matters relating to ethics, diversity, equity and inclusion within the policies, business and activities of the Union, or when undertaken by volunteers when engaged in business or activity on behalf of the Union.
- (iii) To develop in-house policies on ethics, diversity, equity and inclusiveness that are in accord with the IUPAC strategic plan, which are widely publicized on the IUPAC website(s), and which act as a reference point for the behaviour of IUPAC members, volunteers and staff when engaged in activities or business on behalf of the Union.
- (iv) To provide confidential advice or act as a confidential point of contact for IUPAC members, staff and volunteers, when engaged in business or activity on behalf of the Union, where an incident inconsistent with the Mission and Core Values of IUPAC may have occurred.
- (v) To establish, subject to approval by the President and Executive Board and Science Board, Advisory Boards, Subcommittees, and Working Groups as needed to carry out specific functions of the committee.
- (vi) In line with the mission and core values of IUPAC, to make recommendations to the global chemistry community with respect to matters relating to ethics, diversity, equity and inclusion, and to encourage their adoption by chemistry organizations and practitioners of chemistry.