

DRIVING PRIDE NETWORK

SHIFTING INCLUSION FORWARD



TERMS OF REFERENCE

ABOUT

The group is a professional network of people associated with the automotive industry, who identify as Lesbian, Gay, Bi, Trans, or identify with other sexual and gender identities (collectively known as LGBT+) and those straight allies who support them.

These Terms of Reference provide a high level view of the group and should be read in conjunction with any standing bylaws, constitutions, and objectives currently in place.

AIMS

- Provide a safe and supportive space for all LGBT+ people within the automotive sector, where they can network, discuss ideas, and share experiences.
- To help run and support events for LGBT+ employees aimed at promoting diversity at work
- To share relevant information, best practice, resources, and experiences of LGBT+ people working within the automotive sector, and to promote relevant initiatives.
- To provide a forum for discussion between LGBT+ employees at different companies to discuss professional development and improvements, and to share best practice

OBJECTIVES

As the objectives of the group are likely to change on a more regular basis, they are not part of these terms of reference.

Objectives will be reviewed quarterly by the committee and agreed upon by a simple majority vote.

MEMBERSHIP AND COMMITTEE

Membership is open to all individuals who work within the automotive sector who identify as Lesbian, Gay, Bi, Trans, or identify with other sexual and gender identities (collectively known as LGBT+) and those straight allies who support them. Members must agree to support the aims of the group.

The committee shall be made up of no more than two (2) selected representatives from each of the founding organisations. Representatives of the 'membership at large' (those who do not belong to a

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partner organisation) and additional partner organisations may be included as required and agreed by the committee.

The committee will elect a Chairperson, and a Secretary as a minimum. Other roles can be established as required; for example a Vice-Chairperson, Treasurer, Membership Secretary, External Liaison Lead, PR Lead, Charity Lead, and so forth.

Quorum: For a standard meeting to be considered quorate, a representative from no less than four member organisations must be present. If the chairperson is not present, the vice-chair will run the meeting. In the absence of both the chair and vice-chair, those members present may select a chair for the meeting from amongst their members.

BUDGET AND RESOURCES

The group is run by volunteers and supported entirely by donations; it operates on an entirely not-for-profit premise. Events, activities, and resources that can be provided free of charge will therefore be prioritised, using the general resources of the group where applicable.

It is hoped that as the group develops, opportunity may present itself to have partner organisations provide a more consistent support, which would enable the group to better fulfil its aims and objectives.