

Equality Charters December 2018 Update

Athena SWAN November 2018 award round

The team have allocated **panels** and are currently confirming dates with panellists; thank you to everyone who has volunteered to be a panellist. The team are now allocating observation opportunities for the November 2018 round, therefore any observer sign-ups made from now on will be put into the pool for the April 2019 round. Visit our website to view our newly updated panellist guidance and resources (including feedback forms that must be completed in advance): <https://www.ecu.ac.uk/equality-charters/athena-swan/panellists/panellist-resources/>

Race Equality Charter February 2019 award round

The submission deadline for the February 2019 round is 5pm on Thursday 14 February. The deadline for notifying the Equality Charters team of your **intention to submit** has now closed; thank you to those of you who have been in touch.

Athena SWAN April 2018 award round

The April 2018 round award ceremony for the UK took place on Monday 10 December at the University of Southampton. The event was attended by approximately 100 people, and included presentations from Dr Ioana Latu (Queen's University Belfast) on *“the Psychology of Gender: Implications for Athena SWAN initiatives”* and Professor Sharon Mavin (Newcastle University) on *“Leading Equality & Diversity Work in UK Business Schools”*, as well as hearing from our new Silver institutional award-holders – Aston University, University of Exeter, and University of Leicester. Congratulations again to the 147 award-holders who received their awards!

Good practice examples from the April 2018 round can be found in the Athena SWAN award ceremony booklet for the UK: <http://www.ecu.ac.uk/wp-content/uploads/2018/12/Athena-SWAN-UK-Award-Ceremony-Programme-2018.pdf>

And the awards ceremony booklet for the Ireland ceremony in November can be found here: <http://www.ecu.ac.uk/wp-content/uploads/2018/12/Athena-SWAN-Ireland-Award-Ceremony-Programme-2018.pdf>

Athena SWAN Australia award winners

Fifteen Australian institutions have been recognised for their efforts to improve gender equity and diversity, receiving Athena SWAN Bronze Awards at a gala dinner at Australian Parliament House in Canberra on Wednesday 5 December. These institutions are the first group of a further 45 aiming to complete the Athena SWAN Bronze process by 2019 through the Science in Australia Gender Equity (SAGE) process, accounting for 50 per cent of Australia’s higher education and research sector institutions. Read more here: <https://www.advance-he.ac.uk/news-and-views/SAGE-athena-SWAN-gender-equity>

Athena SWAN Impact evaluation

Following an invitation to tender, Advance HE appointed researchers from Loughborough University and Ortus Economic Research to conduct an evaluation of the impact of Athena

SWAN. This research consortium will conduct a survey and fieldwork, analyse HESA data and Athena SWAN application data to assess the impact the charter has had on gender equality in the sector. The findings of the research are expected in Spring 2019. The researchers are currently conducting a survey with a stratified sample of departments and institutions with and without Athena SWAN awards. Thank you to everyone who has agreed to participate.

Athena SWAN Review

The Athena SWAN Review Steering Group are currently undertaking their initial ‘**soft consultation**’ prior to undertaking formal consultation next year. Stakeholders who were unable to attend a face-to-face session can participate through a **webinar**, which will be held on **24 January 2019 at 11am**, or an online survey. If you are interested in participating in the webinar, please register here: <https://www.advance-he.ac.uk/node/811>

More information about the Steering Group and details of the **online survey** can be found on our website: <https://www.ecu.ac.uk/equality-charters/athena-swan/review-of-the-athena-swan-charter/>

Twitter highlights

We continue to share good practice and highlight new guidance, updates and sector developments.

- Our top Athena SWAN tweet from December 2018 marked the award ceremony celebrations held at the University of Southampton:
https://twitter.com/Athena_SWAN/status/1072100118709571584
- Our top REC tweet from December 2018 highlighted the launch of the EHRC’s inquiry into racial harassment in higher education:
<https://twitter.com/EcuRaceCharter/status/1069913246189150210>

Follow our updates on Twitter [@Athena_SWAN](#) and [@ECURaceCharter](#)

Latest Advance HE publications

[Research Insight – Evaluating the ‘Achieving Race Equality in Higher Education’ programme](#)

This sixth Research Insight provides equality and diversity practitioners with a useful example of how to evaluate the impact of a programme or intervention using a repeated-measures design. Specifically, this Research Insight identifies whether Advance HE’s ‘Achieving Race Equality in Higher Education’ programme is effective in improving participants’ familiarity with terms related to race equality and their confidence in engaging with race equality.

[Analysing Qualitative Data](#)

This sixth briefing from Advance HE’s knowledge and research team presents a short guide to analysing qualitative data, such as focus group transcripts or free-text survey responses, for practitioners working in universities and colleges.

Further guidance and resources

Don’t forget you can find further guidance and resources on our website:

- Panellist resources for both Charters: <https://www.ecu.ac.uk/equality-charters/athena-swan/panellists/panellist-resources/>

- Guide to Processes for both Charters: <http://www.ecu.ac.uk/wp-content/uploads/2018/01/ECUs-Equality-Charters-Guide-to-Processes.pdf>
- Athena SWAN FAQs: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-fags/> and resources: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-resources/>
- Athena SWAN good practice resource bank: <https://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-good-practice-in-heis/>
- Race Equality Charter FAQs: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/race-equality-charter-fags/> and resources: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/race-equality-charter-resources/>

Season's greetings

Best wishes for the festive season from all of us in the Equality Charters team! If you're celebrating at this time, we hope that you have a peaceful break and look forward to working with you in 2019.

Advance HE's offices will close at 17:00 on 21 December 2018 and re-open on 2 January 2019.

Athena SWAN and REC mailing lists

Please note that emailing AthenaSWAN@jiscmail.ac.uk and RaceCharterlist@jiscmail.ac.uk will send an email (after approval) to the whole mailing list. If you would like to reply to just the original sender, their details can be found at the end of the address bar if not provided in their signature (clicking reply will send your reply to the whole list). To email the Charters Teams, please email Athena.SWAN@advance-he.ac.uk or RaceCharter@advance-he.ac.uk.